

# Dietitian

## Role Description

<b>DIVISION / MATER MINISTRY</b>	Mater Health
<b>LOCATION</b>	Redlands
<b>REPORTING RELATIONSHIPS</b>	Reports to: Team Leader Dietetics
<b>LEVEL OF ACCOUNTABILITY</b>	Team Member
<b>SALARY</b>	HP3
<b>EMPLOYMENT STATUS</b>	Enterprise Agreement - HP
<b>TRAVEL REQUIREMENTS</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If required <input type="checkbox"/> Frequently <input checked="" type="checkbox"/> Infrequently
<b>EMPLOYMENT CONDITIONS</b>	<input checked="" type="checkbox"/> Vaccination Category 1A
<b>DATE CREATED</b>	February 2023

## POSITION SUMMARY

The purpose of this role is to:

- Deliver high level evidence based Nutrition and Dietetic clinical services of a complex and varied nature within the Department of Dietetics and Food services and as a member of multidisciplinary teams to patients across Mater Health.
- Contribute to service development and delivery, quality improvement activities, education and research within relevant clinical caseloads

## ORGANISATIONAL OVERVIEW

Mater is Queensland's largest and most innovative not-for-profit healthcare service, providing care for almost 700,000 patients a year across a network of 11 hospitals. We are a leader in healthcare, education and research — and that's because we employ exceptional people.

Delivering quality, compassionate care, in line with Mater's Mission and Values, we are an employer of choice, committed to enabling our people with the supports they need to deliver a world-class service for our patients. They are at the heart of what we do, and we recognise they are what differentiates the Mater experience within our community.

## MISSION, VISION, AND VALUES

We are our Mission. For more than a century, we have existed to respond to unmet community need; to provide compassionate care to those who need it most. Our Mission, Vision and Values are our constant guide to make appropriate decisions for a sustainable, socially relevant service that is genuinely committed to the delivery of a healthy community for everyone.

All Mater team members are required to adhere to relevant professional standards and the Mater behavioural standards, including those that support the Mater Mission, Vision, and Values, and promote an ethical environment in accordance with the Code of Conduct. In doing so, it is expected team members will hold both themselves and others to account for these standards, with a focus on maintaining the quality and safety of services in which we provide across the state.

*Our mission*

We serve together to bring God's mercy to our communities through compassionate, transforming, healing ministries

*Our vision*

To empower people to live better lives through improved health and wellbeing

*Our values*



We honour and promote the dignity of human life and of all creation



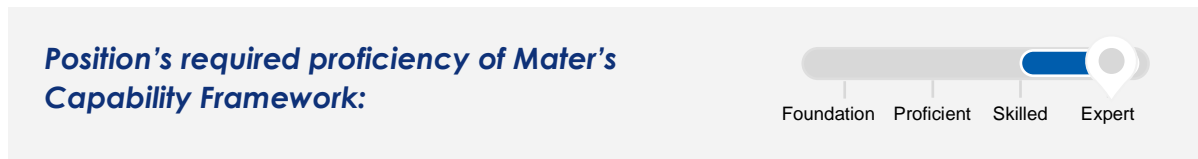
We act with compassion and integrity



We strive for excellence

## ORGANISATIONAL ALIGNMENT

The Mater Capability Framework consists of six core capability groups, which encompass the individual capabilities and behaviours essential to driving performance excellence across our organisation: Personal Attributes, Build Relationships, Results Focused, Mission Drivers, Business Enablers, and Leadership and People Management. Each Mater team member is accountable for consistently performing, promoting and developing the capabilities and behaviours within the Capability Framework - as individuals and as a team.



### Our six core capability groups

#### Leading self -

 <b>Personal Attributes</b>	Individual behaviours influenced by our values and ethical compass
 <b>Build Relationships</b>	Shape and maximise relationships with colleagues, patients and the community
 <b>Results Focused</b>	Drive and influence successful organisational outcomes
 <b>Mission Driven</b>	We serve together to bring God's mercy to our communities through compassionate, transforming, healing ministries

#### Leading others -

 <b>Business Enablers</b>	Boost effective service delivery and champion change management
 <b>Leadership &amp; People Management</b>	Inspire, engage and develop our people

## KEY PERFORMANCE REQUIREMENTS

Mater requires every Mater Person to understand and deliver on a series of accountabilities that are linked to the Mater strategy, described in the table below. Each Mater Person is held accountable for their own behaviour, performance and development, and for contribution to the strategic objectives and priorities. In addition, Mater managers and leaders are accountable to different extents for clinical outcomes, service and operational outcomes, financial outcomes, compliance and risk, interprofessional leadership and management of performance and accountability. This role is responsible for fulfilling the following accountabilities.

### Position-specific responsibilities

#### Clinical outcomes

- Manage an allocated clinical workload to deliver high level Nutrition and Dietetic services to patients across Mater Group and across the continuum of care, within a multidisciplinary team environment, in accordance with professional and ethical standards
- Undertake nutrition assessment, implementation and evaluation tasks within well-established clinical and departmental protocols, policy and procedures, utilising evidence based practice principles.
- Commensurate with experience, demonstrate an increasing level of professional knowledge, clinical skills, judgement and problem solving ability and apply increasingly independent clinical judgement to more complex clinical decision making, under the clinical practice supervision or professional guidance of a more senior clinician.
- Actively participate in multidisciplinary teams and in service improvement activities, working cooperatively and effectively within the team and with patients/clients to provide high quality evidence based patient care.
- Apply high level communication skills with patients, colleagues and other stakeholders.

