



## POSITION DESCRIPTION

Position Title:	<b>Dietitian</b>
Location:	Dunstan Hospital and Lakes Hospital
Direct Reports:	Nil
Reports to:	Allied Health Director (professional) Allied Health Service Leader (operational)
Date:	2024

### COHSL Vision

To be a lead provider and educator of rural healthcare for our communities.

### Our Environment

COHSL is a unique community-owned rural health service provider delivering public and private health care to the Central Otago and Upper Clutha areas. COHSL is committed to playing its part in the implementation of the Health Reforms, the delivery of integrated models of care that stretch across the care continuum and reducing rural inequities.

### LIVING CENTRAL OTAGO HEALTH SERVICES LTD VALUES

Proactively demonstrate COHSL values in all aspects of the role	<ul style="list-style-type: none"> <li>• Demonstrates behaviours that we want to see from each other, at our best.</li> <li>• Contributes positively to a culture of appreciation, a learning culture, where people feel safe to speak up.</li> <li>• Contributes positively to the team and other initiatives that seek to improve patient and whanau experiences and/or staff experience of working.</li> </ul>		
<b>KINDNESS</b>	<b>EXCELLENCE</b>	<b>TRUST</b>	<b>CONNECTION</b>
Atawhai	Hirangi	Whakawhirinaki	Whanaungatanga

### The Five Priorities of the Health NZ Rural Health Strategy

1. Considering Rural Communities as a Priority Group.
2. Prevention, paving the path to a healthier future.
3. Services are available closer to home for rural Communities.
4. Rural communities are supported to access services at a distance.
5. A valued and flexible Rural Health workforce.

COMPETENCIES	
Organisational Competencies	
<b>Customer Focus</b>	Is patient, community and whanau centred. Establishes and maintains effective relationships with customers and gains their trust and respect
<b>Integrity &amp; Trust</b>	Is widely trusted. Can establish credibility with clinical staff and stakeholders.
<b>Drive For Results</b>	Is pragmatic and achieves set goals. Pushes self and others for results. Embraces change/quality improvement
Role Specific Competencies	
<b>Managing Diversity</b>	Manages people equitably with clear communication that is appropriate to the audience. Deals effectively with all races, nationalities, cultures and disabilities, irrespective of age and gender. Supports equal and fair treatment and opportunity for all.
<b>Priority Setting</b>	Spends own time and the time of others on what is important. Can quickly sense what will help or hinder when seeking to accomplish goals. Eliminates roadblocks. Creates focus
<b>Problem Solving</b>	Uses logic and established processes to solve difficult problems and achieve effective solutions
<b>Quality and Risk Management Focus</b>	Contributes to quality initiatives. Ensures a strong patient centred focus with patient safety at the fore

KEY RELATIONSHIPS	
Internal	External
<ul style="list-style-type: none"> <li>Allied Health Director (AHD)</li> </ul>	<ul style="list-style-type: none"> <li>Patients, Family / Whanau &amp; Community</li> </ul>
<ul style="list-style-type: none"> <li>Allied Health Service Leader (AHSL)</li> </ul>	<ul style="list-style-type: none"> <li>Health New Zealand Professional Lead - Dietetics</li> </ul>
<ul style="list-style-type: none"> <li>Multidisciplinary colleagues working in interprofessional ways</li> </ul>	<ul style="list-style-type: none"> <li>Student training providers and clinical liaison staff</li> </ul>
<ul style="list-style-type: none"> <li>Administration and support services staff</li> </ul>	<ul style="list-style-type: none"> <li>Primary care, NGOs, Private Health Providers, Local Community Groups and funding bodies, Equipment provider companies</li> </ul>
	<ul style="list-style-type: none"> <li>Relevant professional organisations</li> </ul>
	<ul style="list-style-type: none"> <li>Other service providers</li> </ul>

## PERSON SPECIFICATION

The expertise required for a person to be fully competent in the role:

	ESSENTIAL	DESIRABLE
<b>Education and Qualifications (or equivalent level of learning)</b>	<ul style="list-style-type: none"> <li>• Must be registered with the New Zealand Dietitians Board in accordance with the HPCA Act 2004 and hold a current Practising Certificate.</li> <li>• Must actively participate in the Dietitians Board of New Zealand's re-certification programme.</li> <li>• Must be eligible to work in New Zealand or have a work visa/permit.</li> </ul>	<ul style="list-style-type: none"> <li>• Be an active member of Dietitians NZ</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Sound clinical experience in inpatient, community and outpatient settings.</li> <li>• Experience working with other professions.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience working in a rural health environment and/or rural hospital.</li> <li>• Experience in implementing Calderdale Framework principles and processes.</li> </ul>
<b>Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Proficiency in dietetic assessment and treatment and have well developed clinical reasoning skills.</li> <li>• Understand and use client centred goals and a family/whanau model of care.</li> <li>• Be self-motivated, innovative and empathetic toward patients and their families.</li> <li>• Demonstrate sound time management skills and be adaptable to new experiences.</li> <li>• Have an ability to set and maintain clear profession specific boundaries while maintaining the respect of other health professionals within the team.</li> <li>• Develop professional credibility with peers and other health professionals.</li> <li>• Leadership and evaluation of Allied Health Assistant tasks.</li> <li>• Participation in quality improvement projects.</li> <li>• Commitment to the ideals of research, evaluation methods and evidence based best practice and procedures. Have the skills for critical appraisal of research/literature/reviews.</li> <li>• Demonstrate a working knowledge of Te Tiriti o Waitangi.</li> <li>• Evidence of professional development/education in relevant clinical areas.</li> </ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"> <li>• Demonstrate a high level of interpersonal skills with the ability to develop rapport with a wide variety of people.</li> <li>• Have an enthusiasm for dietetics and a commitment to directing professional development and personal growth.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Be able to work actively and cooperatively in a multidisciplinary clinical team and liaise appropriately with relevant health care professionals.</li> <li>• Have motivation to work with people who have a variety of conditions and requirements.</li> <li>• Be able to work effectively both as a team member and autonomously as in independent practitioner.</li> <li>• Have a positive can-do attitude.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Must have a full NZ current driver's licence.</li> </ul>

