

Position	Dietitian AHP2
Classification	AHP2
Division	Rehabilitation, Aged and Palliative Care (RAP)
Department / Section / Unit / Ward	Nutrition and Dietetics
Role reports to	Operationally: > Director, Nutrition and Dietetics (Rehabilitation and Palliative Care Division) Professionally: > Director, Nutrition and Dietetics (Rehabilitation and Palliative Care Division)/
CHRIS 21 Position Number M63058	Role Created / Review Date 17/01/2020
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category B (indirect contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The AHP2 Dietitian is an experienced clinician within the Rehabilitation, Aged and Palliative Care Division. They are responsible for developing and implementing high quality, clinical dietetic service for inpatients & outpatients of the Division. The AHP2 Dietitian shows an evidence-based approach to practice, in order to optimise patients functional and health outcomes. They are skilled in the supervision of AHP1 dietitians and students on clinical placement, and assist with research and quality improvement initiatives as a member of their interdisciplinary team and the Dietetic Department.

Direct Reports: (List positions reporting directly to this position)

- > May supervise junior staff, allied health assistants, and dietetics students in the provision of clinical care to patients.

Key Relationships / Interactions:

Internal:

- > Director, Nutrition and Dietetics (Rehabilitation and Palliative Care Division)
- > Service Managers for Allied Health
- > Divisional Executive and Administration
- > Works collaboratively with the Rehabilitation and geriatric team and other teams within Div RAP

External:

- > Patients, families and carers
- > External agencies as required to meet the needs of the patient group.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Working across multiple SA Health sites and administrative systems

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.

General Requirements

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008*, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.

Handling of Official Information

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which

they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for *Health Care Act 2008* employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Must be prepared to attend relevant meetings and staff development / education activities as required.
- > Travel within the Southern Adelaide area will be required (hospitals, residential care and community).
- > Participation in weekend rosters may be required.
- > Some out of hours work may be required.

Key Result Areas	Major Responsibilities
Provide specialist clinical Nutrition & Dietetics services to patients	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Assessing and treating patients, including those more complex cases requiring specialised knowledge > Providing education and counselling to patient and care-givers > Prescribing and arranging for the provision of appropriate nutrition > Linking clients and carers with relevant community resources and services > Implementing evidence-based intervention programs with outcome measures to evaluate efficacy of therapy programs delivered and introduce new practices in response to evaluations
Contribute to the effective management of interdisciplinary clinical teams	<ul style="list-style-type: none"> > Implementing interdisciplinary practice in teams and contribute to activities looking to enhance the service provided to patients > Collaborating with team members to initiate, develop, implement and evaluate therapy/activity groups > Supporting other professional members of the team > Providing a consultative service to other team members, disciplines and agencies and contributing to educational activities for staff relevant to patient care and management > Initiating and participating in quality and service improvement activities within the team
Contribute to quality activities	<ul style="list-style-type: none"> > Developing systems for monitoring, reviewing and improving the standards of services to patients > Initiating, developing and contributing to educational activities within the team and for staff from other disciplines > Liaising and working with Food Services providers, to ensure high quality and cost-effective food and nutrition support for patients > Maintaining and collating relevant work statistics for service provision > Communicating regularly with management, regarding relevant issues to Nutrition & Dietetics service provision > Representing the Nutrition & Dietetics Department within and outside the hospital at discussions, working parties and committees
Contribute to the development of high professional and clinical standards	<ul style="list-style-type: none"> > Contributing to the maintenance of high standards of service delivery by supervising students and undertaking teaching activities > Providing support and supervision to AHP1 Dietitians > Performance management duties/ delegated duties as required by the Director of Dietetics > Contribute to the ongoing development and improvement of clinical practice through initiating, participating in and supporting the development of relevant research activities
Contribution to effective operation of unit	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required attaining and maintaining required

	<p>competency of skills and knowledge applicable to the role.</p> <ul style="list-style-type: none">> Participating in the development and implementation of policies and strategies designed to provide a safe and healthy work environment
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1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Appropriate degree or equivalent qualification which gives eligibility for full membership of the Dietitians Association of Australia (DAA)

Personal Abilities/Aptitudes/Skills

- > Demonstrated competence in the application of best practice Nutrition & Dietetics, managing a wide range clinical of conditions with limited supervision
- > Ability to prioritise within a fluctuating workload with high levels of responsibility, initiative and good organisational skills
- > Ability to work as part of a multidisciplinary team to undertake assessment, formulate patient goals and implement evidence-based therapy programs
- > Ability to critically analyse practice and evaluate efficacy of treatments in a manner that can be applied to quality activities, service improvement or research
- > High level interpersonal skills and the ability to communicate with patients and staff at various levels, both orally & in writing
- > Demonstrated ability to think clearly, objectively and logically about problems, to identify issues and devise and implement logical and rational solutions
- > Ability to contribute to the clinical training of Nutrition & Dietetic students by providing constructive feedback and assessment of student performance
- > Commitment to ongoing professional development
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Experience in clinical nutritional management of the elderly, palliative and rehabilitation patients- including those with multiple medical conditions, those exhibiting physical and cognitive frailty, with a palliative diagnosis
- > Experience in initiating and implementing a range of activities aimed at ensuring high quality Nutrition & Dietetic services, including evaluating services, setting objectives and implementing change
- > Experience in interaction with food service providers and linking clients and carers with relevant community resources and services
- > Experience in the training of clinical students on placement and less experienced staff
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Working knowledge of the Dietitians Association of Australia Code of Ethics and other relevant position papers and standards

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Innovative and entrepreneurial approach to the delivery of services

Experience

- > Experience in palliative care and ambulatory care services
- > Proven experience in basic computing skills, including email and word processing.
- > Demonstrated interest and involvement in clinical research

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Knowledge of a variety of rehabilitation, aged and palliative care service delivery models

Educational/Vocational Qualifications

- > Honours or Higher Degree relevant to Nutrition & Dietetics

Other Details

- > Nil

Organisational Overview

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

SA Health Challenges

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce strategies, and ageing infrastructure. The SA Health Strategic Plan has been developed to meet these challenges and ensure South Australians have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



Code of Ethics

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the AHP2 Dietitian in the Rehabilitation and Palliative Care division and organisational context and the values of SA Health as described within this document.

Name

Signature

Date