

Position Description

Position:	Community Dietitian
Location:	Invercargill
FTE	1.0
Reports To:	Nursing Director Primary Care
Responsible For:	Nil

Overview

WellSouth Primary Health Network has responsibility for the provision of primary health services to approximately 280,000 enrolled patients in Otago and Southland, and contracts with Southern DHB and a number of other health funders. WellSouth is constituted as a charitable trust with a Board of 10 Trustees.

WellSouth works with health care clinicians, health care providers, Iwi and local communities to:

- Coordinate the delivery of regionally consistent high value primary care health services care across Otago and Southland that deliver real benefits to patients and the community through a range of evidence based and clinically proven health programmes.
- Improve access to primary health care for the community.
- Encourage people to take responsibility for their own health.

WellSouth has offices in Alexandra, Invercargill, Dunedin and Wanaka.

Position Purpose

To provide comprehensive assessment to develop a person centered plan of clinical care. The appropriate implementation and evaluation of patient care/management ensures interventions provided are in line with contemporary, research and evidence based practice to ensure safe and high quality clinical care. This may occur in a range of settings in partnership with individuals, families, whanau and communities using a multi/interdisciplinary model of care.

It is expected that the Community Dietitian maintains a standard of practice and behavior consistent with their professional bodies' expectations and work within legislative boundaries. The Community Dietitian is legally accountable for their actions and where relevant within their defined scope of practice. Along with WellSouth's vision and values this means adherence to the organisation's Code of Conduct and Integrity and all other policies/procedures.

Position Description

Main Objectives

- Provide a flexible, innovate approach to care and education to consumers and whanau that focuses on their needs and individual circumstances.
- To work in a multi-disciplinary long term conditions team to support general practices to identify and support patients with complex long term conditions who would benefit from dietetic involvement to improve outcomes
- Utilise community networks to build relationships with clients and facilitate engagement with General Practice teams and other primary health care providers
- Work to engage the population in health screening practices, deliver health promoting messages and facilitate health education
- To partner with various healthcare providers, social agencies and community groups to ensure clients have access to timely services and referrals
- Aim to empower clients so that they can manage their own health where possible and make informed decisions regarding this.
- Provide individual and group education on lifestyle/socioeconomic factors that influence the health outcomes for clients/family/whanau.
- Contribute to building capacity of both health consumers and primary health care providers by working alongside these groups to enhance self-management, empowerment, and health literacy of long term conditions. Maintain effective professional relationships and collegiality with SDHB colleagues.

Relationships

Reports to: Nursing Director Primary Care

Internal Relationships: Long Term Conditions Team
WellSouth Staff

External Relationships: Clients/Patients/ Family/ Whanau/ Caregivers
Gore Hospital
Primary Health Providers
Maori and Pacific primary care providers
NGOs
SDHB Allied Health Professional Directors/Advisors/Leaders/staff
Public Health South

Treaty of Waitangi

WellSouth is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi - Partnership, Participation and Protection.

Position Description

<ul style="list-style-type: none"> • Promotes an environment that enables client/patient safety, independence, quality of life and health • Practises in a manner that the client/patient determines as being culturally safe • Takes responsibility for professional competency 	<ul style="list-style-type: none"> • Accesses, maintains and uses equipment/supplies appropriately • Maintains infection control principles • Recognises and manages risks to provide care which best meets the needs and interests of the client/patients and public • In collaboration with client/patient applies the principles of cultural safety • Respects the client/patient's identity and right to hold personal beliefs, values and goals • Assists the client/patient to gain appropriate support and representation from those who understand the client's/patient's culture, needs and preferences • Reflects on own practice and values that impact on care in relation to the client's/patient's age, ethnicity, culture, beliefs, gender, sexual orientation and/or disability • Avoids imposing own values on others • Takes responsibility for maintaining professional competency, including appraisal, peer review, observed practice and document audit
<p>Clinical/Professional Practice</p> <ul style="list-style-type: none"> • Undertakes comprehensive and accurate assessments 	<ul style="list-style-type: none"> • Undertakes assessment in an organised and systematic way • Uses suitable assessment tools and methods to assist the collection of information • Applies evidence based/best practice • Determines the level of care required by individuals