<b>KEY RESULT AREAS</b>	
<b>Key Accountabilities</b>	<b>Examples of Successful Delivery</b>
<b>Clinical Practice</b>	
<ul style="list-style-type: none"> <li>• Engages in an environment that puts the patient at the centre of their care and recognises the health continuum across the community and hospital services in our rural environment.</li> <li>• Works collaboratively with all members of the healthcare team.</li> <li>• Employs best practice for improvement initiatives and supports relevant research.</li> <li>• Promotes cost effective clinical practice.</li> <li>• Ensures professional development and re-certification activities are completed.</li> </ul>	<ul style="list-style-type: none"> <li>• Positive feedback from stakeholders.</li> <li>• Demonstrated staff engagement around innovation.</li> <li>• Engagement in profession specific workforce development through forums, presentations, programmes etc as applicable.</li> <li>• Re-certification achieved.</li> </ul>
<b>Practice Standards, Career Development</b>	
<ul style="list-style-type: none"> <li>• Participate in personal appraisal, professional development plan and clinical supervision.</li> <li>• Participate in professional standards reviews/observed practice/audits.</li> <li>• Contribute to the support and education of colleagues and students to enhance development of the profession.</li> <li>• Participate in the Calderdale Framework as required.</li> <li>• Review, develop and implement clinical standards and protocols in line with current guidelines with specific attention to the needs of high-risk patient groups including older adults and patients with life limiting conditions.</li> </ul>	<ul style="list-style-type: none"> <li>• Professional goals are set and worked through.</li> <li>• Clinical Supervision supports safe practice.</li> <li>• Application of Calderdale Framework.</li> </ul>
<b>Professional Development – Self</b>	
<ul style="list-style-type: none"> <li>• Develop both personally and professionally to meet the changing needs of your career and profession.</li> <li>• Actively seeks feedback and accepts constructive criticism.</li> <li>• Develop and maintain professional competency.</li> <li>• Reflect and evaluate the effectiveness of own performance.</li> </ul>	<ul style="list-style-type: none"> <li>• Training and development goals are identified and agreed with the AHD and AHSL annually.</li> <li>• Performance objectives are reviewed with the AHD and AHSL annually.</li> </ul>

<b>External Liaison</b>	
<ul style="list-style-type: none"> <li>Participate in student training and liaise with clinical liaison staff and tertiary education providers as required</li> <li>Engage with external agencies to ensure positive patient outcomes eg; Enable</li> </ul>	<ul style="list-style-type: none"> <li>Effective student training demonstrated though good communication and documentation.</li> <li>Short-term &amp; long-term loan equipment is put in place effectively.</li> </ul>
<b>Other Duties</b>	
<ul style="list-style-type: none"> <li>Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</li> <li>Liaise and work with food and beverage staff regarding the provision of therapeutic diets and provide advice on appropriate meals to ensure dietary requirements are met.</li> <li>Provide education and training to staff as required.</li> </ul>	<ul style="list-style-type: none"> <li>You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness.</li> </ul>
<b>Health, Safety &amp; Wellbeing</b>	
<ul style="list-style-type: none"> <li>Recognises individual responsibility for workplace Health &amp; Safety under the Health and Safety at Work Act 2015.</li> <li>Effort is made to strive for best practice in Health and Safety at all times.</li> <li>Reflect and evaluate own well-being, employing own strategies and seeking assistance as required.</li> </ul>	<ul style="list-style-type: none"> <li>You understand and consistently meet your obligations under the organisations Health &amp; Safety policy/procedures.</li> <li>Assist in creating an atmosphere where staff support each other, and workplace violence and bullying is not tolerated.</li> </ul>
<b>Cultural Safety</b>	
<ul style="list-style-type: none"> <li>Giving effect to the principles of Te Tiriti o Waitangi through your day-to-day interactions with others.</li> <li>Honouring cultural diversity.</li> </ul>	<ul style="list-style-type: none"> <li>Respect, sensitivity, cultural awareness is evident in interpersonal relationships.</li> <li>Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices.</li> </ul>

## CHANGES TO POSITION DESCRIPTION

From time to time, it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes.

Acknowledged / Accepted:

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Employee

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Date

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Manager

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Date