#### Service and operational outcomes

- Actively participate in and contribute to the development and implementation of evidence based clinical practices and procedures, quality and service improvement initiatives and research activities and/or translating research in to practice with demonstrable outcomes to improve patient care.
- Possess a broad understanding of the continuum of care and the organisational provision of multidisciplinary health services and contribute to the development of policies, procedures and plans for the work team that are consistent with the achievement of Dietetic service delivery objectives.

#### Interprofessional leadership

- Represent Mater on relevant local and state-wide networks, committees and professional groups as appropriate and requested by manager.

- Provide clinical advice and direction to a team of Dietitians delivering evidence based clinical services across clinical areas within the stream structure including monitoring and reporting on clinical practices, outcomes and activities that may lead to the identification and implementation of service improvement initiatives that enhance the delivery of Dietetic services and patient outcomes, under the direction of manager.
- Provide clinical education and supervision including lectures/ tutorials and assessment of students, and clinical practice supervision to less experienced practitioners, to ensure the maintenance of professional clinical standards for Nutrition and Dietetics.
- Provide clinical education pertaining to Nutrition and Dietetics for other health professionals

#### **Performance and accountability**

- Develop clinical practice knowledge and expertise through actively participating in professional development activities, including local professional development activities, the Dietitian's Association of Australian Accredited Practising Dietitian (APD) program and performance appraisal and development planning

## KEY RELATIONSHIPS

Internal	External
<ul style="list-style-type: none"><li>• Reports to Team Leader Dietetics</li><li>• Works closely with Senior Dietitians</li></ul>	<ul style="list-style-type: none"><li>• Universities and professional colleges</li><li>• Professional bodies</li><li>• Government, non-government and statutory agencies</li><li>• Internal and external auditors</li><li>• Represent the organisation in appropriate external forums and groups as appropriate</li><li>• Other key external stakeholders and bodies as appropriate</li></ul>

## SELECTION CRITERIA

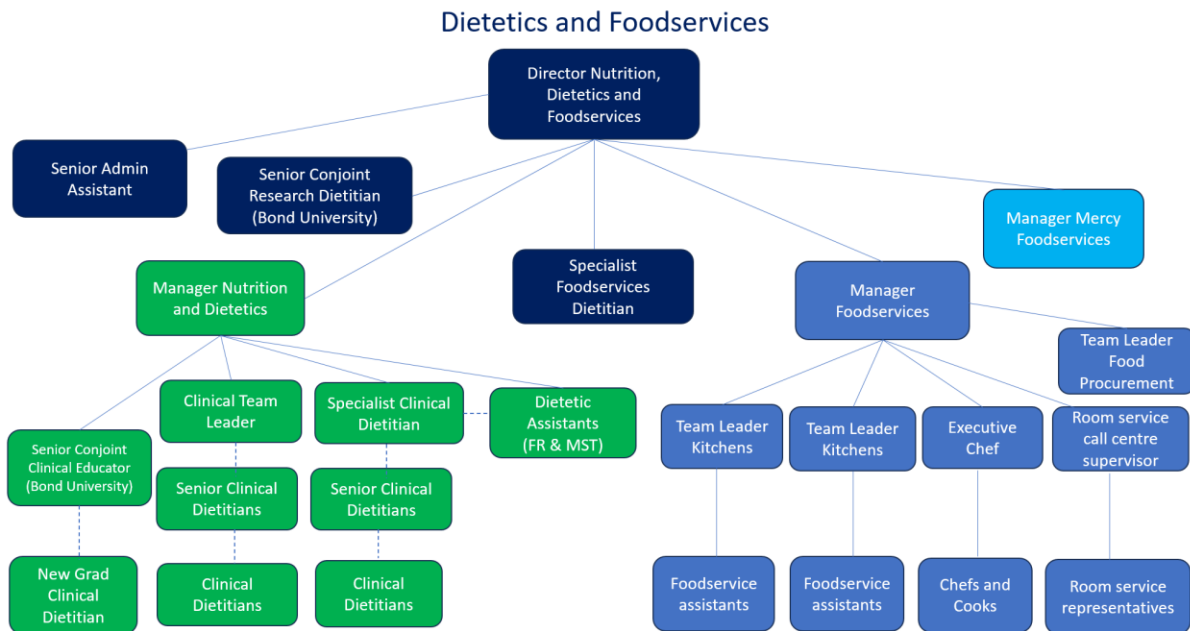
### Qualifications

The successful applicant must possess tertiary qualifications in Nutrition and Dietetics and have Accredited Practising Dietitian (APD) status (or Provisional APD status as appropriate).

## Skills, knowledge and experience

- Commensurate with experience, demonstrated increasing level of knowledge, expertise and skill in Nutrition and Dietetics and ability to apply established principles to nutrition assessment, implementation and evaluation of clinical services, with increasingly independent clinical judgement to more complex clinical decision making.
- Demonstrated ability to undertake evidence based quality and service improvement activities, research and/or translating research in to practice activities with outcomes to improve patient care.
- Demonstrated ability to provide advice to professional supervisors/ managers and other senior clinicians regarding evidence based service delivery and improvement opportunities.
- Demonstrated ability to participate effectively in a large Nutrition and Dietetics team as well as multidisciplinary teams including research teams for designated research positions, under the clinical practice supervision of more senior practitioners
- Demonstrated ability to provide clinical supervision and education to students, less experienced staff members, and other health professionals

## THE POSITION WITHIN OUR ORGANISATIONAL STRUCTURE



### WHY WORK FOR US?

We offer salary packaging, career progression, flexible working hours and leading training and skills development.

As an equal opportunity employer, we value diversity and are committed to fostering a workplace that is respectful, welcoming and inclusive; where people are supported to draw strengths from their identity, culture and community. We value the integral dignity of each person and we encourage all applications.