

POSITION TITLE	Clinical Specialist Dietitian
CLASSIFICATION	Clinical Specialist Dietitian Level 6
AWARD	NSW Health Service Health Professionals (State) Award
PURPOSE OF POSITION <p>Provide a high quality dietetic service across multiple sites within the Greater Newcastle Cluster to ensure the provision of high quality specialised medical nutritional therapy for adult patients with diabetes.</p> <p>Leadership in and coordination of nutrition expertise relating to diabetes care for the District under the guidance of HNELHD Diabetes Clinical Stream.</p>	
KEY ACCOUNTABILITIES <ul style="list-style-type: none"> • Maintain an appropriate clinical load within the Diabetes Service, providing patient centred medical nutritional therapy to patients, carers and other health care professionals to ensure delivery of innovative clinical practice models and therapeutic techniques. • Ensure patient care is delivered within professional, organisational, legal and ethical boundaries and reflects current evidence based, best practice knowledge and practice in the delivery of safe and effective care. • Liaise with other care and service providers to ensure seamless continuum of care from hospital to community that meets the needs of patients and carers. • Facilitate specialist diabetes self-management education programs for high risk or complex patients such as the Empowerment Program. • With the diabetes leadership team, facilitate and coordinate the development and implementation of evidence-based nutrition assessments and interventions which promote culturally appropriate diabetes self-management interventions, as directed in the implementation of the HNELHD Adult Diabetes Strategic Plan. • Active team member in policy development and policy implementation for the HNE Diabetes Clinical Stream and the Vascular Network. • Promote diabetes services within the HNELHD and to individuals and 	<p>organisations outside of HNELHD, in line with the HNE Adult Diabetes Strategic Plan.</p> <ul style="list-style-type: none"> • Encourage and participate in partnerships with appropriate Stream and Network partners and outside agencies to promote diabetes prevention, treatment and self-management. • Provide clinical supervision, consultation, mentoring and support to HNELHD dietitians and technical and support staff caring for adults with diabetes. • Coordinate and implement District-wide diabetes medical nutritional therapy-related procedures and activities in compliance with area-wide goals and policies. • Encourage and assist staff in the development and implementation of quality assurance projects and research. • Contribute to the development and delivery of continuing education to undergraduate and post-graduate students and to clinicians from all health professions, as appropriate. • Provide clinical supervision, mentoring and teaching activities for dietetic students and other students and to health professionals enrolled in health-related courses and professional training. • Have active involvement in planning, implementing, and evaluating and reporting on services as required by service managers, District Profession Directors and others, as appropriate. • Conduct innovative evidence-based clinical research in diabetes/nutrition-related areas, present papers at peer conferences and publish in peer-reviewed journals. • Participate in continuous improvement initiatives to enhance service delivery and patient outcomes. • Work within risk management, safety, infection control and quality frameworks applicable to the organization. • Maintain professional knowledge and skills by actively contributing to own professional development.

- Act in accordance with the HNE Health Values Charter and the NSW Health Code of Conduct.
- Participate in relevant patient safety and quality education and deliver services in accordance with the National Patient Safety and Quality Standards, Work Health & Safety Act and NSW Health risk management frameworks.
- Ensure that work is conducted in a manner that demonstrates values of cultural respect in accordance with HNE Health's Closing the Gap strategy.
- Actively work to improve workplace safety within HNE Health by:
 - Performing work in a manner that is safe and does not pose a risk to others
 - Complying with all WHS policies, procedures and education provided by HNE Health
 - Reporting any identified safety matters
 - Speaking up about safety issues, including speaking to colleagues who are observed to work in an unsafe manner

CHALLENGES

Major challenges for the occupant of the position include:

- Providing leadership and support in the delivery of evidence-based Diabetes Medical Nutritional Therapy services and nutrition information by health professionals, within available resources.
- Fostering staff development within resource limits.
- Developing culturally appropriate innovative diabetes/chronic illness care delivery systems to meet the population needs, as defined in the HNELHD Adult Diabetes Strategic Plan.
- Facilitating and maintaining partnerships with external partners in the development and delivery of culturally appropriate services.
- Applying evidence based practice while dealing effectively and efficiently with a broad range of clinical issues.

- Prioritising competing clinical demands.
- Tailoring teaching styles and providing appropriate nutrition education, nutrition therapy and resources to those with CALD backgrounds, low literacy levels and to those with complex comorbid conditions.

COMMUNICATION

Communicate effectively with the Service Manager and other staff within the Diabetes Service and Acute Diabetes Service and foster close relationships with other units and services within HNE Health and other relevant organisations to enhance the patient experience of a continuous seamless health support journey.

Communicate with multidisciplinary team regarding clinical and operational matters in the interests of good teamwork and high quality service delivery.

Communicate with the Director of Allied Health for professional issues.

Utilise available technologies to communicate, maintaining and developing the required knowledge and skills to do so effectively.

Key Internal Relationships

- Service Manager for operational management, professional leadership and support.
- HNELHD Director of Allied Health
- Medical staff for clinical leadership.
- Administrative and clinical staff in Diabetes Service, the Acute Diabetes Service medical staff and relevant staff in other HNELHD Health Services, including Dietitians and Diabetes Educators.
- Other diabetes and general health service staff to support holistic service provision.

Key External Relationships

- Patients and carers regarding care.
- General practitioners and practice nurses.
- Peak diabetes and dietitian organisations including the Australian Diabetes Educators Association, the Australian Diabetes Society and the Dietitians Association of Australia

- Pharmaceutical companies and Australian Diabetes Council for education, information and collaborative consumer-focussed care.
- Aboriginal Controlled Community Health Services and Primary Health Networks.

DECISION MAKING

The position holder:

- Is responsible for the day to day clinical decisions relating to patient care
- Consults with the Service Manager on major policy issues or conflicts arising in the course of his/her duties.
- Refers to the Service Manager, any decision that falls outside routine clinical and operational service delivery parameters and any unusual care requirements.
- Effective and efficient implementation of duties as defined in job description within parameters set by the Service Manager, Diabetes Service in the context of the HNELHD Adult Diabetes Strategic Plan and relevant HNELHD policies.
- Participates in the implementation of changes to improve HNELHD services which provide care to adults with diabetes, in line with the HNELHD Adult Diabetes Strategic Plan.
- Assists and provides guidance to service managers in the development of clinical services in response to demand and client needs.

SELECTION CRITERIA

- Must hold a bachelor or post-graduate degree in nutrition and dietetics that provides eligibility for full membership of the Dietitians Association of Australia, or hold other qualification deemed equivalent by the employer.
- Clinically relevant post-graduate qualification in diabetes/nutrition related area or has gained peer recognition by a panel of discipline colleagues, professional registration dietetics or diabetes body or substantive academic conjoint appointment.
- Demonstrated record of providing direction, support, leadership and professional clinical supervision to dietitians and allied health professionals working in Hunter New

England Local Health District and other health services and institutions as requested.

- Recognised as a diabetes clinical specialist with extensive experience at an advanced level of clinical expertise and application of evidence-based medical nutritional therapy for individuals with both type 1 and 2 diabetes, and is actively contributing to their clinical field of expertise by presenting papers at conferences, contributing to peer-reviewed journals and teaching staff and students in their field of expertise.
- Demonstrated ability to work independently and as a valuable member within a multidisciplinary team environment to develop and implement evidence-based procedures, guidelines and diabetes self-management programs for complex patients and to direct quality assurance audits.
- Demonstrated level of computer competency in undertaking tasks related to electronic patient records, spreadsheets, data entry, research projects and guideline and policy development.
- Current unencumbered Drivers Licence.