

Retention and Progression Opportunities

In Mental Health,
Learning Disabilities and
Eating Disorders

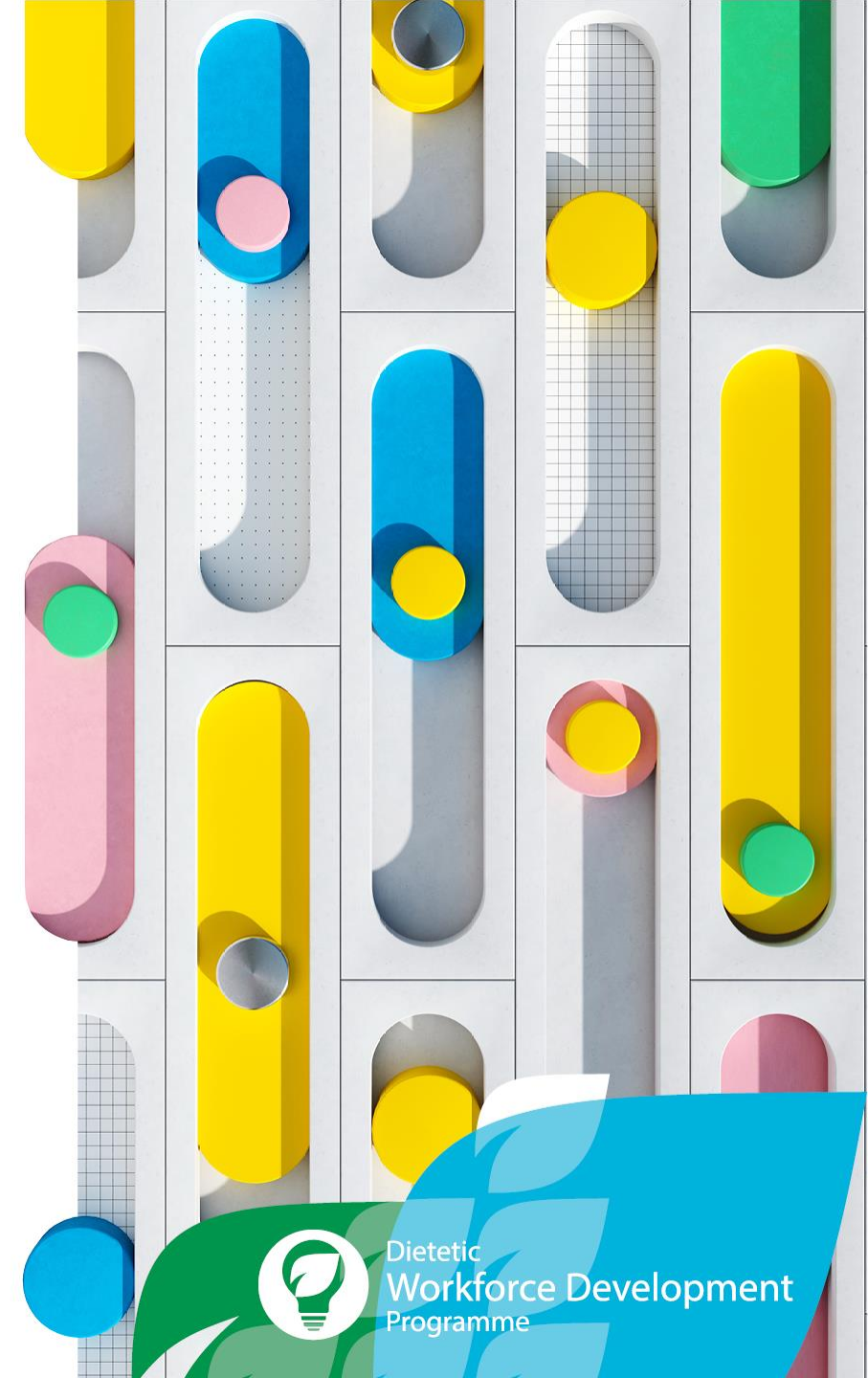
Part 4: Mental Health Dietetic Workforce
Development Series



Retention and Progression

Why this topic?

- The MH dietetic workforce predominantly practice at specialist (band 6) or advanced (band 7) level
- Lack of service structure - workforce feeling unsupported and contributing to retention and supervision issues.
- Lack of progression opportunities
- Limited roles beyond band 7
- Skills in making the case for new, additional or more senior roles



Retention and Progression Session Agenda



The four pillars of practice



Inspirational stories across the four pillars of practice from Dietitians working in Mental Health, Learning Disabilities and Eating Disorders



