

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Clinical Dietitian - New Graduate
Reports to	Clinical Manager – Dietitians
Location	Burwood Hospital
Department	Nutrition and Dietetics
Date	March 2026
Salary band (indicative)*	Step 3 PSA Allied, Public Health, Scientific & Technical

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to provide effective and timely, quality clinical dietetic services to meet patient and service needs for the Older Persons Health and Rehabilitation Service.

Key Result Area	Expected Outcomes / Performance Indicators
To provide clinical dietetics to the Older Persons Health and Rehabilitation Service through clinical nutrition advice, setting goals, treatment, and education based on best practice/evidence based guidelines	<ul style="list-style-type: none"> • Comply with Nutrition Care Process Standards and Terminology: Nutrition & Dietetics • To assess and regularly monitor and review nutritional status of inpatients • Document patient care interventions, ensuring they comply with the standards for writing in case notes/cortex • Document diet prescription for Catering Assistants, and liaise with Foodservice staff to ensure nutrition plans are being met • Planning for patient discharge and follow up as required
To participate in inter-professional healthcare and	<ul style="list-style-type: none"> • Collaborate and participate with colleagues and members of the health care team to facilitate and co-ordinate care • Recognise and value the roles and skills of all members of the healthcare team in the delivery of care

<p>quality improvement</p>	<ul style="list-style-type: none"> • Initiate referrals to other members of the healthcare team in a timely manner • Consistently participates in, and where appropriate co-ordinates interdisciplinary team meetings and family conferences, representing the nutritional needs of patients and enacting outcomes appropriately • Participate in activities which monitor/audit delivery of quality patient care, e.g. current or retrospective audits and accreditation processes • Share specialist knowledge and network with IDT colleagues • Assist in formulating and reviewing dietetic standards, procedures, guidelines and updating education resources • Develop and/or participate in activities which monitor and audit dietetic practice and quality patient health outcomes
<p>Assist with student Dietitian Training</p>	<ul style="list-style-type: none"> • Provide supervision of student Dietitians in their practical placements • Provide input into evaluation reports as required • Conduct tutorials/lectures in relevant areas as requested
<p>Support outcome orientated evidence based or best practise guidelines in Nutrition & Dietetic practice and comply with Dietitians Board requirements</p>	<ul style="list-style-type: none"> • Actively participates in professional and clinical education opportunities • Participate in and comply with Dietitians Board Continuing Competency Programme. • Maintains a record of professional development and continuing competency activities. • Undertakes case notes audits and peer review • Participation in Divisional dietitian meetings • Participation in ward IDT meetings
<p>To participate in the annual performance review process in conjunction with the Clinical Manager</p>	<ul style="list-style-type: none"> • Prepares for and participates in her/his annual performance review • Identifies and documents professional goals in conjunction with the line manager • Presents Annual Practising Certificate in a timely manner
<p>To participate in the quality objectives for Older Persons' Health and Rehabilitation Service</p>	<ul style="list-style-type: none"> • Support and create quality awareness • Initiates and participates in continuous improvement and development of service • Maintenance of accurate records and statistics • Use data to identify service delivery
<p>Te Tiriti o Waitangi</p>	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.

Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the Clinical Manager

- Clinical risk and patient safety concerns
- Safeguarding and child protection concerns
- Ethical or legal issues
- Adverse events, near misses and incidents
- Cases beyond scope of practice or competence
- Health, safety or wellbeing issues impacting ability to practice safely

Relationships

External	Internal
<ul style="list-style-type: none"> • Health professionals, e.g. GPs, Dietitians, Community Services 	<ul style="list-style-type: none"> • Medical Staff
<ul style="list-style-type: none"> • Patients, Family, Whanau, Carers, Rest Homes / Private Hospitals 	<ul style="list-style-type: none"> • Nursing Staff
<ul style="list-style-type: none"> • Other DHB Allied Health, Medical & Nursing staff 	<ul style="list-style-type: none"> • Catering Assistants
<ul style="list-style-type: none"> • Training institutions 	<ul style="list-style-type: none"> • Other Allied Health Staff, Dietetic colleagues
	<ul style="list-style-type: none"> • Patients, Family, Whanau, Carers
	<ul style="list-style-type: none"> • Foodservice management and staff
	<ul style="list-style-type: none"> • Managers
	<ul style="list-style-type: none"> • Charge Nurse Managers, Clinical Managers

About you – to succeed in this role

You will have

Essential:

- New Zealand Registered Dietitian
- Hold a current Annual Practising Certificate
- Dietitian Prescriber
- Competent computer skills
- Excellent communication skills (written and verbal)
- Effective time management
- Commitment to on-going professional development
- Commitment to self development
- Ability to work in a team (or interdisciplinary team) environment
- Ability to “work together” in an honest and supportive manner
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility and accountability for actions
- A commitment and enthusiasm for working in the area of Older Persons Health and Rehabilitation and for Health New Zealand
- Ability to be flexible in an environment of change
- A working understanding of the Treaty of Waitangi, and demonstrated commitment to bi-culturalism
- A client focus for both internal and external clients
- A strong customer service orientation
- Demonstrated problem solving, negotiation and advocacy skills
- Initiative and ability to work under pressure / to manage stress

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.
- Have a current knowledge of all areas of clinical practice.
- To maintain contact with professional organisation.
- An interest in working with older people.
- Current, clean Driver's Licence
- Demonstration of participation in research projects, audits or other quality initiatives.
- Understanding and experience of working in an interdisciplinary team.
- A commitment to adopting and operating good employer policies and practices.

You will be able to Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Support supervision of Dietetic students if requested

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*

