

POSITION DESCRIPTION

Position title: Nutritionist/Dietitian

Business area: Encompass Health

FTE: As per Conditions of Employment

Reports to: Business Manager

Our Vision	Leading cancer care in Aotearoa – we bring inspiration and innovation together to positively impact the lives of New Zealanders.
Our Mission	To be the client's choice for world class cancer care delivered by people with passion.
Our Values	<p>Excellence We deliver outstanding care to our clients with a focus on continuous improvement.</p> <p>Resilience We are flexible and responsive to the needs of our clients and our people.</p> <p>Collaboration We work in partnership with our clients, their whānau, and our staff.</p> <p>Integrity We act with authenticity and to the highest standard of performance and conduct.</p>

POSITION OBJECTIVE

- 🔗 To provide counselling for patients and their families as required.
- 🔗 To assist the Clinical Psychologist with service development projects.

FUNCTIONAL RELATIONSHIPS

Internal	External
🔗 Encompass Health team	🔗 Other cancer services
🔗 Information Technology colleagues	🔗 Clients and whānau
🔗 St George's Cancer Care Centre colleagues	🔗 Referrers
🔗 St George's Hospital colleagues	🔗 Community organisations
🔗 Cancer Society staff	🔗 Oncology related organisations and not for profits

KEY AREAS OF ACCOUNTABILITY

Area of Accountability	Expected Results
Professional Practice	<ul style="list-style-type: none"> General goals are to improve overall nutrition, promote healthy eating habits and enhance overall well-being and quality of life for patients. Provide expert nutrition counselling services to patients and their caregivers as an integral part of cancer care. Immediate goals are to optimize nutritional status during the cancer treatment period, with the aims of both helping to optimise the outcome of treatment and to minimize the side-effects of treatment. Work with individual patients and their families to evaluate the foods they can eat and help develop personalized food guidelines. Screen and assess for nutrition risk. Determine patients' nutritional goals. Provide practical suggestions to help meet nutritional needs. Instruct on how to minimize and cope with treatment side effects that might lead to weight loss, dehydration, and an overall decrease in energy/quality of life. Design individualized dietary guidelines. Offer strategies for family or carers to help patients maximize nutrition intake and quality of life. Provide information regarding nutritional and dietary supplements. Provide follow up care as needed. Encourage patients to take an active role in their care and to make healthy eating choices, which may include some dietary modifications.
Leadership, Interpersonal Relationships/Teamwork To ensure effective teamwork and contribute to the achievement of Encompass Health vision and strategic plan. To communicate effectively with patients, colleagues, other health professionals and the public.	<ul style="list-style-type: none"> Maintains approachability and an open, effective communication style. Models St George's Hospital vision, values, and goals. Respects lines of authority and uses proper channels of communication. Is open and receptive to feedback. Establishes collaborative networks across teams for mutual benefit. Collaborates with peers to achieve strategic goals. Reinforces patient/client focus through education, practice, policies and/or procedures. Recognises individual efforts in excellent patient/client focus. Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need. Empowers others to take action to resolve patient/client issues promptly. Creates a culture of patient/client focus through person-centered care. Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.



Area of Accountability	Expected Results
Professional Development To maintain a high level of professional development	<ul style="list-style-type: none"> ✦ Maintains and continuously updates professional portfolio. ✦ Maintains own professional development and mandatory updates. ✦ Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation. ✦ Identifies own learning requirements/deficits and develops a plan in conjunction with line manager. ✦ Demonstrates and facilitates contemporary knowledge and skills. ✦ Understands and adheres to all legislative requirements and follows St George's Hospital/Encompass Health policies and procedures. ✦ Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation. ✦ Identifies own learning requirements/deficits and discusses development plan with Manager. ✦ Attends CPR updates and familiarises self with emergency equipment. ✦ Attends relevant study days and in-service education. ✦ Fosters an environment conducive to learning, enquiry and research. ✦ Participates in approved research programmes as requested.
Inter-professional Healthcare and Quality Improvement To maintain a high level of quality improvement	<ul style="list-style-type: none"> ✦ Actively participates in quality assurance programmes and audits, to monitor and improve standards of care, completing requested documentation and audit activities within specified timeframes. ✦ Participates in the maintenance of the ACC Workplace Safety Management standards, Ministry of Health Certification, QHNZ Accreditation and BFHI certification. ✦ Participates in the development and review of written standards. ✦ Communicates modifications to procedures and policies as they occur.
Organisational Culture To support a strong and positive image of Encompass Health within the community and with key internal and external stakeholders	<ul style="list-style-type: none"> ✦ Promotes harmonious working relationships within the department and with departmental "Users". ✦ Understands and promotes the concept of internal and external customers (e.g. clients, colleagues and clinicians) and the need for a "customer focus". ✦ Assists in facilitating positive inter-departmental relationships. ✦ Maintains confidentiality in respect to St George's operations, business, employees, clients and clients. ✦ Adheres to St George's policies and procedures.
Cultural understanding and commitment to Te Tiriti o Waitangi	<ul style="list-style-type: none"> ✦ Demonstrates an understanding of and commitment to our responsibilities of Te Tiriti o Waitangi. ✦ Respects diversity of cultural, this may include age, gender, sexuality, ethnicity, culture, disability, or beliefs.
Health & Safety To ensure a safe working environment	<ul style="list-style-type: none"> ✦ Complies with and supports all health and safety policies, guidelines, and initiatives. ✦ Ensures all incidents, injuries and near misses are reported reviewed and evaluated
Organisational effectiveness To contributes to the cost effectiveness and changing needs of the business	<ul style="list-style-type: none"> ✦ Sets appropriate priorities for workload. ✦ Looks for ways and means to actively and effectively promote cost effectiveness. ✦ Accurately completes cost accounting documents as appropriate.



Area of Accountability	Expected Results
Other duties To undertake other duties from time to time as requested by the practice manager	<ul style="list-style-type: none"> Performs such duties in a timely, accurate manner and in accordance with St George's Hospital/ Encompass Health policies and procedures.

QUALIFICATIONS, EXPERIENCE AND PERSONAL QUALITIES

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> NZ Registered Dietitian with current APC. Dietitian Prescriber. 	
Experience & Knowledge	<ul style="list-style-type: none"> Recent experience in enteral nutrition support. Ability to manage a complex and diverse clinical caseload. experience in oncology nutrition. 	
Personal Attributes	<ul style="list-style-type: none"> Shows respect for people. Uses initiative. Is proactive and innovative. Is an effective communicator. Is genuinely caring and friendly. Ability to build rapport and adapt communication style to suit a wide variety of patient groups. Self-motivated and organised. 	