



POSITION DESCRIPTION

POSITION TITLE: Chronic Disease Education Dietitian **DEPARTMENT:** Primary Care
CLASSIFICATION: Community Dietitian **APPROVED BY:** Director, Health Services
Public Health-Healthy Living & Primary Care
UNION: MGEU Professional Technical **DATE APPROVED:** March 10, 2020

REPORTING RELATIONSHIPS

POSITION REPORTS TO: Manager, Health Services – Primary Care
POSITIONS SUPERVISED: None

POSITION PURPOSE

The Chronic Disease Education Dietitian is an integral member of the Primary Care team, working collaboratively with team members to plan, deliver and continuously improve client-centered primary care services. The incumbent promotes strategies and provides services that focus on optimal health, prevention of disease and promotion of health with individuals, families, groups and communities. This includes strategies related to chronic disease self-management and the health behavior change model. The Chronic Disease Education Dietitian applies nutrition and dietetic theory, key knowledge and critical thinking skills to strive to improve the health of clients.

The incumbent exercises the appropriate level of initiative and independent judgment in determining work priorities, work methods to be employed and action to be taken on unusual matters. The position functions in a manner that is consistent with the mission, vision and values; and the policies of Southern Health-Santé Sud.

ESSENTIAL FUNCTIONS AND BASIC DUTIES

Duties and functions include but are not limited to the following:

Clinical Practice

- Responsible for delivery of client centered chronic disease prevention, education, management, and support programming based on the most recent clinical practice guidelines.
- Works in a collaborative care model with members of the multi-disciplinary health care team including Physicians, Nurse Practitioners, Chronic Disease Education Team members, members of the My Health Team and others as required.

- Delivers the Nutrition Care Process including the nutrition assessment, development and implementation of the nutrition care plan, education and evaluation.
- Plans, designs, implements and facilitates individual client and group health education and nutrition education programs within the scope of practice.
- Applies proven behaviour change techniques and counselling methods in a client-centred approach.
- Provides education on effective lifestyle interventions (nutrition counselling, physical activity and behaviour modification) to optimize health.
- Ensures continuity of care by maintaining up-to-date medical records, ensures communication with client's primary care provider and other service providers, and makes referrals where appropriate.
- Integrates with the primary care team through sharing of nutrition knowledge and best practices to support the team with the knowledge required to recommend nutrition interventions.
- Provides client-centered education based on the assessment of chronic disease and understanding of health behavior change model.
- Demonstrates the ability to critically analyze and synthesize current literature and best practice.

Community Nutrition

- Researches best practices within the context of the determinants of health, population health, health promotion and health equity.
- Develops educational resources and tools for health professionals and community members.
- Supports health professionals and clients in using resources and tools.
- Develops and facilitates processes and partnerships for program delivery.
- Develops supporting clinical, professional and community networks.

General

- Pursues continuing education opportunities in the area of nutrition and chronic disease as it relates to current practice, new and emerging issues and the changing needs of clients and population.
- Attends team meetings on a regular basis as required, actively contributing to a positive, respectful team environment.
- Demonstrates effective and timely charting and reporting as required.
- Develops and maintains effective working relationships with staff, peers, supervisor, volunteers and the public.
- Participates in student mentoring and training in primary care and community health settings.
- Works as a team member to manage multiple concurrent tasks as necessary.
- Integrates computer knowledge and electronic charting processes to enhance team and partnership communication.
- Utilizes excellent verbal and written communication skills, including formal presentation and the development and delivery of education and training, composing reports, facilitating public consultation and developing resource material.
- Negotiates mutually beneficial agreements and manages change through decision-making, problem-solving, consensus-building and dialogue.

- Contributes to making the organization safe for patients, residents, clients and staff, and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.
- Pursuant to the Regional Health Authority Act, Southern Health-Santé Sud is designated bilingual (English/French). Accordingly, all employees accept responsibility to support clients in their official language of choice.
- Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS

1. Successful completion of probation.
2. Biennial performance appraisal.
3. Adherence to established standard practices through review of documentation and statistics.

QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Bachelor degree with major in Nutrition Sciences, Human Ecology or equivalent.
- Current registration with the College of Dietitians of Manitoba.
- Certified Diabetes Educator (CDE) certification required within two (2) years of employment.
- Current Food Handler Training Certificate Level 1 or equivalent Food Sanitation course within 6 months of employment.
- Membership with Dietitians of Canada recommended.
- Membership with Diabetes Canada - Professional Membership recommended.

KNOWLEDGE REQUIRED:

- Knowledge of primary care within a primary health care context and working within a health care team.
- Knowledge of behavior change counselling and client focused approaches and strategies.
- Knowledge of motivational interviewing techniques.
- Knowledge of cultural diversity and health determinants.

EXPERIENCE REQUIRED:

- Minimum of two (2) years' experience as a Registered Dietitian in the area of community nutrition, chronic disease education, health promotion or primary care.

SKILLS/COMPETENCIES/CONDITIONS OF EMPLOYMENT:

- Demonstrated ability to function effectively within a collaborative health care team.
- Given the cultural diversity of our region, the ability to respect and promote a culturally diverse population is required.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Demonstrated ability to respect confidentiality including paper, electronic formats and other mediums.
- Demonstrated ability to meet the physical and mental demands of the job.

- Good work and attendance record.
 - Completes and maintains a satisfactory Criminal Record Check, Vulnerable Sector Search, Adult Abuse Registry Check and Child Abuse Registry Check, as appropriate.
 - All Health Care workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy.
 - Requires a valid Class 5 driver's license, an all purpose insured vehicle and liability insurance of at least \$1,000,000.00.
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WORK CONDITIONS:

- No hazardous or significantly unpleasant conditions.
 - May work occasionally evenings and weekends as necessary.
 - Will be required to travel to other regional facilities as the position duties may require.
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SALARY SCALE:

As per MGEU Professional Technical Collective Agreement Salary Scale

Job descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.