Tips for making the case



Dietetic
Workforce Development
Programme

The four pillars of practice

Caroline Frascina, West Yorkshire AHP Faculty



The four pillars of practice

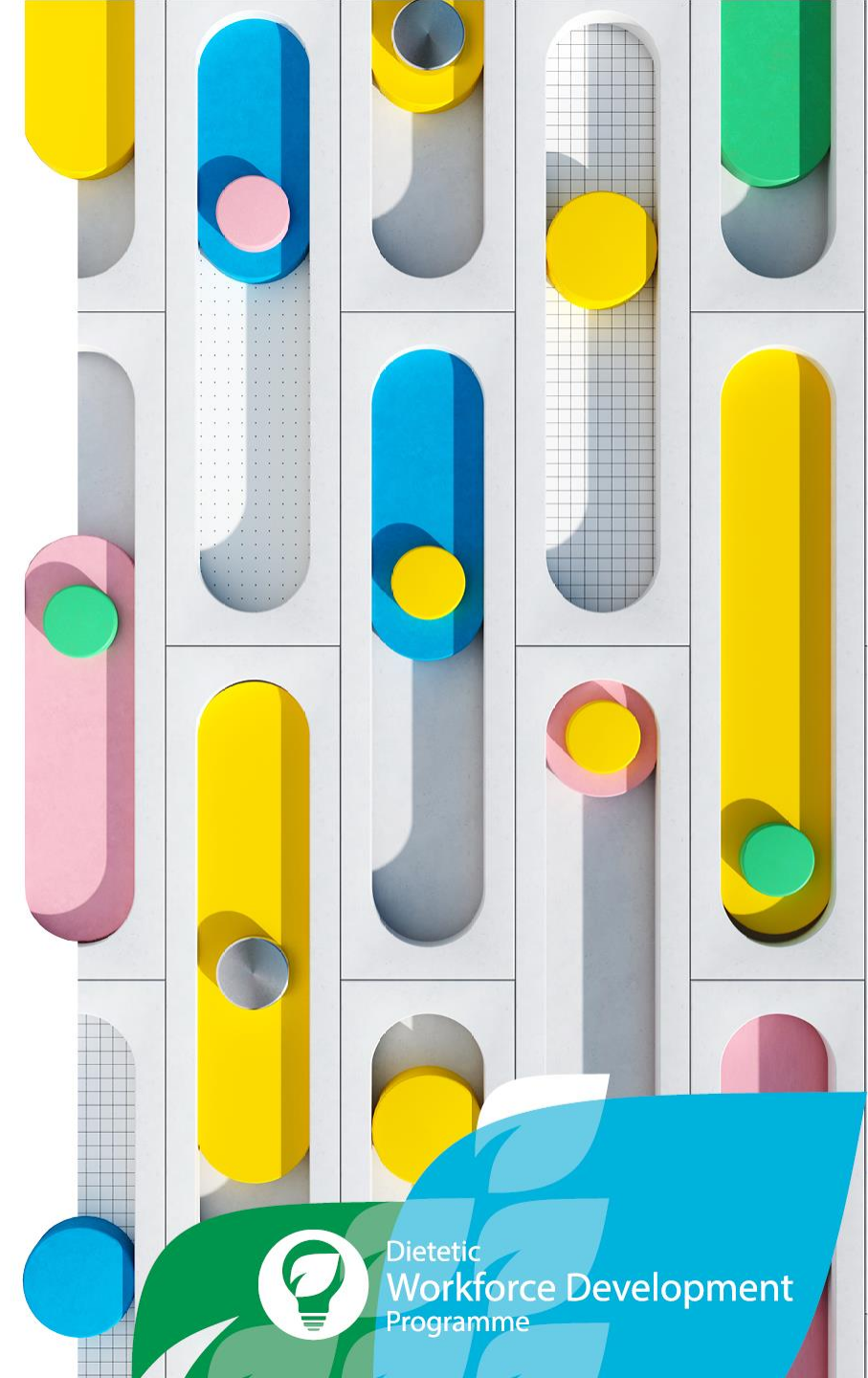
What are they?

- Clinical Practice:

the knowledge, skills and behaviours needed to provide high quality healthcare that is safe, effective and person centred

- Facilitating Learning:

