

Austin Health Position Description



Position Title: Grade 1 Dietitian

Classification:	Dietitian Grade 1, AI1-AI7
Business Unit/ Department:	Nutrition and Dietetics
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Employment Type:	Full-Time
Hours per week:	40, including ADO
Reports to:	Manager, Nutrition and Dietetics
Direct Reports:	Nil
Financial management:	Nil
Date:	24/10/2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

About Nutrition and Dietetics

This position is based within Austin Health's Nutrition and Dietetics Department. This department forms part of the Division of Allied Health, which comprises the following services:

- Allied Health therapies: Physiotherapy, Social Work, Speech Pathology, Occupational Therapy, Nutrition and Dietetics, Orthotics & Prosthetics, Podiatry, Clinical and Neuropsychology (Royal Talbot site) and Creative and Leisure Services
- Tracheostomy Review and Management Service
- Spiritual Care
- Language Services
- Ngarra Jarra (Aboriginal Health) Program

The Nutrition and Dietetics Department is committed to promoting and providing the highest level of dietetic and nutrition care for all our patients. In realizing this goal, the department will lead and excel in person-centred evidence based practice, education and research.

The department provides specialist services across all sites of Austin Health and across the care continuum. This includes the Emergency Department, bed-based services and ambulatory care. In addition to direct patient care, a core activity for the department is providing dietetic input into the Food Service system to ensure the nutritional needs of all our patients are met.

The department is focused on developing the professional body of knowledge and practice of staff in a range of areas to ensure high quality service provision. This is achieved through staff participation in training and professional development, professional supervision and performance review, research, quality improvement activities, and undergraduate and/or post-graduate student teaching. The department has an education and quality improvement strategy that is developed and operationalised through senior leadership forums and committees.

The Dietitian employed in this position could be based at any site of Austin Health, is expected to travel across sites as required and will adopt a flexible approach to clinical caseload management and the provision of care during periods of planned and

Purpose and Accountabilities

Role Specific:

Clinical

- Provide direct specialist clinical dietetic service to Clinical Units allocated (approx 85% of workload).
- Actively participate in relevant Clinical Units case management, team and clinical meetings as required.
- Actively resource and liaise with associated agencies and practitioners within the Clinical Unit and the Community.
- Participate in leave cover as required.
- Undertake required administrative functions including documentation and activity reporting.
- Participate in '7 day a week' service according to department policy or as instructed by the Manager.

Clinical Leadership & Quality.

- Strive towards continuous improvement, with ongoing evaluation of the quality and outcomes of dietetic intervention.

Teaching and Research

- Participate in student dietitian training program.
- Provide in-services to own and other disciplines as required.
- Participate in department education, training and research activities as they pertain to the assigned clinical areas under the direction of a more experienced dietitian.

Professional Development

- Maintain a high standard of clinical knowledge by participating in relevant professional development and continue to develop and expand professional dietetic knowledge and skills.
- Ensure safe and effective patient care by participating in the Allied Health Division clinical supervision program.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Selection Criteria

Essential Knowledge and skills:

1. Qualified to practice as a dietitian in Australia as recognised by Dietitians Australia (DA).
2. Meet the criteria for the Accredited Practising Dietitian (APD) program.
3. Clinical dietetic experience in a hospital setting across a range of clinical areas and services (inpatients and ambulatory care).
4. Demonstrated understanding of hospital food service systems and how to work effectively with food service staff
5. Demonstrated effective counselling skills and commitment to patient-centred care.
6. Demonstrated high-level communication skills, and the ability to work effectively in a team environment.
7. Demonstrated organisational skills, efficient workload management and ability to prioritise.
8. A sound understanding of information technology including clinical systems.

Desirable but not essential:

9. Evidence of involvement in quality improvement or research activities related to dietetic care, including presentation at conferences/seminars and/or publications related to dietetic practice.
10. Involvement in professional activities such as working parties, interest groups and committees.

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any

support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

Document Review Agreement

Manager Signature	
Employee Signature	
Date	