



National Maternity Hospital
Founded in 1894



PERSON SPECIFICATION

&

JOB DESCRIPTION



Senior Dietitian Neonatology

NMH.IE CAREERS QR CODE



NATIONAL MATERNITY HOSPITAL
ABOUT US, OUR MISSION AND VISION

THE HOSPITAL

The National Maternity Hospital is one of Europe's largest maternity hospitals and a leading provider of maternity, women's health and reproductive care, established over 130 years ago. Our expert multidisciplinary team is dedicated to providing the highest standard of care to women and their families, through a range of services including maternity, women's health and neonatology. Over the years subspecialties have expanded to include expert, evidence-based care for women and babies incorporating fetal medicine, maternal medicine, anaesthetic care, perinatal genetics, perinatal mental health and bereavement care, pathology, radiology.

Our women's health services have also expanded exponentially and our gynaecology team treats over 10,000 outpatients annually. Our colposcopy service is funded by the National Cancer Screening Service and has one of the largest units in Europe. We have also developed specialist services catering for urogynaecology, gynaecological cancer, complex menopause care, paediatric adolescent gynaecology, pain management, fertility and also transgender care.

The Neonatal Intensive Care Unit is recognised as a national tertiary referral centre for care of very premature babies and sick infants, with expertise in all advanced therapies such as neonatal therapeutic hypothermia. The hospital is also contributing to the National Neonatal Transfer Service which offers a national 24 hour service for the nineteen maternity units in Ireland.

The NMH established a community midwifery service in 1998, offering domino birth, early transfer home programmes and homebirth. This service covers Dublin and North Wicklow and continues to be the busiest community midwifery service in Ireland. Over the decades, the hospital has built up an international reputation for undergraduate and postgraduate training and education for the multidisciplinary team of healthcare providers in all related specialties. Staff are also able to avail of extensive professional development which is facilitated in association with our education providers including University College Dublin and the Royal College of Surgeons of Ireland.

MISSION STATEMENT

We are the national centre of clinical excellence in maternal, neonatal and gynaecological health. Our mission as leaders in women's healthcare is to deliver the highest quality of safe, evidence based care. We are committed to providing choice, listening to and learning from our patients' experiences. Through excellence and innovation in research and education, we drive the advancement of women and babies' healthcare in Ireland. Our team is our greatest asset, and we are dedicated to investing in and supporting our people.

VISION

To continuously advance the health of women and babies through excellence in healthcare led by our dedicated teams.

VALUES; Quality, Compassion, Respect Collaboration, Innovation, Sustainability

"Delivering the future"



The National Maternity Hospital
Vita Gloriosa Vita ~ Life Glorious Life

WHY WORK AT THE NMH?

STAFF BENEFITS INCLUDE:

	FLEXIBLE WORKING / WORK LIFE BALANCE: • Exceptional Annual leave allowance • Recognition for long service (once off 5 extra A/L days for 25years service) • Access to flexible working options • Access to Career Breaks & Sabbaticals • Family Friendly Policies
	SUSTAINABILITY: • Access to bike to work tax saver scheme • Access to Annual tax saver travel tickets • The NMH was the 1st ISO accredited Maternity Hospital in Ireland
	FINANCIAL: • Generous statutory defined benefit Pension scheme (including for monthly AVC's) • Paid Sick Leave • Fully Paid Maternity Leave • Employee Discounts (through staff app & WRKIT app) • Subsidised Staff Restaurant with access to a hot meal Mon - Sun • Access to Health Service Staff Credit Union • Financial Planning advice and support (through our EAP service and Pension team) • Access to Parking • Death in Service payment
	EDUCATIONAL: • Access to co-funding for relevant courses • Access to paid study leave • NMH Staff App • Access to The NMH's eLearning Hub & App • Alumni Network
	WELLBEING: • Social Committee • The NMH are in partnership with WrKit who offer a number of wellbeing supports • Drop in clinics with our Occupational Health team • Employee Assistance Programme • Employee Schwartz Rounds