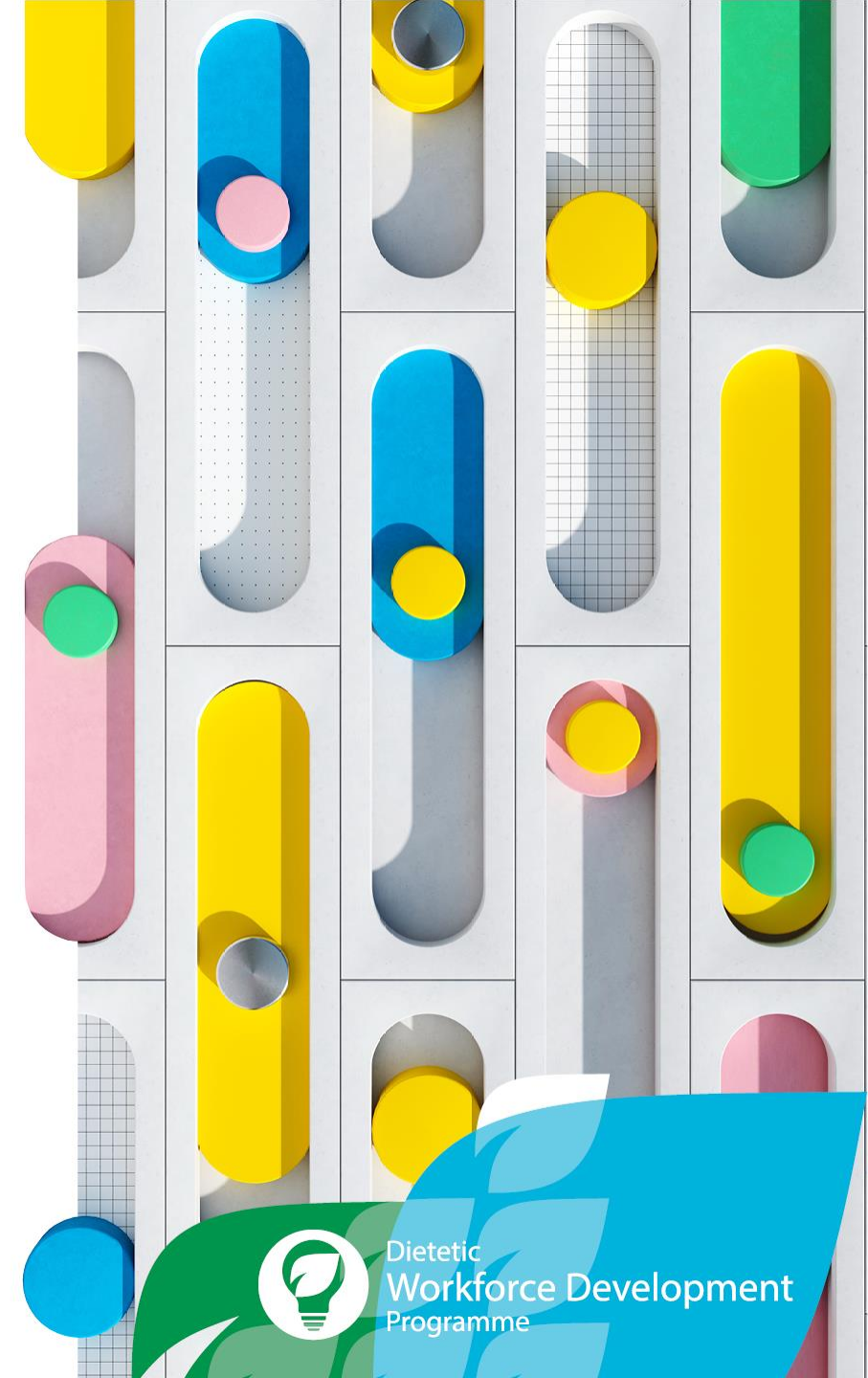
the knowledge, skills and behaviours needed to enable effective learning in the workplace



The four pillars of practice

What are they?

- Leadership:
the knowledge, skills and behaviours needed to lead and to fulfil management responsibilities
- Evidence based practice, research:
the knowledge, skills and behaviours needed to use evidence to inform practice and improve services



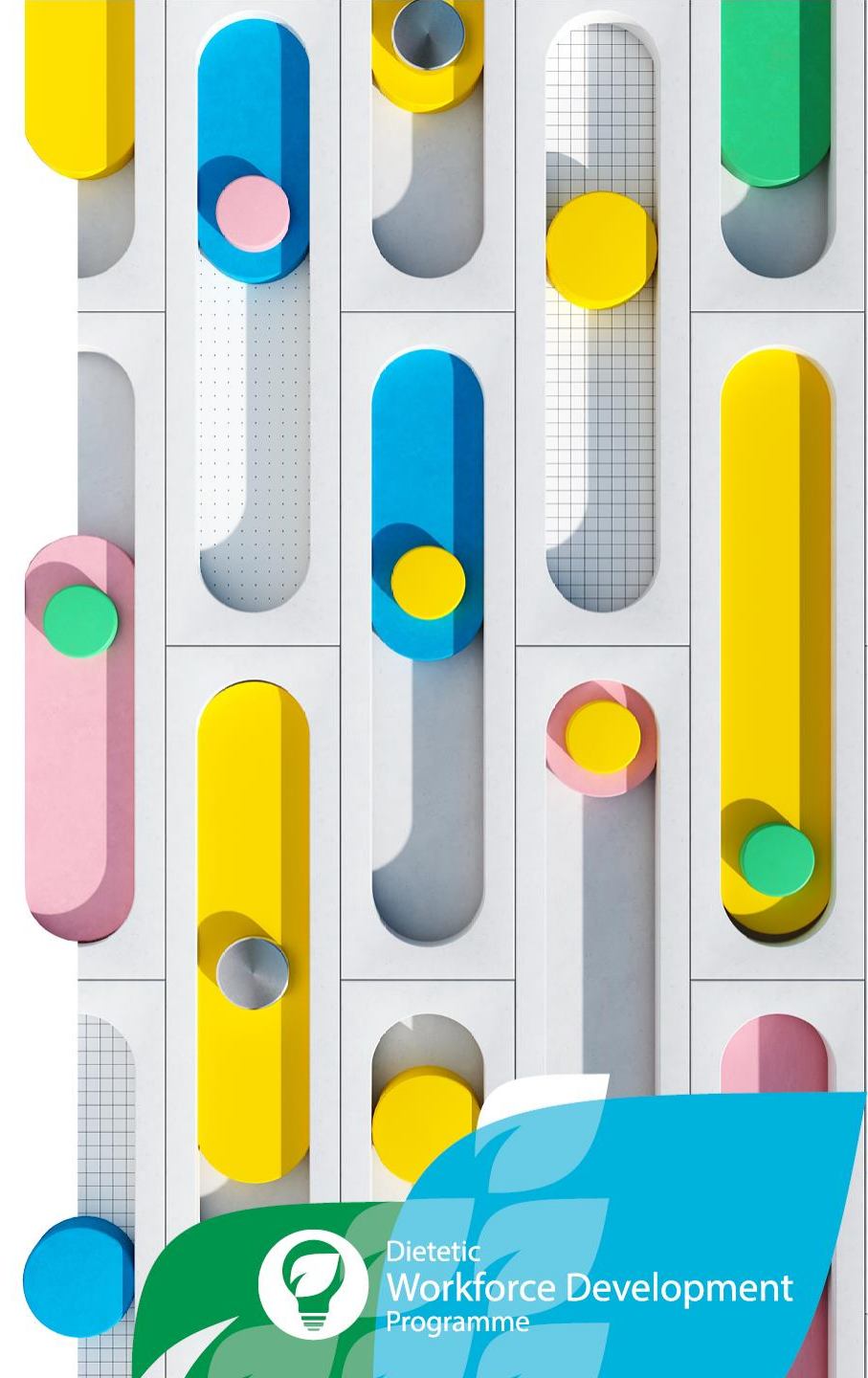
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The four pillars of practice

