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## Version history and amendments

Action	Date	Notes
Rebrand	Nov 2023	Transferred to new branding
Publishing date	Nov 2004	First publication



<b>Profile Suite and Label</b>	<b>Dietetics – Clinical Support Worker Higher Level (Dietetics)</b>
<b>Job Statement</b>	1. Assists the dietitian in providing dietetics service 2. Provides follow up advice to patients

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive routine information requiring tact or persuasive skills.</b> Persuades patients to follow nutritional advice	3 (a)	21
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Range of work procedures and practices; base level of theoretical knowledge</b> Nutritional knowledge of special diets, food hygiene & safety, NVO Level 3 or equivalent	3	60
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Judgements involving facts or situations, some requiring analysis</b> Decisions on substitute food products	2	15
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans health promotion activities	2	15
5.	<b>Physical Skills</b>	<b>Physical skills obtained through practice</b> Keyboard skills	2	15
6.	<b>Patient/Client Care</b>	<b>Provides advice in relation to care</b> Provides follow up dietetic advice to patients	4 (c)	22
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Follows departmental policy	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Maintains stock control</b> Orders nutritional materials	2 (c)	12
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees/day to day supervision</b> Demonstrates/allocates work to assistant, students	1 - 2(a)	5-12
10.	<b>Information Resources</b>	<b>Record personally generated information/data entry, text processing, storage of data</b> Updates patient/client records/enters dietitians' observations and files records	1 - 2 (a)	4-9
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work</b> Undertakes audits as necessary	1	5
12.	<b>Freedom to Act</b>	<b>Standard operating procedures, someone available for reference</b> Works on own initiative, supervisor available when necessary	2	12
13.	<b>Physical Effort</b>	<b>Combination of sitting, standing and walking</b> Light physical effort	1	3
14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration for determining and providing patient advice	2 (a)	7



15.	<b>Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances</b> Working with terminally ill patients	2(a) – 3(a)	11-18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Body odours	2 (a)	7
<b>JE Score 219-238</b>			<b>Band 3</b>	



<b>Profile Suite and Label</b>	<b>Dietetics – Dietitian</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides a professional dietetic service in a variety of settings</li> <li>2. Assesses and treats own workload of patient/clients and maintains associated records</li> <li>3. May participate in research</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Communicates concerning dietetic needs, provides motivational, empathic and reassurance skills	4 (a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism, underpinned by theory</b> Professional knowledge acquired through degree or equivalent	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations requiring comparison of a range of options</b> Judgements on suitability of diets for different patient conditions	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans and prioritises own patient workload, plans timetable for student dietitians when supervising them	2	15
5.	<b>Physical Skills</b>	<b>Physical skills obtained through practice</b> Keyboard skills	2	15
6.	<b>Patient/Client Care</b>	<b>Provide specialised advice in relation to care</b> Provides specialist advice concerning dietary care needs for patients with a range of medical conditions	5(c)	30
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment/ implements policies and proposes changes to practices, procedures for own area</b> Comments on departmental policies/proposes changes to working procedures and practices in dietetics	1 - 2	5-12
8.	<b>Financial &amp; Physical Resources</b>	<b>Maintains stock control</b> Orders dietary items	2 (c)	12
9.	<b>Human Resources</b>	<b>Professional/clinical supervision</b> Clinical supervision of dietetic students and support staff	2 (b)	12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Records patient/client observations	1	4
11.	<b>Research &amp; Development</b>	<b>Undertakes surveys or audits, as necessary to own work/ regularly undertakes R&amp;D activity</b> Participates in R&D and surveys /researches aspects of diet in different clinical situations	1- 2(b)	5-12
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed, rather than supervised</b> Works within codes of practice & professional guidelines	3	21
13.	<b>Physical Effort</b>	<b>Combination of sitting, standing and walking</b> Light physical effort	1	3



