



WINNIPEG REGIONAL HEALTH AUTHORITY POSITION DESCRIPTION (Non-Management)

INCUMBENT:

DATE: February 10, 2012

POSITION TITLE: CLINICAL DIETITIAN -
PUBLIC HEALTH

CLASS: HE2 & 5N8 (PIO)
UNION: MGEU

DEPARTMENT: POPULATION & PUBLIC HEALTH

SUPERVISOR'S TITLE: Team Manager in geographic Community Area office administratively and programmatically and Team Manager in secondary Community Area office programmatically.

SUPERVISORY RESPONSIBILITIES: May provide direction/supervision to dietetic interns and/or dietetic technicians.

EDUCATION:

Bachelor's degree in human nutrition, dietetic or related area from an accredited Canadian university program or the approved equivalent if internationally educated required. Graduate of a recognized dietetic internship program or planned experience, which has been accredited by Dietitians of Canada.

SPECIAL TRAINING:

EXPERIENCE:

Two years clinical nutrition experience in a community or public health setting preferred.

OTHER:

- Comprehensive knowledge and application of medical nutrition therapies.
- Demonstrated ability to interact effectively with various levels of personnel, both internally and externally and within an inter-disciplinary environment.
- Must have effective written and verbal communication skills.
- Ability to adapt readily to a changing environment and respond with initiative.
- Demonstrated planning, organizational and time management skills including the ability to prioritize workload.
- Must be able to function with minimum direction.

- Demonstrated problem solving and critical analysis skills.
- Ability to use professional judgment to adapt and apply evidenced based guidelines, protocols and professional standards of care to new and changing needs of others.
- Knowledge of human behavior and behavior change process.
- Ability to counsel and motivate others, as individuals and as a group.
- General knowledge of food and nutrient analysis.
- Ability to function in a computerized environment.
- Practices within the professional standards and the ethical, legislative and legal parameters of the profession (e.g. the act and code of ethics of the College of Dietitians of Manitoba).

PHYSICAL DEMANDS AND WORKING CONDITIONS:

- Must be in good physical and mental health and be able to sit, stand or walk for extended periods of time without resting.
- Must be able to work under stress and time constraints.
- May be exposed to infectious diseases, blood and body fluids, toxic materials, noise, allergens, physical and emotional stress.
- May encounter aggressive and/or agitated clients/visitors/staff.
- Must be able to travel to meetings (on-site and off-site).
- May be occasionally required to work extended hours.
- May be required to work a variety of shifts including weekends.

LICENCES, REGISTRATIONS:

Must be a Registered Dietitian with the College of Dietitians of Manitoba. Membership with the Dietitians of Canada (DC) is recommended.

Cardiopulmonary Resuscitation (CPR) Training requirements for this position shall be in accordance with WRHA policy #20.20.210.

MAIN FUNCTION: (In Order of Importance):

The incumbent is responsible for the provision and promotion of optimal nutritional care to clients according to professional Standards of Practice through the following responsibilities:

1. Client Care
2. Education (client, staff, students, etc.)
3. Quality
4. Professional Development
5. Research
6. Safety
7. Other

POSITION DUTIES AND RESPONSIBILITIES:

CLIENT CARE (75%)

Provides quality client care based on nutrition care process: screening and referral, assessment, diagnosis, intervention and evaluation:

- assumes responsibility for own caseload.
- applies medical nutrition therapy in the provision of care to clients in collaboration with client/family and healthcare team.

a) Screening and Referral

- identifies clients at nutritional risk or who require nutrition intervention through screening mechanisms (e.g. chart review, diet order, or discussion with healthcare team).
- responds to written or verbal consults and refers clients to appropriate services as needed.
- communicates with other Dietitians regarding client's progress and management if transferred to another program.

b) Nutrition Assessment

- performs nutritional assessments using medical, clinical and biochemical information, client/family interviews and collaboration with healthcare team.
- obtains/collects timely appropriate data (e.g. requests pertinent lab data and tests).
- analyzes/interprets data with evidence based standards.
- determines nutritional needs including energy, macro and micronutrient requirements.

c) Nutrition Diagnosis

- identifies and labels nutrition problems using standardized nutrition language.
- clusters signs and symptoms to determine etiology of nutrition problem.

d) Nutrition Intervention

- formulates goals, and develops and implements nutrition care plans in collaboration with client, care provider and healthcare team.
- orders appropriate diet orders in medical charts.