What do they mean in practice?

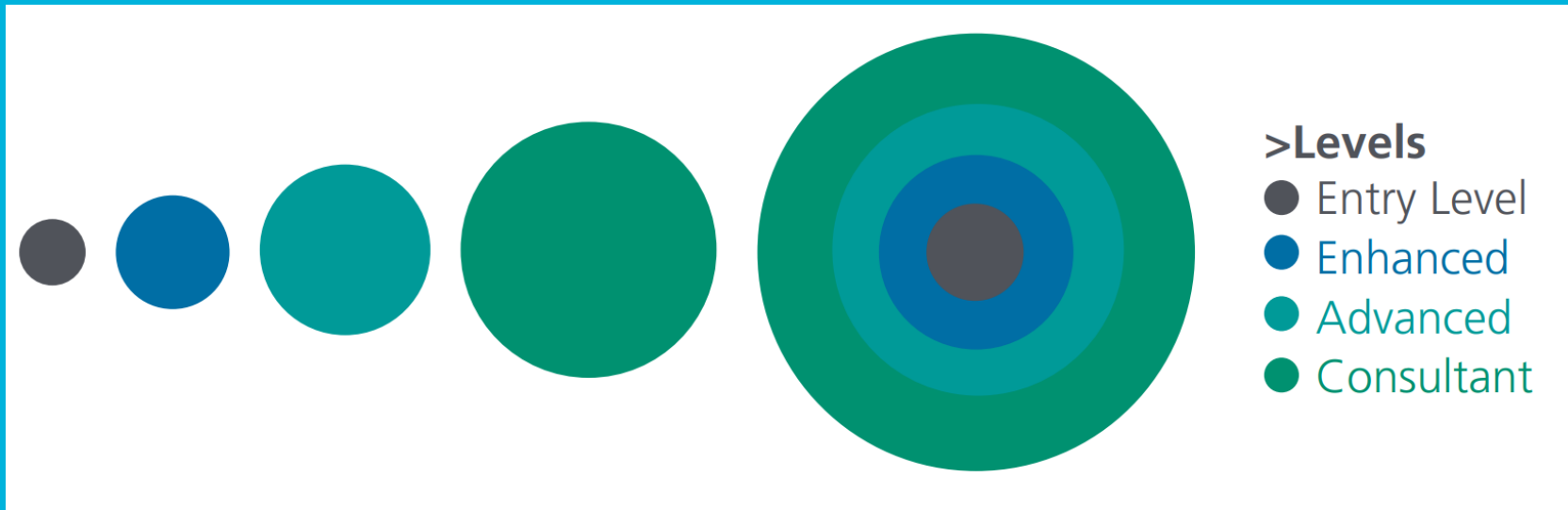
The emphasis on each pillar may vary according to the level of practice and the specific role.

They can be used to help us understand and plan our career progression.



Dietetic
Workforce Development
Programme

BDA Post-Registration Professional Development Framework



[Post-Registration-Professional-Development-Framework.pdf \(bda.uk.com\)](https://bda.uk.com/post-registration-professional-development-framework.pdf)

Research

Jo Smith

The Role of a Clinical Academic Dietitian

Jo Smith B.Sc. (hons), MSc. R.D.

Consultant Dietitian (Clinical Academic)

18th May 2023

Research Journey

2008-2019 Head of Dietetics TEWV

Developed into largest mental health dietetic team in UK.

Initiated the MSc Dietetics development at Teesside University.