14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration on patient assessment and when calculating a patient's nutritional requirements	2(a)	7
15.	<b>Emotional Effort</b>	<b>Occasional/frequent distressing or emotional circumstances</b> Working with terminally ill patients	2(a) - 3(a)	11-18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Body odours	2(a)	7
<b>JE Score 326-347</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Dietetics – Dietitian Specialist</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Provides a specialist professional dietetic service</li> <li>2. Assesses and treats own specialist caseload of patients/clients and maintains associated records</li> <li>3. Supervises work of assistants, students and others working with postholder</li> <li>4. May train in own specialist area</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex, sensitive information; barriers to understanding</b> Communicates concerning dietetic needs, provides motivational, empathic and reassurance skills	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across range of procedures, underpinned by theory</b> Professional/clinical knowledge acquired through degree plus specialist dietetic training to past graduate diploma level or equivalent plus experience	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations, requiring analysis, interpretation, comparison of a range of options</b> Judgements on a range of complex dietetic problems which require investigating, analysing & assessing	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing/plan and organise complex activities or programmes, requiring formulation, adjustment</b> Plans and prioritises patient workload/operational planning for a specialist dietetic service e.g. renal	2-3	15-27
5.	<b>Physical Skills</b>	<b>Physical skills obtained through practice</b> Keyboard skills	2	15
6.	<b>Patient/Client Care</b>	<b>Provide highly specialised advice concerning care</b> Responsible for providing specialist dietetic advice for patients with complex conditions	6(c)	39
7.	<b>Policy/Service Development</b>	<b>Propose policy or service changes, impact beyond own area</b> Develops policy for a specialist service e.g. renal dietetic service, which impacts throughout organisation	3	21
8.	<b>Financial &amp; Physical Resources</b>	<b>Authorised signatory, small payments /authorised signatory</b> Authorised signatory for payments, e.g. time sheets	2(d)-3(a)	12-21
9.	<b>Human Resources</b>	<b>Day to day supervision; professional/ clinical supervision/ teach/deliver specialist training</b> Supervision/clinical supervision to dieticians and assistant& provides training on their specialist area of work to other healthcare workers	2(a)(b)/ 3(c)	12-21
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Updates patient/client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits as necessary to own work; regularly undertakes R &amp; D activity</b> Participates in R&D and surveys/undertakes research projects	1- 2 (a)	5-12



12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within codes of practice, professional guidelines and policies, lead specialist	4	32
13.	<b>Physical Effort</b>	<b>Combination of sitting, standing and walking</b> Light physical effort	1	3
14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration on patient assessment and when calculating a patient's nutritional requirements	2(a)	7
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional. circumstances</b> Works with elderly, terminally ill patient/ clients, some with special needs	3(a)	18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Body odour	2(a)	7
<b>JE Score 420-457</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Dietetics – Dietitian Advanced</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Assesses &amp; treats own specialist caseload of patients/clients in a variety of settings</li> <li>2. Acts as clinical dietitian lead for specialist area of work</li> <li>3. Provides specialist dietetic advice within the trust</li> <li>4. Undertakes research and training</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex, sensitive information; barriers to understanding: present complex, sensitive or contentious information to large groups</b></p> <p>Communicates condition related information to patients and relatives; there may be barriers to understanding/ presents papers on own specialism to large audiences</p>	4(a) - 5(b)	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Highly developed specialist knowledge, underpinned by theory and experience</b></p> <p>Professional knowledge acquired through degree supplemented by specialist training: experience in specialist field to masters level or equivalent</p>	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situations requiring analysis, interpretation, comparison of range of options</b></p> <p>Skills for assessing &amp; diagnosing a range of complex patient conditions, appropriate treatment from range of options, clinical governance issues</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities, some ongoing/ plan and organise complex activities, requiring formulation, adjustment</b></p> <p>Plans specialist caseload, clinics/ organises specialist dietetic service, plans ongoing research programmes</p>	2-3	15-27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b></p> <p>Use of callipers for anthropometric measurement for research and dietary assessment</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Provides highly specialised advice concerning care</b></p> <p>Responsible for the provision of dietetic advice in own specialist area to patients and other professionals</p>	6(c)	39
7.	<b>Policy/Service Development</b>	<p><b>Propose policy or service changes. impact beyond own area</b></p> <p>Develops policy for specialist service e.g. diabetics which impacts across Trust</p>	3	21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Authorised signatory, small payments/ authorised signatory</b></p> <p>Signs for payments e.g. overtime, expenses, timesheets</p>	2 (d) - 3(a)	12-21
9.	<b>Human Resources</b>	<p><b>Day to day management; teach/deliver core training, range of subjects</b></p> <p>Manages team of dietitians, provides training in own specialism to other professionals and health care workers</p>	3(a) (c)	21
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b></p> <p>Updates patient/client records</p>	1	4