JOIN US

DEVELOP
WITH US

EXCEL
WITH US

JOB SPECIFICATION / TERMS AND CONDITIONS	
PURPOSE OF THE POST:	FOR THE NEONATAL TEAM
JOB TITLE:	SENIOR DIETITIAN - NEONATOLOGY
GRADE:	SENIOR DIETITIAN
DEPARTMENT	CLINICAL NUTRITION AND DIETETICS
REPORTS TO	DIETITIAN MANAGER
QUALIFICATIONS	– Qualification in Human Nutrition and Dietetics recognised by the Dietitians Registration Board at CORU. – Registration, or eligibility for registration, as a dietitian by the Dietitians Registration Board at CORU on the closing date of the competition process; and – Proof of Statutory Registration on the Dietitians Register maintained by the Dietitians Registration Board at CORU before a contract of employment can be issued. On appointment: – Annual registration on the Dietitians Register maintained by the Dietitians Registration Board at CORU; and – Confirmation of annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC). Commitment to adhere to the Dietitians Registration Board at CORU Code of Professional Conduct and Ethics.
TERMS & CONDITIONS	TENURE: This is a Permanent contract. Part Time employment. REMUNERATION: Remuneration is in accordance with salary scales approved by the Department of Health / Health Service Executive. The salary scale for this post currently ranges from €32,598.50 to € 38,3835 per annum (Dietician, Senior - 3595). Assimilation onto the scale is based on relevant work experience and in accordance with circular 17/0213 for existing permanent employees. Payment is made on a monthly/fortnightly basis by credit transfer. HOURS: 17.50 hours per week, exclusive of unpaid rest breaks. ANNUAL LEAVE: 105 working hours per annum. SUPERANNUATION/SPOUSES & CHILDREN'S CONTRIBUTORY PENSION SCHEMES:

	All employees must join the Superannuation Scheme. An explanatory booklet on the Superannuation Scheme you are aligned to is attached. If you require further details on the scheme please contact the Superannuation Officer, Human Resources on ext. 3360. RETIREMENT AGE: Persons who entered the Public Service before the 1st April 2004 must retire at the age of 65 years and are eligible for their pension entitlements from the age of 60 onwards. Persons who entered the Public Service on or after the 1st April 2004 will be eligible for their pension entitlements from the age of 65 onwards. Persons entering the Public Service from 1st January 2013, i.e. New Entrants, must retire at the age of 70 and are eligible for their pension entitlements from the age of 66 onwards. HEALTH: A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. GARDA VETTING: Satisfactory Garda (Police) vetting is a condition of employment for this position. It is expected, that you fully disclosed all information pertaining to any convictions recorded against you in the Republic of Ireland or elsewhere, or a statement of all convictions and/or prosecutions, successful or not, pending or complete, in the State or elsewhere as the case may be. Failure to do so will result in instant dismissal.
<u>RESPONSIBILITIES & ACCOUNTABILITIES</u> <u>(IN NO PARTICULAR ORDER OF PRIORITY)</u>	• Perform the duties of a senior dietitian competently and in a professional manner. • Provide a comprehensive, evidence-based, patient centred, high quality dietetic service. • Maintain the highest standards of practice and ensure optimum dietetic care within the resources available. • Develop, implement and maintain relevant evidence based dietetic guidelines and practices; and contribute to other relevant guidelines, protocols and policies. • Develop relevant resources and information materials for patients, their carers and staff. • Provide guidance on nutrition support including parenteral and enteral nutrition.