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<ul style="list-style-type: none"> • Acts appropriately to protect self and others when faced with unexpected client/patient responses, confrontation, personal threat or crisis situations • Evaluates client/patient's progress toward expected outcomes in partnership with them and other service providers • Provides education appropriate to the needs of the client/patient 	<p>consent, privacy, refusal of treatment and rights of formal and informal client/patients under the Mental Health [compulsory assessment and treatment] Act 1992)</p> <ul style="list-style-type: none"> • Facilitates the client/patient's access to appropriate therapies or interventions, respecting their right to choose amongst alternatives • Takes the client's/patient's preferences into consideration when providing care • Understands emergency procedures/ lines of communication to maximise effectiveness in a crisis situation • Takes appropriate action in situations that compromise client/patient safety and wellbeing • Implements procedures and protocols for managing threats to safety within the practice environment • Identifies criteria for evaluation of expected outcomes of care • Evaluates effectiveness of the client's/patient's response to care provided • Reflects on client/patient feedback and incorporates this into ongoing treatment as appropriate • Develops a discharge plan and follow up care in consultation with the client/patient and the health care team • Makes appropriate referrals to other health care team members/other health related sectors when required • Encourages the client/patient to maintain and promote their own health
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<ul style="list-style-type: none"> • Reflects and evaluates the effectiveness of own practice • Maintains professional development • Recognises, values and works with all members of the health care team in the delivery of care 	<ul style="list-style-type: none"> • Identifies own level of competence and seeks assistance and knowledge as necessary • Participates in providing professional feedback for other colleagues • Takes responsibility for own professional development • Updates knowledge related to best practice guidelines in area of practice • Contributes to the support, direction and teaching of colleagues and/or students to enhance development of profession • Contributes to the co-ordination of care to maximise health outcomes for the client/patient • Refers to other health care practitioners as appropriate • Develops effective working professional relationships within clinical setting
<p>Interpersonal Relationships</p> <ul style="list-style-type: none"> • In partnership with the client/patient establishes and concludes therapeutic working relationships • Communicates effectively with client/patients 	<ul style="list-style-type: none"> • Recognises and supports the personal resourcefulness and strengths of clients/patients in their treatment plan • Utilises effective interviewing and counselling skills in interactions with client/patients • Establishes rapport and trust, demonstrating respect, empathy and interest in clients/patients • Employs language and communication strategies/tools appropriate to the client's/patient's abilities • Accesses an interpreter when there are concerns about the client/patient's understanding and ability to participate in their treatment plan

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<ul style="list-style-type: none"> In partnership with the client/patient establishes and concludes therapeutic working relationships 	<ul style="list-style-type: none"> Ensures discussions concerning client/patients are confidential and restricted to appropriate settings Collaborates with the client/patient and other health team members to develop a treatment plan Recognises and supports the personal resourcefulness and strengths of clients/patients in their treatment plan Utilises effective interviewing and counselling skills in interactions with client/patients Establishes rapport and trust, demonstrating respect, empathy and interest in clients/patients
<p>Quality Improvement</p> <ul style="list-style-type: none"> Collaborates and participates with colleagues, managers and members of the health care team to facilitate/ coordinate quality improvement initiatives to improve standards of practice and client/patient care 	<ul style="list-style-type: none"> Maintains standards for service/profession specific accreditation Identifies service gaps and opportunities, and participates in developing new ideas and solutions Promotes an allied health and/or profession specific perspective with quality improvement activities Undertakes service specific/global audits and incorporates actions into professional practice as required Assists in the investigation of incidents and staff or client/patient complaints Contributes to reviews of policies and procedures
<ul style="list-style-type: none"> Perform any other duties that may be required from time to time by the organisation 	
<ul style="list-style-type: none"> Adhere to all WellSouth policies and procedures 	<ul style="list-style-type: none"> All WellSouth policies and procedures are adhered to

Position Description

Person Specification

	Essential	Desirable
Qualifications (eg, tertiary, professional)	<ul style="list-style-type: none"> • The appointee must be registered with the New Zealand Dietitians Board and hold a current annual practicing certificate • All Dietitians must actively participate Dietitians Continuing Competency Programme 	<ul style="list-style-type: none"> • Active Member or eligible for Dietitians NZ Diabetes and PHO Special interest groups
Clinical Skills and Knowledge	<ul style="list-style-type: none"> ▪ Have an up to date knowledge of diabetes, risk factors, and common co-morbidities. Have a working knowledge of intervention techniques, including patient centred goal planning ▪ Be computer literate with a broad based understanding of computer skills ▪ Be evidence/best practice focused in service delivery ▪ Must have a full NZ current driver's licence 	<ul style="list-style-type: none"> ▪ Understanding or experience in practice of International Dietitians Nutrition Terminology (IDNT) and application to this area of practice ▪ Knowledge of Motivational Interviewing ▪ Advanced computer skills, including use of word processing and PowerPoint. ▪ Possess skills for the critical appraisal of research/ literature searches/ reviews.
Personal Qualities	<ul style="list-style-type: none"> ▪ Be committed to the Dietetic profession and to directing professional development and personal growth ▪ Be able to work actively and co-operatively in a multi-disciplinary clinical team, liaising appropriately with relevant health care professionals including Service Managers and others involved with the client, family whanau, organisations and agencies ▪ Motivation to work with people in both group and individual settings who have a variety of conditions and rehabilitative requirements ▪ Be able to work effectively both as a team member and autonomously ▪ Have proven tact and integrity ▪ Be adaptable to new experiences ▪ Able to maintain practice within designated scope of this position 	<ul style="list-style-type: none"> ▪ Friendly with a sense of humour ▪ Self-motivated and energetic ▪ Demonstrate a high level of interpersonal skills with the ability to develop rapport with a wide variety of people ▪ Demonstrate sound time management skills