2020-2021 Clinical Academic Secondment

New research grants
Research delivery

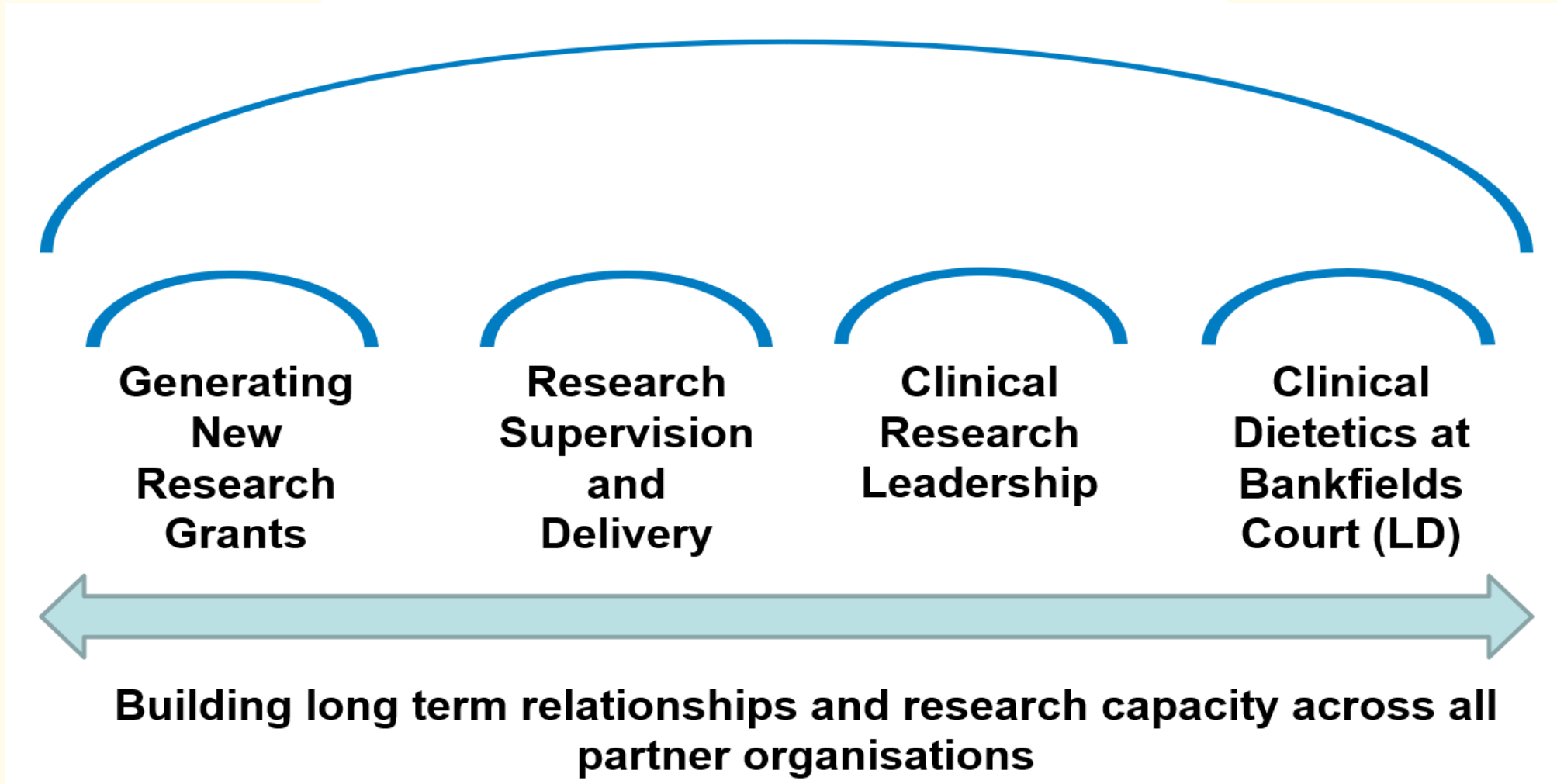
Research leadership –
TEWV and NENC

2022 onwards Clinical Academic Career

2 days Teesside
University

2 days PhD study leave
1 day research delivery &
leadership (TEWV)

Clinical Academic Secondment 1.1.20 to 31.12.21



Current Research and PhD

- NIHR Research for Patient Benefit grant on Food Insecurity in SMI.
- Publication for BJPsychAdvances with York and Liverpool Universities.
- NIHR Programme Development Grant improving access to healthy food in Middlesbrough for people with SMI.
- BDA Dietitians in Food Insecurity Working Group member.
- Supported a scoping review on the role of Dietitians in food insecurity with University of Leeds.

- NIHR ARC NENC Evaluation of A Weight off Your Mind project and journal article.
- Systematic review journal article on weight management interventions in adults with SMI.
- Healthy Weight Management in SMI Group led by University of York.

- Systematic review on food insecurity in adults with SMI and journal article.
- Scoping review on food insecurity interventions for adults in the UK.
- Intervention development work.
- Intervention trial and evaluation.

- Systematic Review on Emotional Eating in adults living with overweight or obesity with Teesside and Leeds Universities and publication.
- Advisor on a PhD developing interventions for Emotional Eating with Leeds Beckett and University of Leeds.



Research Leadership

TEWV Research Leadership

- Chairing the TEWV AHP and Associated Professionals Research and Innovation Group.
- Attending the TEWV AHP Professional Heads meetings.
- AHP representative on the Trust Research Governance Group.

North East and North Cumbria Research Leadership

- Co-Chairing the AHP Research and Innovation Subgroup of the AHP Council for NENC.
- NIHR AHP Research Champion for NENC.
- NIHR Applied Research Collaboration NENC Training Lead for the Integrating Physical Health, Mental Health and Social Care Theme.

Individual AHP Research Support

- Coaching and mentoring for AHPs across the NENC and in TEWV on research careers and academic work.

