

Mater Misericordiae University Hospital Dublin



Entry level/Basic Grade Dietitian Job Description & Person Specification

<u>Job Title / Grade:</u>	Entry Level/Basic Grade DIETITIAN
<u>Contract type:</u>	Fulltime permanent
<u>Department / Division:</u>	CLINICAL NUTRITION AND DIETETICS
<u>Directorate:</u>	HEALTH AND SOCIAL CARE PROFESSIONS
<u>Location:</u>	MATER MISERICORDIAE UNIVERSITY HOSPITAL
<u>Reporting Relationship:</u>	DIETITIAN MANAGER
<u>Responsible to:</u>	DIETITIAN MANAGER OR HIS / HER NOMINEE

Effective Date: September 2026
Review Date: September 2028

JOB DESCRIPTION

Job Purpose:

The Dietitian

- Performs their professional role in line with the CORU dietitian registration board standards of proficiency and the code of professional conduct and ethics.
- Is responsible for the dietetic service delivery within their area of assignment.
- Provides patients within their caseload the appropriate dietetic interventions in line with evidence, nutrition support guidelines and the department practice procedures.
- Works in a dietitian team within the Department of Clinical Nutrition and Dietetics, to provide the clinical nutrition service across specified services, and this includes cover of colleagues.
- Uses the opportunities of supervision, rotational clinical assignments and self-reflection to develop their skills, knowledge, competence, and professionalism.
- Participates in structured CPD and on the job learning opportunities.
- Uses service improvement projects and audits to improve patient care.
- Develops patient resources to support the nutrition care pathways associated with a rotation/ nutrition condition.

This post is rotational, and the appointee will be assigned to different clinical areas every 7-9 months. This may include some OPD work, and rotations with both nutrition support and education on therapeutic diets such as diabetes, renal, inherited metabolic disorders and dysphagia diets. The post is based in the hospital, working mainly with inpatients.

The post holder will join a department who are developing our dietetic practice and service in line with our vision, mission and values.

Our Department Vision, Mission and Values are

Vision: Leading the way in providing excellent nutrition care

Mission: To provide high quality, compassionate care to our patients to improve their lives by

- using evidence-based nutrition,
- embracing collaborative teamwork, and
- continuously progressing our dietetic skills

Values:

- Focused on the patient as a person
- Trustworthy experts in our field
- Kind, fair and adaptable
- Respectfully supporting each other, our patients and our colleagues
- Working together to find practical solutions

KEY RESPONSIBILITIES

Service Delivery

- Deliver a high quality service, in conjunction with the other Dietitians, to patients attending the Mater, as inpatients and outpatients. The work may include assignment to offsite units under the governance of the Mater Hospital, and some work with out-patients.
- To provide a clinical nutrition service to the assigned clinical area, that is evidence based including one to one, group and structured education (where programmes for same exist).
- Manage a clinical caseload and provide a comprehensive service to the assigned patient cohort or specialties in a timely manner using department policies and procedures.
- Maintain statistical records of clinical activity
- To communicate effectively within the department and the wider Multi-Disciplinary Team, patients and carers
- Work with Dietitian colleagues to develop patient resources, CPD opportunities and contribute to the department service provision.
- Contribute to department quality improvement work that can involve project work, research evaluation, audit, service development and evaluation of resources allocation
- Follow and adhere to the professional CORU and hospital standards, code of conduct, policies and procedures
- Participate in the clinical training of student dietitians.

With supervision and support from a supervisor/manager:

- Meet targets for clinical and non clinical work assignments.
- Comply with the training plan developed for your competence development
- Use audit and quality improvement tools to evaluate the service, and identify quality improvement initiatives.
- Develop nutritional care pathways, prioritisation system for assigned patients
- To work towards and deliver on the post related Key Performance Indicators
- Represent the dept, as required by the Dietitian Manager

Working with People

- Communicate effectively in the provision of a dietetic service
- Be respectful, and develop relationships that are trusting and reliable
- Build a strong and effective working relationship with patients, team members and other stakeholders in order to provide the highest level of professional and quality service
- Develop behavioural change/motivational interviewing skills
- Act as a resource for colleagues and the MDT on nutrition issues
- Address any interpersonal disputes which may arise and report back on same
- Comply with departmental, HR and HSE policies
- Provide cover to specific areas as allocated by the Dietitian Manager
- Assist in the development of training plans for cover, and deliver training as required
- Deliver clinical training for student dietitians in line with departmental practice and the standards of the relevant institution

Supporting personal and professional development

- Comply with CORU registration requirements as set by the Dietitians Registration Board in CORU
- Comply with HSE mandatory training.
- Work within your code of practice and professional standards,
- Keep abreast with any developments in nutrition research within the area
- To participate in rotation to provide the clinical dietetic service in order to deliver both therapeutic and nutrition support experience.
- Plan and progress personal and professional development of self
- Participate in all allocated training
- Participate in the departmental supervision and mentoring process
- Access all developmental opportunities available to improve clinical knowledge, expertise and competencies

