

## *Position Description: Dietitian*

Business area: Cancer Care Centre  
 FTE: As per Conditions of Employment  
 Reports to: Operations 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 patient's choice for world class cancer care delivered by people with passion.
Our Values	<p>Excellence</p> <ul style="list-style-type: none"> <li>• We deliver outstanding care to our patients with a focus on continuous improvement.</li> </ul> <p>Resilience</p> <ul style="list-style-type: none"> <li>• We are flexible and responsive to the needs of our patients and our people.</li> </ul> <p>Collaboration</p> <ul style="list-style-type: none"> <li>• We work in partnership with our patients, their whanau, and our staff.</li> </ul> <p>Integrity</p> <ul style="list-style-type: none"> <li>• We act with authenticity and to the highest standard of performance and conduct.</li> </ul>

### *Position Objective:*

- To Assess and manage the nutritional requirements of patients within the Cancer Care Centre
- To provide ongoing development of the dietetic service
- To be familiar with and comply with the mission vision and values of St George's Hospital and St Georges Cancer Care Centre

### *Functional Relationships:*

<b>Internal:</b>	<b>External:</b>
<ul style="list-style-type: none"> <li>• Oncologists</li> <li>• Nurses</li> <li>• Radiation therapists</li> <li>• Psychology team</li> <li>• Speech and Language therapist</li> </ul>	<ul style="list-style-type: none"> <li>• Other cancer services</li> <li>• DHB colleagues</li> </ul>

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### *Key Areas of Accountability:*

<b>Area of Accountability</b>	<b>Expected Results</b>
<b>Professional Practice</b>	<ul style="list-style-type: none"> <li>• General goals are to improve overall nutrition, promote healthy eating habits and enhance overall well-being and quality of life for patients.</li> <li>• Provide expert nutrition counselling services to patients and their caregivers as an integral part of cancer care.</li> <li>• 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</li> <li>• Work with individual patients and their families to evaluate the foods they can eat and help develop personalized food guidelines.</li> <li>• Screen and assess for nutrition risk</li> <li>• Determine patients' nutritional goals</li> <li>• Provide practical suggestions to help meet nutritional needs</li> <li>• 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</li> <li>• Design individualized dietary guidelines</li> <li>• Offer strategies for family or carers to help patients maximize nutrition intake and quality of life</li> <li>• Provide information regarding nutritional and dietary supplements</li> <li>• Provide follow up care as needed</li> <li>• Encourage patients to take an active role in their care and to make healthy eating choices, which may include some dietary modifications.</li> </ul>
<b>Interpersonal Relationships/Leadership and Teamwork</b>	<ul style="list-style-type: none"> <li>• Maintains approachability and an open, effective communication style.</li> <li>• Models St George's Hospital vision, values and goals.</li> <li>• Respects lines of authority and uses proper channels of communication.</li> <li>• Is open and receptive to feedback.</li> <li>• Establishes collaborative networks across teams for mutual benefit.</li> <li>• Collaborates with peers to achieve strategic goals.</li> <li>• Reinforces patient/client focus through education, practice, policies and/or procedures.</li> <li>• Recognises individual efforts in excellent patient/client focus.</li> <li>• Responds to the changing needs of patients/client groups and appropriately plans education and practice development initiatives to meet service need.</li> <li>• Empowers others to take action to resolve patient/client issues promptly</li> <li>• Creates a culture of patient/client focus through person-centered care.</li> <li>• Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference.</li> </ul>
<b>Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Participates actively in quality improvement activities by planning, implementing and evaluating improvements.</li> <li>• Initiates, participates in design and evaluates audits and applies outcomes to improve service provision.</li> <li>• Participates actively in Ministry of Health Certification and Accreditation process.</li> <li>• Documents and reports incidents accurately in accordance with hospital policy.</li> <li>• Participates actively in the development/review of policies and procedures.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Maintains and continuously updates professional portfolio.</li> <li>• Maintains own professional development and mandatory updates.</li> <li>• Undertakes responsibility for meeting all the mandatory requirements of the professional body and the organisation .</li> </ul>



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Area of Accountability	Expected Results
	<ul style="list-style-type: none"> <li>• Identifies own learning requirements/deficits and develops a plan in conjunction with line manager.</li> <li>• Demonstrates and facilitates contemporary knowledge and skills.</li> <li>• Understands and adheres to all legislative requirements and follows St George's Hospital/CCC policies and procedures.</li> <li>• Participates in an annual performance appraisal and the setting of performance objectives aligned to the goals of the organisation.</li> <li>• Identifies own learning requirements/deficits and discusses development plan with Manager.</li> <li>• Attends CPR updates and familiarises self with emergency equipment.</li> <li>• Attends relevant study days and in-service education.</li> <li>• Fosters an environment conducive to learning, enquiry and research.</li> <li>• Participates in approved research programmes as requested.</li> </ul>
<b>Organisational Culture</b>	<ul style="list-style-type: none"> <li>• Fosters co-operation across the organisation.</li> <li>• Is customer focused, understands and promotes the concept of internal and external customers (i.e. patients, colleagues and clinicians).</li> <li>• Maintains confidentiality in respect to St George's operations, business, employees, clients and patients.</li> <li>• Adheres to St George's policies and procedures.</li> </ul>
<b>Cultural safety and Te Tiriti o Waitangi</b> To promote cultural awareness within St George's Hospital	<ul style="list-style-type: none"> <li>• Understands and has knowledge of the Te Tiriti o Waitangi and its implications for health.</li> <li>• Collaborates with colleagues regarding the integration of Te Tiriti principles of partnership, protection and participation in practice</li> <li>• Displays a willingness to work positively with organisational strategies to improve outcomes for Māori</li> <li>• Promotes an awareness of cultural differences amongst staff and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>• Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with legislated Health and Safety at Work requirements</li> <li>• Cooperates with any reasonable policy or procedure relating to health or safety at the workplace</li> <li>• Ensures compliance with hospital security requirements and is vigilant in all matters of security</li> <li>• Participates in Health and Safety training as required by St George's</li> </ul>
<b>Other Duties</b>	<ul style="list-style-type: none"> <li>• Undertakes other duties as requested from time to time</li> <li>• Performs such duties in a timely, accurate manner and in accordance with St George's Hospital policies and procedures.</li> </ul>

### *Qualifications, Experience and Personal Qualities*

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• NZ Registered Dietitian with current APC</li> <li>• Dietitian Prescriber</li> </ul>	
<b>Experience &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Recent experience in enteral nutrition support</li> </ul>	<ul style="list-style-type: none"> <li>• experience in oncology nutrition (preferably in all areas i.e.</li> </ul>



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	<b>Essential</b>	<b>Desirable</b>
	<ul style="list-style-type: none"><li>• Ability to manage a complex and diverse clinical caseload</li><li>• experience in oncology nutrition</li></ul>	chemotherapy, radiation therapy and surgery),
<b>Personal Attributes</b>	<ul style="list-style-type: none"><li>• Ability to build rapport and adapt communication style to suit a wide variety of patient groups</li><li>• Self-motivated and organised</li></ul>	

*Agreed by:*

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
**Employee**

**Signed:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
**General Manager**