- Impart information in a clear way to staff and patients including their partners, families or carers.
- Ensure appropriate time keeping and caseload management.
- Maintain appropriate records regarding patients' dietetic management.
- Maintain the necessary administrative records and data collection, including activity data, and contribute to relevant reports as required.
- Contribute to the evaluation of the dietetic service and key performance indicators, perform relevant audits and identify changing needs and opportunities to improve services.
- Advise the dietetic manager on evaluated service needs and contribute to service planning and development as appropriate for this role.
- Facilitate change as required.
- Initiate, support and implement relevant quality improvement initiatives.
- Undertake audit and/or research relevant to this speciality and disseminate findings.
- Work collaboratively with colleagues and contribute as an active member of relevant multidisciplinary teams (MDTs) and participate fully in interdisciplinary service delivery to provide integrated quality care. Attend ward rounds as appropriate.
- Participate in relevant MDT meetings and journal clubs.
- Work in co-operation with the Catering and Pharmacy and other relevant departments to ensure that the nutritional needs of patients are met including those on therapeutic diets.
- Ensure the most effective and efficient use of resources available within the remit of this role.
- Support breastfeeding and the use of maternal milk and operate within the principles of related guidelines and initiatives.
- Recognise the role that the National Maternity Hospital plays within the local regional health area and share professional expertise as appropriate within the resources available.
- Collaborate with relevant stakeholders.
- Support the work of the 'Healthy Ireland', 'Nutrition and Hydration' and 'Infant Feeding' hospital committees as appropriate.
- Contribute to and participate in digital health as appropriate to this role.
- Maintain continuous professional development to ensure appropriate knowledge, competency and standards of practice, through keeping up to date on current advances in relevant aspects of nutrition, dietetics and health care by

	personal education, participation in appropriate study events and membership of relevant interest groups and organisations, etc., within available resources. • Participate in clinical supervision, performance review and ensure appropriate personal development. • Work within your scope of professional competence in keeping with best practice, professional conduct and clinical governance. • Contribute as an active member of the Department of Clinical Nutrition and Dietetics and participate in department meetings, journal clubs and other meetings as required. • Support and assist dietitian colleagues with other duties as required, including the provision of cross-cover for colleagues. • Provide relevant mentoring and supervision for other members of the department and for students during clinical / practice placement or work experience as appropriate. • Contribute to relevant education and training for colleagues and students. • Provide expertise, advice and guidance relevant to this area to colleagues as appropriate within your scope of practice. • Represent the department as required. • Contribute to relevant national clinical programmes, policies and strategies as appropriate. • Adhere to relevant policies, procedures, guidelines, regulations and legislation, including general data protection regulations and health and safety guidelines. • Undertake mandatory and other recommended training programmes as appropriate. • Perform duties in a safe and responsible manner and comply with clinical risk processes. • Adhere to Code of Professional Conduct and Ethics as set out by the Dietitians Registration Board at CORU. • Any other duties deemed appropriate or as assigned by the manager and other authorised officers of the hospitals, noting these duties may change over time. The extent and speed of change in the delivery of health care is such that adaptability is essential. The successful candidate will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes as necessary to respond to a changing situation. The job description must be regarded as an outline of the major areas of accountability at the present time. It will be reviewed and assessed on an on-going basis. Collaborate with relevant stakeholders.
POLICIES AND PROCEEDURES:	For a full list of all the Hospitals Policies and Procedures please refer to q-pulse.

In particular, those as outlined within the Contract of Employment which you are required to familiarise and comply with, during the course of your employment.

QUALITY:

To ensure the provision of the highest possible quality of service to our patients, all employees at the National Maternity Hospital have a responsibility to ensure adherence to and participation in internal and external quality control and assurance programmes on an ongoing basis.

HEALTHCARE ASSOCIATED INFECTIONS (HCAIs):

In order to reduce the risk of HCAIs, compliance with Infection Prevention and Control policies and the attendance at infection control training, are essential for all staff members. It is paramount that each staff member practice good hand hygiene techniques. Staff members have a responsibility to report any obstacles to maintaining high standards of Infection Control and hand hygiene to their line manager or Infection Control Team.

REMINDER ON CONFIDENTIALITY:

In the course of his / her employment, the person appointed may have access to or hear information concerning the medical or personal affairs of patients or staff or other health service business. Such records or information are strictly confidential and unless acting on instructions of an authorised officer on no account must information be divulged or discussed except in the performance of normal duty. In addition records must never be left in such a manner that unauthorised persons can obtain access to them and must be kept in safe custody/destroyed in accordance with policy when no longer required.

Note: This job description is an outline of current broad areas of responsibility and accountability and should not be regarded as a comprehensive listing. As the role develops in the Hospital this job description may be reviewed in light of possible new structures and/or changing needs of the Hospital.