

Position Description

Position Title	Dietitian – Casual
Position Number	30028921
Division	Community and Continuing Care
Department	Nutrition and Dietetics
Enterprise Agreement	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025,
Classification Description	Grade 1/2
Classification Code	AI4-AI7; AJ1-AJ4
Reports to	Manager Nutrition and Dietetics
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Working With Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Allied Health team at Bendigo Health comprises over 300 staff including Occupational Therapy, Physiotherapy /Exercise Physiology, Podiatry, Social Work, Dietetics, Psychology, Audiology, Speech Pathology and Allied Health Assistance. Allied Health Clinicians work in a very broad range of roles and are valued in the contribution they make to the multi-disciplinary team.

The Nutrition and Dietetics team, as part of the allied health team, is focused on achieving the best outcomes for clients and patients, using evidenced based principles. The Nutrition and Dietetics team comprises approximately 30 staff and provides services in acute, sub-acute, and residential and community-based settings.

Nutrition and Dietetic Services aims to assist in optimising patients, residents and client's health, nutritional status and quality of life. This service is provided to inpatients and outpatients, residential care, psychiatric services, home visits and outreach services to community clients.

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement and the Allied Health Grade Level Capabilities: Grade 2 Allied Health Professional. Please refer to links provided to these documents.

The Casual Dietitian is responsible for the provision of dietetic services within a designated clinical caseload, appropriate to their level of experience and competency. Casual Dietitians are required to display autonomy of practice, whilst also contributing constructively to the interdisciplinary team.

The purpose of this position is to:

- Provide best practice client centred clinical care to patients and/or clients across the continuum of care, within a designated setting which may include acute and/or subacute setting; outpatient setting; community setting or residential setting.
- To support other dietetic work areas as required and indicated
- To support and participate in the ongoing improvement of our team and services where appropriate
- Where required, casual dietitian may be rostered to work on weekends and public holidays

Key Responsibilities

The key responsibilities and duties of the Grade 1 Dietitian include, but are not limited to:

Key Responsibilities	Demonstrated by
1. Provision of care	<ul style="list-style-type: none"> • Work independently within approved scope of practice to provide safe, evidence-based care according to organisational policies and protocols, taking responsibility for the quality of care at point of care within scope of practice

	<ul style="list-style-type: none"> • Use clinical reasoning to ensure timely and responsive management of referrals and waitlists and support the fair distribution of workloads in collaboration with the team as required • Document in the medical history consistent with relevant Bendigo Health procedures and departmental requirements • Complete required program reporting and statistical records for client – related and other activities within specified timeframes • Consult with or escalate concerns, risks, clinical complexity and barriers to supervisor and senior staff • Demonstrate sound knowledge and sensitivity to ethical and cultural issues and vulnerable population groups and integrate this into practice-
<p>2. Collaborative practice</p>	<ul style="list-style-type: none"> • Work collaboratively with clients, their families and other stakeholders to establish a client focused multidisciplinary management plan, consistent with professional standards of practice and evidenced based practice • Work collaboratively with the multidisciplinary team to deliver safe client-focused care, liaising with health professionals and agencies internal and external to Bendigo Health regarding clinical management where necessary • Provide clinical handover to ensure client care is maintained • Facilitate the smooth transition of clients through the health care system, collaborating and liaising with relevant services to ensure continuity of care for individual clients and their families.
<p>3. Quality, innovation and improvement</p>	<p>Innovation and change</p> <ul style="list-style-type: none"> • Work with clients and colleagues to develop practical and creative solutions to workplace problems • Contribute to an innovative and evidence-based approach to Allied Health service delivery by recognising areas for improvement, and suggesting new ways of working to improve team functioning and effectiveness. <p>Quality improvement and research</p> <ul style="list-style-type: none"> • Contribute to the attainment and sharing of professional clinical expertise through the participation in quality and/or research activities as directed and supported by senior clinician/clinical supervisor/manager • Contribute to translating evidence into practice, through identifying clinical practice gaps, implementing and evaluating evidence based care • Assist in the development of relevant department business and quality plans, policies and protocols, informed by best available evidence, data analysis and client feedback. <p>Safety and risk management</p> <ul style="list-style-type: none"> • Carry out compliance and improvement against the key elements of quality, safety and accreditation requirements as directed • Observe safe working practices and as far as able, protect own and others’ health and safety • Contribute to quality and safety activities such as risk management, clinical audits and benchmarking auditing processes to ensure

	consistency with Bendigo Health procedures and departmental requirements.
4. Professional conduct	<ul style="list-style-type: none"> • Demonstrate effective oral and written communication skills • Recognise issues that may lead to conflict, constructively addressing issues as they arise, and escalate for advice and resolution, in line with Bendigo Health procedures and values • Display professionalism and well-developed interpersonal skills • Demonstrate understanding of own personal and professional limitations and escalate as required • Adhere to profession specific standards of professional practice • Actively participate in relevant meetings, working parties and portfolios as required • Work with operational and professional managers, or their delegates, to ensure that adequate time is allocated for non-clinical responsibilities such as participating in clinical supervision, education, quality improvement and research, delegated portfolios, and attendance at meetings and committees.
5. Learning and Development	<ul style="list-style-type: none"> • Work with students and other allied health clinicians (such as Allied Health Assistants) with guidance from senior clinicians/clinical supervisor as required • Participate in clinical supervision in accordance with the Allied Health Clinical Supervision protocol • Demonstrate a commitment to lifelong learning and evidence-based practice through participating in professional development for self and supporting the knowledge and skill development of other professional groups, with guidance from senior staff as required • Reflect on clinical practice to identify strengths and learning areas requiring further development • Complete all mandatory and required training and professional development requirements.