Change Management

- Participate in any projects and change initiatives which may be introduced
- Assist the Dietitian Manager to develop the change agenda
- Promote the change agenda amongst other team members
- Assist in relaying the positive outcomes of change to other team members

Maintaining Composure

- Present the post in the most professional manner
- Represent Mater Misericordiae University Hospital in a professional manner
- Display flexibility and the ability to reprioritise duties and tasks
- Be able to think logically
- Demonstrate critical thinking skills
- Demonstrate good analytical skills
- Be able to maintain composure during busy periods

Other Information related to the Post:

- Follow and adhere to all risk related guidelines as stipulated by Risk Management
- Comply with confidentiality and data protection policies.
- Display effective time management
- The roles/ responsibilities and competencies are not exhaustive and may be reviewed at any time as required by the Dietitian Manager
- The Dietitian Manager has the right to request cover from the incumbent in other areas within the Clinical Nutrition and Dietetics Department

CORE COMPETENCY

- Clinical Nutrition Service Delivery
- Working with People
- Management of Change
- Maintaining Composure
- Supporting Personal and Professional Development

General Responsibilities and Accountabilities

1. Confidentiality
You will be aware of the confidential nature of Hospital work and in particular, the right of patients to confidentiality.
2. Policies & Procedures
You are required to familiarise yourself with and adhere to all policy and procedural documents relevant to your position.
3. Hygiene Standards
The highest standard of hygiene must be maintained in the Hospital at all times and all staff members are responsible for ensuring compliance with the Hospitals requirements and standards with regard to hygiene. It is the responsibility of all staff to have a fundamental understanding of their individual responsibility in maintaining departmental & site hygiene standards.
4. Health and Safety
Ensure that effective safety procedures are in place to comply not only with the Safety, Health and Welfare at Work Act 2005 but also within the spirit of the Hospital's mission, vision and values, and they are known and followed by staff. You are required to familiarise yourself with the requirements of employees under the Safety, Health and Welfare at Work Act 2005 and to promote a work environment that is compliant with the Safety, Health and Welfare at Work Act 2005. Each staff member is individually responsible for ensuring that the Hospital remains a safe place to work.
5. Information Technology
Ensure the most effective and efficient use of developments in information technology for administrative support in a manner, which integrates well with systems throughout the organisation.
6. Business Continuity Management
Business Continuity Management (BCM) is a holistic management process that identifies potential impacts that threaten an organisation and provides a framework for building resilience and the capability for an effective response that safeguards the interests of its key stakeholders and reputation" (BS 25999) All Staff employed in the Mater Misericordiae University Hospital are obliged to:
 - make themselves familiar with the Organisational Business Continuity Plan
 - attend BCM education sessions provided for them
 - make themselves familiar with their individual roles as set out in their departmental business continuity plan if applicable and or the Organisational business continuity plan

Note:

These duties and responsibilities are reflection of the present service requirements and may be subject to review and amendment to meet the changing needs of the Hospital. The incumbent Dietitian will be required to maintain, enhance and develop their professional knowledge, skills and aptitudes necessary to respond to a changing climate.

PERSON SPECIFICATION

Job Title/Grade	Entry level/Basic Grade Dietitian
Department	CLINICAL NUTRITION AND DIETETICS
Location	Mater Misericordiae Hospital
Date	September 2026

Candidates for application and appointment must be suitably qualified:

Be registered as a Dietitian by the Dietitians Registration Board at CORU, and have at least one year's post qualification experience.
Have the requisite knowledge and ability (including a high standard of suitability and professional ability) for the proper discharge of the duties of the office.

Professional Development and Practice:

Candidates must demonstrate evidence of continuing professional development relevant to dietetics in acute hospital care including oral and enteral nutrition support.
Experience working in a large teaching hospital.

Professional Regulation:

Practitioners must maintain annual registration on Dietitians Register maintained by the Dietitians Registration Board at CORU. **And**
Confirm annual registration with CORU to the HSE by way of the annual Patient Safety Assurance Certificate (PSAC)

Essential Skills:

Clinical experience in delivering nutritional care in the hospital setting, including disease related malnutrition; nutrition in rehabilitation; and including nutrition support for patients with comorbidities such as diabetes, heart failure, and coeliac disease.
Develops patient centred nutrition plans, and care pathways in line with guidelines the use of NCP assessment and diagnosis .

Core Competencies

Ability to establish a rapport and work with patients and the MDT to deliver effective nutrition care plans.
Uses relevant policies and guidelines to provide evidence based practice and patient nutritional care planning.
Uses the NCP in their patient assessment, diagnosis and care planning.
Teamwork
Ability to learn and integrate learning into practice
Use of standards and quality improvement in the assigned area of work
Strong time management and prioritisation skills
Participates in supervision
Project management and audit skills to improve patient nutritional care.
IT skills.

Desirable

INDI membership
Knowledge of the Irish Health Service
Trained in physical assessment
IDDSI training

Signature: Barbara Gillman

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September 2026