Top Tips

- **Have courage.**
- **Seek out people who can support your journey.**
- **Collaborate.**
- **Engage with local support networks.**
- **Believe!!**

Questions/ Discussion



Thank you

Jo Smith

Consultant Dietitian (Clinical Academic)

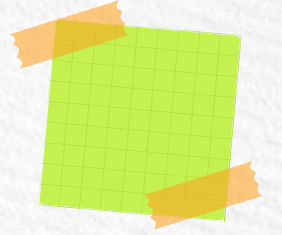
jo.smith13@nhs.net



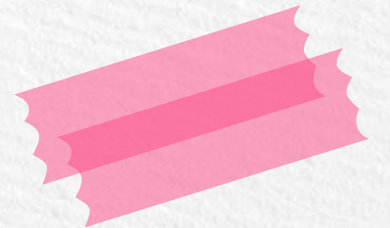
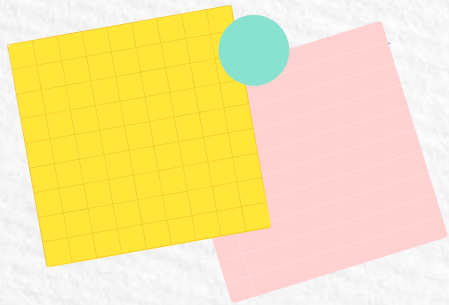
@Jo_AnneSmith

Facilitated Learning

Steph Sloan



Dietetic Careers: Education



My dietetic career so far

BSc Dietetics QMU

2016

- Adult CMHT
- Adult MH IP's
- Community CAMHS
- Community CYPS ED
- IP CYPS ED

Present

- 0.2wte Clinical Specialist Eating Disorders Dietitian
- 0.8wte Senior Lecturer

2016-18

NHS Borders

- Specialist Weight Management
- Community Dietetics
- Specialist Catering Dietitian

2018-22

BDA involvement

Further education

Student training

Research & evaluation

What I get up to



Lecturing

Dietetic learners
AHP learners

Wednesday clinic

All age community
Eating Disorders

BDA activities


CED course facilitation
Vice Chair MHS
HEE project

Shortlisting & interviewing

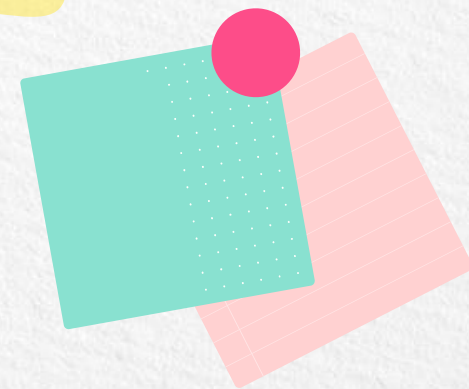
PBL support &
long arm
supervision

Research & evaluation

Supervision of &
own



The good,
the bad &
the ugly



Clinical Practice

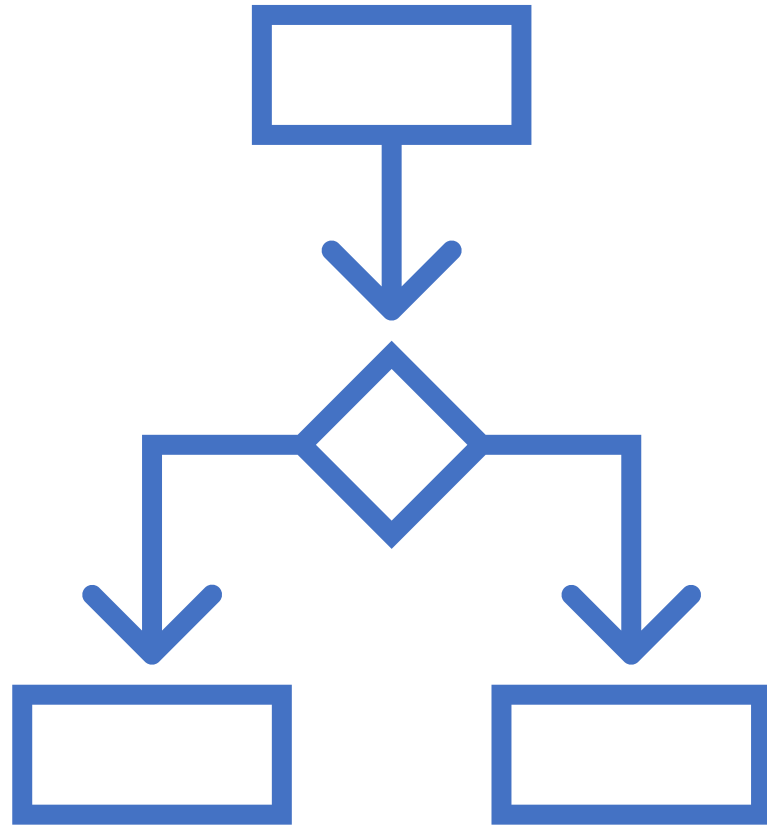
Sarah Elder



Tees, Esk and Wear Valleys
NHS Foundation Trust

Sarah Elder - Dietitian

My Journey in Advanced Clinical Practice



Decision making process

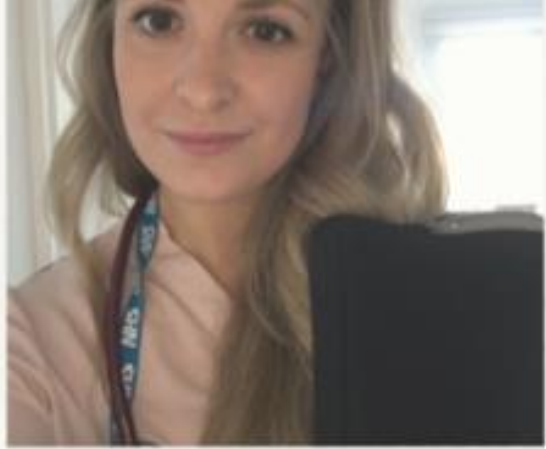
“expand their
scope of
practice to
better meet the
needs of the
people they
care for”