- recommends appropriate feeding modalities (i.e. parenteral/enteral nutrition).
- educates clients, families and other care providers regarding nutritional care plans and diet modifications using appropriate educational materials.
- refers patients to appropriate services as needed.

e) Nutrition Monitoring/Evaluation

- monitors nutritional interventions and adjusts therapies as needed.

f) Ensures required documentation is completed

- records client data, ensuring legal requirements of documentation are met. Documentation is timely, factual, legible, attributable and comprehensive.
- documents client care activities in medical chart (including nutritional assessment, care plans, progress and/or education) in accordance with the Centre's approved methodology.

g) Participates with Client Care Team

- demonstrates application of the principles of client focused care.
- contributes to the achievement of team goals related to client care.
- shares accountability for client care.
- contributes to the efficient operation of the unit/service area.
- communicates with food service staff to ensure accurate interpretation of the menu, foods, protocols, etc. for implementation of nutrition care plans utilizing computerized diet office.

EDUCATION (CLIENT, STAFF, STUDENTS, ETC.) (8%)

- participates or assists with the clinical education of dietetic interns and practicum students and evaluates their performance in the clinical experience.
- provides education (individual or group teaching) to members of the healthcare team.
- presents nutrition education sessions to community groups upon request, with approval of direct supervisor.
- presents at rounds, conferences, seminars and academic programs as opportunity arises with approval of direct supervisor.
- identifies potential topics suitable for development as formalized client education initiatives.

- participates in the orientation of new staff.

QUALITY (5%)

- participates in the development of nutritional care guidelines, standards, and policies and procedures.
- develops, reviews and revises client educational materials.
- participates in development of professional resource materials (e.g. WRHA Clinical Nutrition Handbook; WRHA Diet Compendium and Diet Criteria for Menu database Development; WRHA Parenteral and Enteral Nutrition Manual).
- participates in performance appraisal of other staff members as requested.
- evaluates resources and equipment and makes recommendations regarding new acquisitions.
- participates in the development, implementation and maintenance of quality improvement initiatives in all aspects of patient care.
- records accurate statistical workload data in a timely manner and according to department and professional standards.
- participates in Manitoba Partnership Program dietetic internship accreditation process if applicable.
- understands and complies with all relevant regional, facility and departmental policies, procedures and standards.

PROFESSIONAL DEVELOPMENT (5%)

- maintains continuing education standards as specified and monitored by College of Dietitians of Manitoba.
- carries out critical self-evaluation and sets learning goals on an annual basis.
- maintains and expands knowledge and skills in dietetic practice through journal reading and by attending courses, rounds, conferences, etc..
- maintains membership and participates as an active member in Dietitians of Canada and College of Dietitians of Manitoba.

RESEARCH (5%)

- supports, participates and/or initiates approved research, clinical studies and program evaluations.
- applies evidence based decision making models in practice reviews (e.g. regional expert review groups).
- communicates research findings through reports, abstracts, presentations and publication.

SAFETY (ONGOING)

- applies current knowledge in the provision of safe, reasonable and prudent client care.
- maintains a safe work environment and practices within workplace health and safety regulations.
- adheres to all safety and health regulations and safe work practices.

OTHER (2%)

- relieves and/or provides coverage in the absence of other Dietitians.
- participates in department, facility and/or regional committees as necessary.
- may be required to participate in interviews for prospective staff members.
- may be required to perform other duties and functions related to this job description not exceeding above stated skills and capabilities.

INCUMBENT'S SIGNATURE

SUPERVISOR'S SIGNATURE