

# Home Enteral Tube Feeding: Supporting Dietitian Learning through Competency Based Induction

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## Introduction

NHSG Community Dietetic Home Enteral Tube Feeding (HETF) team support Community Dietitians HETF caseload management. Previously induction materials have not provided significant structure or documentation to evidence competency. The need for change was identified by HETF team lead Dietitian.

## Aim

To develop and implement HETF Competency Based Induction (CBI) for new band 5 Dietitians; to develop capacity and support learning.

## Methods

Autumn 2024: Draft competency pack developed utilising pre-existing departmental documents. Reviewed, edited and signed off by the HETF Lead Dietitian and Nutricia Nurses.

Implemented with 2 new staff members and informal feedback gathered. Regular meetings were conducted to ensure the competency pack was fit for purpose.

March 2025: Further development - new sections added to provide support in challenging areas and edits made so the pack could be utilised as a reference resource for staff following completion of induction.

June 2025: Competency Based Induction pack shared with the Scottish Home Enteral feeding Network (SHEFN)

## Results / Discussion



So far 5x newly qualified Dietitians have completed CBI. It has allowed for better time and caseload management. The CBI has been well received by staff. Themes pulled from feedback include: Useful as a resource following completion of induction, improved confidence, improved knowledge, adequate feedback. This indicates CBI is useful to new staff; providing appropriate support and structure, allowing development of skills and confidence.

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following completion  
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**Improved  
confidence** ””

**Improved  
knowledge** ””

**Adequate  
feedback** ””

## Conclusion



The Competency Induction met the aim!

Further development of the document will be needed as ways of working change, areas of Dietetics advance and caseload pressures change.



The CBI should also link further with other aspects of the current induction. This includes ensuring language used is standard across documents and reference documents are kept up to date and relevant.

The CBI should be used flexibly, based on new staff experience, to ensure staff are appropriately supported in their inductions and competencies are met prior to taking a HETF caseload.

Looking forward and more widely, the Scottish Home Enteral Feeding Network plan to work with the British Dietetic Association Parenteral and Enteral Nutrition Group on enteral feeding competencies in a broader sense, at national level.

