

POSITION DESCRIPTION

3rd January 2019

This Position Description is a guide and will vary from time to time and between services and/or units to meet changing service needs

The Canterbury District Health Board is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.

Organisational Vision

The CDHB's vision is to improve the health and wellbeing of the people living in Canterbury.

Organisational Values

- Care & respect for others
- Integrity in all we do
- Responsibility for outcomes

POSITION TITLE:

Diabetes Specialist Dietician

REPORTS TO (Title):

Charge Nurse Manager / Service Manager

REPORTS ON A DAILY BASIS TO:

Charge Nurse Manager and Nutritional Services manager for clinical support and guidance.

PRINCIPAL OBJECTIVES

The dietician will provide nutritional assessment and education for patients with diabetes in a specialist service and work effectively within a multi-disciplinary team. The dietician will provide specialised care for people with complex type 2 diabetes and patients with type 1 diabetes including working with advanced technologies including insulin pumps and continuous glucose monitoring systems.

The dietician will provide and maintain current resources for people with diabetes and others.

The dietician will assist with the education of other health professionals including other dieticians to up-skill them in diabetes management

FUNCTIONAL RELATIONSHIPS:

INTERNALLY:

1	Diabetes multi-disciplinary team
2	Christchurch Hospital
3	
4	
5	

EXTERNALLY:

1	Patients, families, support persons
2	Other Canterbury District Hospitals,
3	Community Diabetes Nurse Specialist and Community Diabetes Dietician
4	Diabetes Youth & Diabetes Society

5	General Practice Teams
6	Tutor Dietician, University of Otago
7	Other referral sources

KEY PERFORMANCE OBJECTIVES:

Task	To provide nutritional assessment and education to individuals with diabetes, their families, colleagues and others involved with providing their support or health care in a range of clinical settings. I.e., specialist outpatient services, community and campus as appropriate aligned with complementary care delivery needs.
Expected Result	<ul style="list-style-type: none">(a) Each patient is assessed to provide a nutritional diagnosis (INDT) which will be the basis for planning education. The dietician will have an adaptable approach to requirements of individual needs.(b) The education plan is determined in consultation with the patient and reviewed at each visit.(c) Patients are given the opportunity for follow-up and review.(d) Referral to other health professionals is undertaken as necessary.(e) Education is conducted in a manner that maintains the clients privacy, confidentiality and dignity.(f) Cultural needs of patients are respected and met wherever possible.(g) The principles of the Treaty of Waitangi, participation, protection and partnership are reflected in the dietician's practice.(h) Use organisational and priority setting skills in evaluating patients with complex needs.(if) Develops/provides educational material to assist in the delivery of optimal care.(j) Communicate effectively with referral source and other members of the multi-disciplinary diabetes team.
Task	To provide nutritional education and health promotion for the general community and fellow health professionals.

Expected Result	<ul style="list-style-type: none"> (a) Expertise is sought by peer groups and others. Promotes the dieticians role in diabetes management supporting integration with wider CDHB dietetic services. (b) Develops resource material and teaching aids. Sharing of specialist resources for CDHB dietician teams to use and support practice. (c) Participates in group education. (d) Assists with student teaching programme (e.g. Polytech students, Medical students, dietetic students). (e) To deliver education to planned patient classes operated by the centre, including evening and weekend classes as required by patient groups.
Task	To oversee the development or disbursement of nutritional information.
Expected Result	<ul style="list-style-type: none"> (a) Nutrition information being dispersed complies with the national guidelines and other relevant up to date research.
Task	To further develop speciality dietetic knowledge in diabetes and keep abreast of changes/trends in management.
Expected Result	<ul style="list-style-type: none"> (a) Pursues self-directed learning to enhance specialist knowledge. (b) Attends speciality related seminars. (c) Participates in dietetic clinical meetings. (d) The dietician has access to current relevant professional literature. (e) Organises and participates in education sessions run by the Diabetes Centre. (f) Undertakes supervision. (g) Supports Canterbury District Health Board dieticians in the development of their diabetes skills, knowledge and application as requested (h) Supervises student dietician participation in their learning at the Diabetes Centre.
Task	To maintain quality assurance standards and implement new initiatives as required

Expected Result	<ul style="list-style-type: none"> (a) Adherence to standards of practice and policies for patient care. (b) Auditing of patients' needs and satisfaction with dietary education. (c) Participates in performance audits in the clinic setting. (d) The introduction of new practices and initiatives in dietary management in her own patient management. (e) Support colleagues as required in the day to day management of Diabetes Services.
Task	To maintain a support and an advisory role for other dieticians involved in Diabetes Services.
Expected Result	<ul style="list-style-type: none"> (a) Up skilling of specialty knowledge resulting in the ongoing service development.
Task	The dietician will undertake other duties as reasonably requested by the Clinical Director or Unit Manager from time to time.
Expected Result	<ul style="list-style-type: none"> (a) To offer flexibility to ensure that the diabetes service responds to changing needs in an effective and efficient manner.

HEALTH & SAFETY:

- Observe all Canterbury DHB safe work procedures and instructions
- Ensure your own safety and that of others
- Report any hazards or potential hazard immediately
- Use all protective equipment and wear protective clothing provided
- Make unsafe work situations safe or, if they cannot, inform your supervisor or manager
- Co-operate with the monitoring of workplace hazards and employees health
- Ensure that all accidents or incidents are promptly reported to your manager
- Report early any pain or discomfort
- Take an active role in the Canterbury DHB's rehabilitation plan, to ensure an early and durable return to work
- Seek advice from your manager if you are unsure of any work practice

QUALITY:

Every staff member within CDHB is responsible for ensuring a quality service is provided in their area of expertise. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

QUALIFICATIONS & EXPERIENCE:

Essential

- New Zealand Registered Dietician or hold an equivalent qualification
- Current practicing Certificate
- Specialist diabetes dietetic experience
- Be computer literate including experience in the use of the Microsoft Office suite of products.

PERSONAL ATTRIBUTES:

MANDATORY

- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.
- Understand and preserve patient confidentiality at all times and be familiar with the requirements of the Privacy Act 1993 with regard to consent for distribution of information between carers and health professionals
- Be in a state of good personal health to carry out the duties expected of a dietician
- Demonstrates ongoing development of own professional practice and dietetic skills and be involved in the NZ Dieticians Board Continuing Competency Programme

DESIRABLE

- Possess time management and organisational skills and an ability to prioritise work
- Be able to work under pressure
- Possess initiative, be self-motivated and able to work autonomously with minimal supervision
- Possess excellent written and verbal communication skills
- Be flexible and adaptable
- The ability to set and achieve goals
- Have a clinical interest in chronic disease management
- Have a clinical interest in advanced diabetes care including insulin pump therapy and continuous glucose monitoring
- Be able to communicate effectively with a wide range of people in a manner appropriate to the patient group
- Demonstrate cultural awareness and have an understanding of human rights legislation.
- Demonstrate an ability to work well in an interdisciplinary team

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.