11.	<b>Research &amp; Development</b>	<b>Regularly undertake R&amp;D activity</b> Undertakes complex audits, research activities	2(a)	12
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within a wide range of codes of practice and broad occupational policies, lead specialist	4	32
13.	<b>Physical Effort</b>	<b>Combination of sitting, standing, walking</b> Light physical effort	1	3
14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration for patient assessment, treatment and determining nutritional requirements	2(a)	7
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Working with elderly, terminally ill patients/clients, some with special needs	3(c)	18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Body odours	2(a)	7
<b>JE Score 488-522</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Dietetics – Dietitian Specialist (Research)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Undertakes research and leads education and audit in e.g. renal dietetics</li> <li>2. Assess and treats own specialist case load advises on the dietary/nutritional management of patients</li> <li>3. May manage, develop a team of dieticians</li> <li>4. May train in own specialism</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex, sensitive information; barriers to understanding; present complex, sensitive or contentious information to large groups</b></p> <p>Communicates complex, sensitive information to patients, requiring empathy and reassurance! presents research results to large audiences</p>	4(a)-5(b)	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across range of procedures underpinned by theory</b></p> <p>Professional/clinical knowledge acquired through degree plus specialist dietetic training to post graduate diploma level or equivalent plus experience</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situations requiring analysis. interpretation, comparison of a range of options</b></p> <p>Judgements on a range of complex clinical, staff and operational problems</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b></p> <p>Plans ongoing research programmes e.g. staff cover, meetings, appointments, training, research programmes</p>	3	27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b></p> <p>Use of callipers for anthropometric measurement for research and dietary assessment</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Provide highly specialised advice concerning care</b></p> <p>Responsible for specialist dietetic advice for patients</p>	6 (c)	39
7.	<b>Policy/Service Development</b>	<p><b>Proposes policy or service changes, impact beyond own area</b></p> <p>Develops policy for a specialist service e.g. renal dietetic service. which impacts throughout organisation</p>	3	21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Authorised signatory, small payment&amp; authorised signatory</b></p> <p>Signs for expenses, overtime e.g. timesheets</p>	2 (d) – 3(a)	12-21
9.	<b>Human Resources</b>	<p><b>Day to day management; teach; deliver specialist training</b></p> <p>Manages team of dietitians; provides training in specialist dietetic area on a range of subjects to other healthcare workers</p>	3(a)(c)	21
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b></p> <p>Updates patient, client records</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>R&amp;D activities as major job requirement/co-ordinate, implement R&amp;D activity as job requirement</b></p>	3-4	21-32

		Carries out audits & research into e.g. calcium/phosphate management and diet; co-ordinates research projects within specialist field		
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within a wide range of codes of practice, professional guidelines and policies, may interpret policies for section, lead specialist	4	32
13.	<b>Physical Effort</b>	<b>Combination of sitting, standing, walking</b> Light physical effort	1	3
14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable</b> Concentration on patient assessments and when calculating a patient's nutritional requirements	2 (a)	7
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Works with elderly, terminally ill patients. some with special needs	3 (a)	18
16.	<b>Working Conditions</b>	<b>Occasional unpleasant conditions</b> Body odours	2 (a)	7
<b>JE Score 469-502</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Dietetics – Dietitian Team Manager</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Manages a specialist caseload and acts as clinical lead</li> <li>2. Manages and develops team and manages resources for projects</li> <li>3. Provides specialist advice in, for example, trauma: undertakes/co-ordinates dietetics research</li> <li>4. Educates team/other health professionals/students</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex, sensitive information; barriers to understanding: present complex, sensitive or contentious information to large groups</b></p> <p>Communicates complex &amp; sensitive information to patients &amp; staff requiring empathy and reassurance/ presents research reports to large audiences</p>	4(a)-5(b)	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Specialist knowledge across range of procedures underpinned by theory</b></p> <p>Professional/clinical knowledge acquired through degree plus specialist dietetic training to post graduate diploma level or equivalent plus experience</p>	6	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situation requiring analysis, interpretation, comparison of a range of options</b></p> <p>Judgements on a range of complex clinical, staff &amp; operational problems</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b></p> <p>Plans for initiatives within specialist area e.g. skill mix</p>	3	27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</b></p> <p>Use of callipers for anthropometric measurement for research &amp; dietary assessment</p>	3(b)	27
6.	<b>Patient/Client Care</b>	<p><b>Provide highly specialised advice concerning care</b></p> <p>Responsible for specialist dietetic advice or patients with complex conditions</p>	6(c)	39
7.	<b>Policy/Service Development</b>	<p><b>Propose policy or service changes, impact beyond own area</b></p> <p>Makes recommendations on changes which impact beyond own specialist area</p>	3	21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Authorised signatory; hold delegated budget</b></p> <p>Authorises overtime and other payments/ holds delegated budget</p>	3(a) (d)	21
9.	<b>Human Resources</b>	<p><b>Day to day management</b></p> <p>Manages &amp; develops staff, responsible for appraisals, initial stages of disciplinary matters, interviews new team members</p>	3(a)	21
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b></p> <p>Updates patient/ client records</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>Regularly undertakes R&amp;D activities as a major job requirement' co- ordinate, implement R &amp; D activity as job requirement</b></p> <p>Undertakes complex audits, research/carries out research in specialist area, co-ordinates dietetics research</p>	2-4	12-32

12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Works within a wide range of Codes of Practice, occupational standards & policies & procedures; manages section	4	32
13.	<b>Physical Effort</b>	<b>Combination of sitting, standing, walking</b> Light physical effort	1	3
14.	<b>Mental Effort</b>	<b>Frequent concentration; work pattern predictable; unpredictable</b> Concentration for reports: meetings, dietary analysis	2(a)(b)	7
15.	<b>Emotional Effort</b>	<b>Frequent exposure to distressing or emotional circumstances</b> Treats terminally ill and traumatised patients	3a	18
16.	<b>Working Conditions</b>	<b>Occasional/frequent unpleasant working conditions; occasional highly unpleasant working conditions</b> Unpleasant smells when working with patients/ exposure to body fluids while placing feeding tubes	2 (a) 3(a) (b)	7
<b>JE Score 469-507</b>			<b>Band 7</b>	