The key responsibilities and duties of the Grade 2 Dietitian include, but are not limited to:

Key Responsibilities	Demonstrated by
1. Provision of care	<ul style="list-style-type: none"> • Work independently within approved scope of practice to provide safe, evidence-based care according to organisational policies and protocols, taking responsibility for the quality of care at the point of care • Provide specialist knowledge, advice or guidance to other clinicians and consult with supervisor and senior staff to escalate concerns, risks, clinical complexity and barriers where required • Use specialist clinical reasoning to ensure timely and responsive management of referrals and waitlists, and guide others to prioritise and fairly distribute workloads, liaising with the team and other stakeholders as required • Document in the medical history consistent with relevant Bendigo Health procedures and departmental requirements • Complete required program reporting and statistical records for client – related and other activities within specified timeframes

	<ul style="list-style-type: none"> • Demonstrate understanding of ethical and cultural issues and vulnerable population groups and integrate this into practice.
2. Collaborative practice	<ul style="list-style-type: none"> • Work collaboratively with clients, their families and other stakeholders to establish a client focused multidisciplinary management plan, consistent with professional standards and evidenced based practice • Work collaboratively with the multidisciplinary team to deliver safe client-focused care, liaising with health professionals and agencies internal and external to Bendigo Health regarding clinical management where necessary • Provide clinical handover to ensure client care is maintained • Promote understanding, respect and trust between different groups to enable collaboration and positive care outcomes • Facilitate the smooth transition of clients through the health care system, collaborating and liaising with relevant services to ensure continuity of care for individual clients and their families.
3. Quality, innovation and improvement	<p>Innovation and change</p> <ul style="list-style-type: none"> • Proactively work with clients and colleagues to develop practical and creative solutions to workplace problems • Show initiative in developing and implementing an innovative and evidence-based approach to Allied Health service delivery • Contribute constructively to new ideas or change processes within the organisation, to promote a supportive, inclusive and cooperative work environment. <p>Quality improvement and research projects</p> <ul style="list-style-type: none"> • Contribute to the attainment and sharing of professional clinical expertise through initiating, supporting and/or leading quality and research activities as directed and supported by senior staff • Contribute to translating evidence into practice, through identifying clinical practice gaps, implementing and evaluating evidence-based care • Use specialist knowledge to assist in the development of relevant unit business and quality plans, policies and protocols, underpinned by best available evidence, data analysis and client feedback. <p>Safety and risk management</p> <ul style="list-style-type: none"> • Carry out compliance and improvement against the key elements of quality, safety and accreditation requirements as directed • Observe safe working practices and as far as able, protect own and others' health and safety • Lead and contribute to designated evaluation of service provision and risk management, in line with current evidence-based practice, data analysis and customer feedback.
4. Professional conduct	<ul style="list-style-type: none"> • Demonstrate well-developed oral and written communication skills • Recognise issues that may lead to conflict, constructively addressing issues as they arise, and where required escalating for advice and resolution in line with Bendigo Health procedures and values • Display professionalism and well-developed interpersonal skills • Demonstrate understanding of own personal and professional limitations, as well as that of supervisees and other staff, and escalate as required

	<ul style="list-style-type: none"> • Adhere to profession specific standards of professional practice • Participate in discipline and program meetings and working parties, or external forums, as directed • Assume responsibility for delegated discipline, program or organisational portfolios and projects • Work with operational and professional managers, or their delegates, to ensure that adequate time is allocated for non-clinical responsibilities such as participating in and providing clinical supervision, education, quality improvement and research, delegated portfolios, and attendance at meetings and committees.
5. Learning and Development	<ul style="list-style-type: none"> • Provide orientation, supervision and training of students, Grade 1 clinicians and Allied Health Assistants as required • Participate in clinical supervision in accordance with the Allied Health Clinical Supervision protocol • Demonstrate a commitment to lifelong learning and evidence-based practice through participating in professional development for self and supporting the knowledge and skill development of other professional groups • Use self-reflection techniques effectively to enhance care provision and interpersonal relationships • Complete all mandatory and required training and professional development requirements. • Support management to implement effective recruitment, retention, recognition and development strategies as delegated.

Required Capabilities for Allied Health

Further to the key responsibilities outlined in this position description, Allied Health staff are required to demonstrate the capabilities outlined in the Bendigo Health Allied Health Grade Level Capabilities.

Key Selection Criteria

Essential

1. A degree in Nutrition and Dietetics or equivalent tertiary qualification with the ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and Professional Standards document, including evidence of eligibility for membership of Dietitians Australia
2. Demonstrated experience and knowledge relevant to inpatient and/or outpatient Nutrition & Dietetics Services
3. Demonstrated understanding of contemporary practice and principles and evidence-based service delivery models for Nutrition and Dietetics
4. Demonstrated ability to work collaboratively with multidisciplinary teams to deliver safe consumer-focused care, providing specialist knowledge as required
5. Demonstrated ability to work autonomously with effective organisation and time management skills to actively plan and manage clinical and non-clinical priorities and meet timeframes

6. Demonstrated highly developed verbal and written communication skills with the ability to interact effectively with clients, carers, staff and the community

Desirable

7. Demonstrated innovative approaches to problem solving for individual consumers and/or service delivery
8. Demonstrated commitment to continuous service improvement and demonstrated knowledge of the role of quality improvement and research in improving health outcomes
9. Demonstrated commitment to lifelong learning through ongoing professional development
10. Demonstrated conflict resolution and negotiation skills, and a willingness to seek appropriate support/assistance as required

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.