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Version history and amendments

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



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



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



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

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



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



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

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



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



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

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

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



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

Factor		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Provide and receive complex, sensitive information; barriers to understanding; present complex, sensitive or contentious information to large groups</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.	Knowledge, Training & Experience	<p>Specialist knowledge across range of procedures underpinned by theory</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.	Analytical & Judgemental Skills	<p>Complex facts or situations requiring analysis. interpretation, comparison of a range of options</p> <p>Judgements on a range of complex clinical, staff and operational problems</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise complex activities or programmes, requiring formulation, adjustment</p> <p>Plans ongoing research programmes e.g. staff cover, meetings, appointments, training, research programmes</p>	3	27
5.	Physical Skills	<p>Highly developed physical skills, accuracy important; manipulation of fine tools, materials</p> <p>Use of callipers for anthropometric measurement for research and dietary assessment</p>	3(b)	27
6.	Patient/Client Care	<p>Provide highly specialised advice concerning care</p> <p>Responsible for specialist dietetic advice for patients</p>	6 (c)	39
7.	Policy/Service Development	<p>Proposes policy or service changes, impact beyond own area</p> <p>Develops policy for a specialist service e.g. renal dietetic service. which impacts throughout organisation</p>	3	21
8.	Financial & Physical Resources	<p>Authorised signatory, small payment& authorised signatory</p> <p>Signs for expenses, overtime e.g. timesheets</p>	2 (d) – 3(a)	12-21
9.	Human Resources	<p>Day to day management; teach; deliver specialist training</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.	Information Resources	<p>Record personally generated information</p> <p>Updates patient, client records</p>	1	4
11.	Research & Development	<p>R&D activities as major job requirement/co-ordinate, implement R&D activity as job requirement</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.	Freedom to Act	Broad occupational policies Works within a wide range of codes of practice, professional guidelines and policies, may interpret policies for section, lead specialist	4	32
13.	Physical Effort	Combination of sitting, standing, walking Light physical effort	1	3
14.	Mental Effort	Frequent concentration; work pattern predictable Concentration on patient assessments and when calculating a patient's nutritional requirements	2 (a)	7
15.	Emotional Effort	Frequent distressing or emotional circumstances Works with elderly, terminally ill patients. some with special needs	3 (a)	18
16.	Working Conditions	Occasional unpleasant conditions Body odours	2 (a)	7
JE Score 469-502			Band 7	



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

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

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