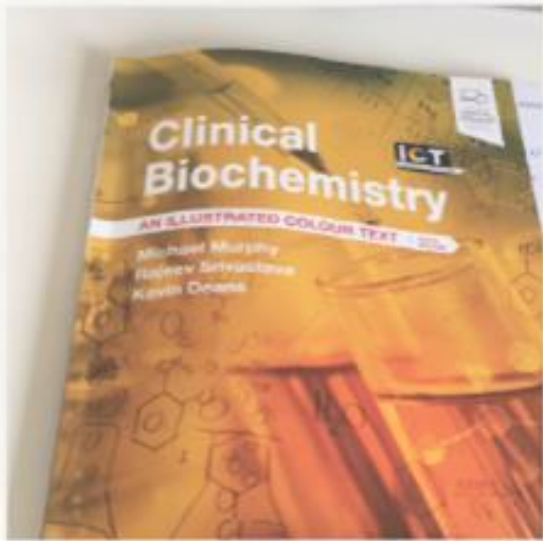


Journey to ACP

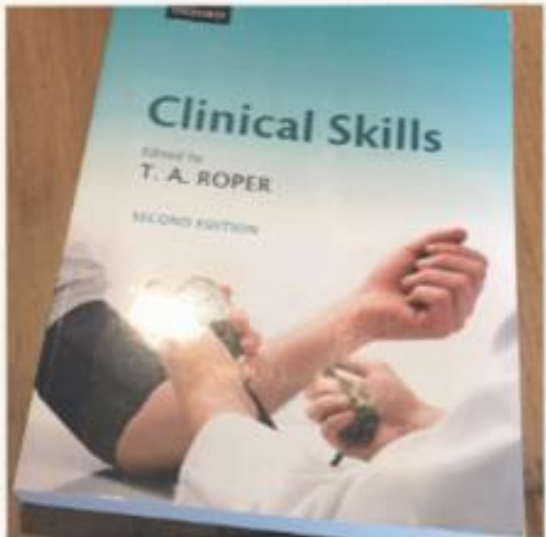
- **2019** BSc Food Studies Nutrition University of Leeds
- **2011** PgDip Dietetics Leeds Met University
- Dietitian in CAMHS
- Dietitian in Weight Management and Diabetes
- Dietitian in Forensics
- Dietitian in CAMHS
- Specialist Dietitian CAMHS Eating Disorders Team
- **2016** MSc Nutrition in Practice Leeds Beckett University
- Trustwide Lead Dietitian Adult Eating Disorders
- **2023** MSc Advanced Clinical Practice University of York
- Advanced Clinical Practice Dietitian in Adult Eating Disorders



c o v i d - 1 9



u n i v e r s i t y
o f Y o r k



o n l i n e e x a m s





UNIVERSITY
of York

Modules



Biological Basis of
Illness



Patient Assessment and
Clinical Decision making



Using Laboratory
Investigations in
Advanced Decision
making



Diagnostics in Advanced
clinical Practice



Non-medical
Prescribing



Advanced Clinical
Practice



Developing Professional
Practice



Service Improvement
Module



Next steps






Additional Information

Advanced Practice Mental Health Curriculum and Capabilities Framework

https://www.hee.nhs.uk/sites/default/files/documents/Advanced%20Practice%20Mental%20Health%20Curriculum%20and%20Capabilities%20Framework%201.3_1.pdf

Multi-professional framework for advanced clinical practice in England

<https://advanced-practice.hee.nhs.uk/multi-professional-framework-for-advanced-clinical-practice-in-england/>



Leadership

Christian Lee



The Association
of UK Dietitians

Writing a Business Case

Jennifer McIntosh



Dietetic
Workforce Development
Programme



Leeds and York Partnership

NHS Foundation Trust



Writing a Business Case

Jennifer McIntosh Professional Lead for Allied Health Professionals

Experience of writing a Business case

Using the chat function rate out of 1-5 what your experience is of writing a business case.

1 no experience

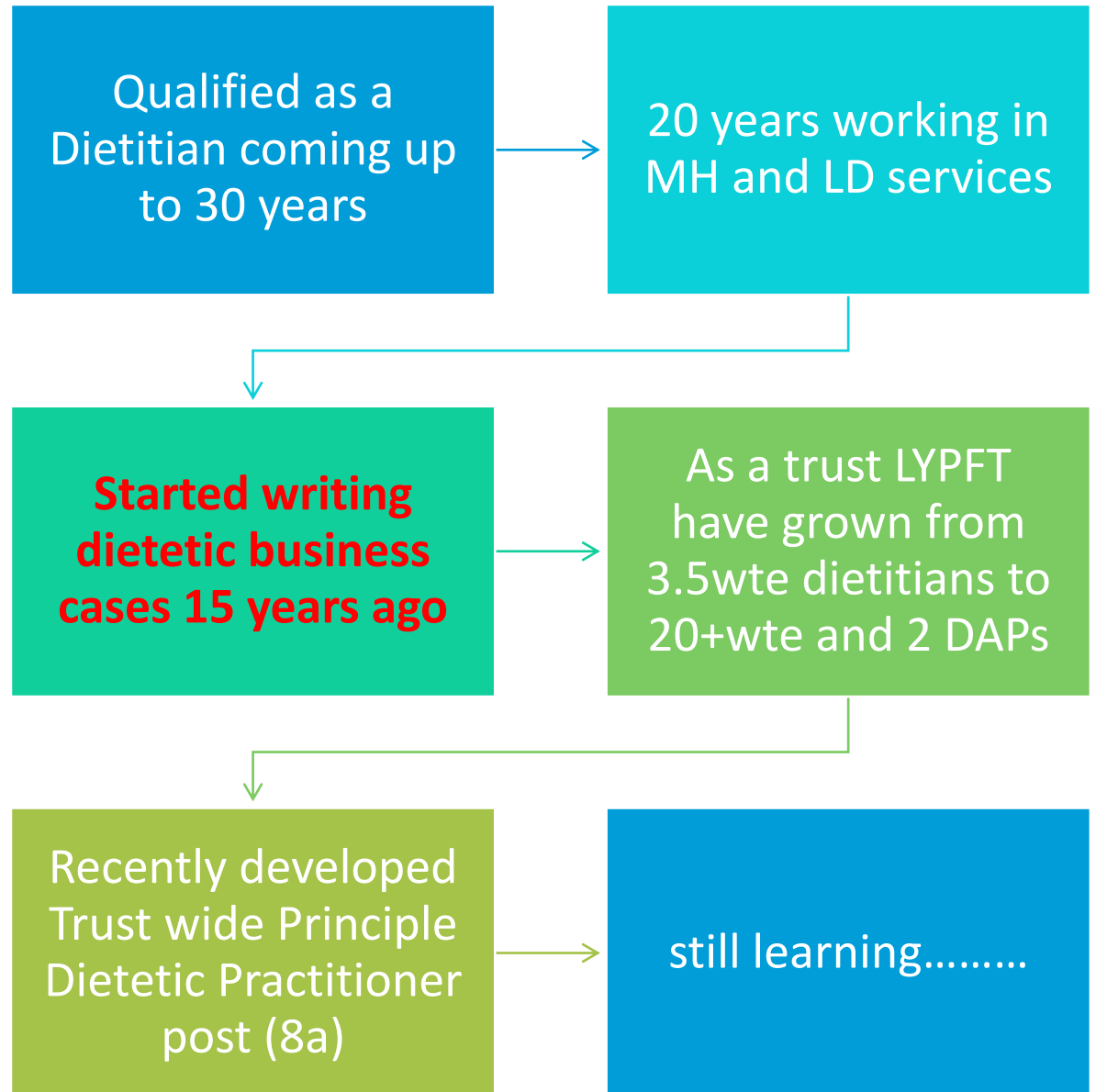
2 briefly understand what I need to do

3 experience of writing one

4 1-2 years experience

5 5 years experience

My Journey



Reflection



EVIDENCE BASE




PROFESSIONAL
RELATIONSHIPS



OPPORTUNITIES




TIMING



Evidence Base

Identify the gaps and the need for the post / posts

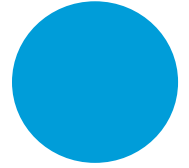
Key Questions

- What's the purpose?
 - What difference will it make?
 - What's the risk to the service user / service / organisation by not having the post?
 - Where is the evidence?
- 

Relationships: Influence

Who are your key stakeholders:

- Financial
- Management
- Clinical
- Service user & carer voice



Opportunities: Main drivers?

Change e.g., new policy or standards (national / local)

Retention or recruitment challenges

Patient safety



Timing

Everything comes together

Ingredients for the report



Trust
template



Purpose



Reasons



Proposal



Cost



Summary



References

TOP TIPS

Purpose: 1-2 sentences about why the post is required.


Reasons: 1-2 pages clearly outlining the background and rationale for the post with clear examples and evidence e.g.

Proposal: 3 options outlining pros and cons for each (options appraisal e.g. table and or SWOT analysis)

Cost: make friends with finance!


Summary: 1-2 sentences state your preferred option and why





“Growing physical health agenda within mental health and learning disabilities with service users at higher risk of obesity, malnutrition, eating disorders and serious health problems compared to the general population and therefore greater risk of premature death (Disability Right Commission, 2006; Emerson & Baines, 2010; Public Health England, 2013).”

“Dietetic interventions lead to reduced malnutrition, improved weight management, reduction in nutrition related side effects of psychiatric medications, improved self-care, and management of comorbid conditions, and improved health and nutritional status (The NHS Long Term Plan 2019).”



Practical Tips

Don't write too much!

- Use of hyperlinks
- 2-4 pages max

Clear and concise

- Use of headings
- Know your audience, pitch at their level and motivation

Use the template for other business cases !





Any Questions

Contact: Jennifer.mcintosh@nhs.net

Mental Health Workforce Development

Webinar Series

Self Compassion and Supervision

Friday



Dietetic
Workforce Development
Programme

Thank you

Any questions?