

CAMROSE PRIMARY CARE NETWORK POSITION PROFILE

Job Title: Dietitian
Supervisor: Clinical Director

JOB SUMMARY

Vision:

The Camrose Primary Care Network (PCN) exists to meet the primary healthcare needs of Camrose and Area through collaborative and comprehensive team based patient care.

The Camrose PCN supports the following provincial objectives: Increase the proportion of patients with ready access to primary care; provide coordinated, 24 hour, 7 day per week management of access to appropriate primary care services; increase the emphasis on health promotion; disease and injury prevention; care of the medically complex patient and care of patients with chronic disease; improve coordination and integration with other health care services including secondary, tertiary, and long-term care through specialty care linkages to primary care; and facilitate the greater use of multi-disciplinary teams to provide comprehensive care.

The six (6) primary initiatives that the Camrose PCN will focus on over the next three years include: *Disease Management; Primary Prevention; Geriatrics; Women's Health, Obstetrics & Newborn Care; Medical Capacity; and Palliative Care.* Each of the Camrose PCN initiatives will support the provincial objectives by providing greater access to primary care for an increased number of residents living in Camrose area.

The Camrose PCN Dietitian is responsible supporting the family physicians of the Camrose PCN and their patients by providing nutrition counselling and direct nutritional care. The Camrose PCN Dietitian functions as an effective member of the PCN's multidisciplinary team to prevent and treat illnesses by promoting healthy eating habits and suggesting diet modifications.

KEY RESPONSIBILITIES

Based on current best practice(s) responsibilities include:

Assessment

- Assess nutritional needs, diet restrictions and current care plans to develop and implement dietary-care plans and provide nutritional counseling
- Recognizes potentially critical situations and takes appropriate action
- Consult with PCN family physicians and health care providers to determine nutritional needs and diet restrictions of patient or patient
- Documents and communicates pertinent information in a timely manner

Planning

- Analyzes assessment data to identify the individual/family needs and strengths
- In partnership with the individual/family and family physicians develops the plan of care including consideration of strengths, risk factors, options, consequences of actions, health promotion, learning, comfort, safety, privacy, dignity and integrity

- Applies knowledge of pertinent profession-specific and related healthcare research and evidence to care planning; uses current knowledge to justify plan of care
- With the patient establishes priorities for optimal independence, short, long-term care goals, expected outcomes and action plan
- Integrates multidisciplinary team and community resources into the care plan
- Demonstrates knowledge of philosophy and objectives of case management and PCNs

Implementation

- Collaborates and communicates effectively with individuals, families, family physicians, other team member(s) and internal/external resources to implement plan of care
- Provides care according to care and role algorithms, Nutrition Practice Standards and the Clinical Practice Guidelines
- Provides patient education to increase patient's knowledge of their condition and promote self-management
- Monitors the assessment data, the ongoing health status of the individual/family, recognizes changes in health care needs and adjusts the care plan accordingly
- Acts as a consultant and community resource person to facilitate access to services for eligible patients
- Coordinates care/services with other team members and community resources
- Provides/coordinates care appropriate to the situation, and in accordance with Camrose PCN policies, procedures and established standards

Evaluation / Modification of Care Plan

- Evaluates expected and unexpected responses to care, in partnership with individuals and multidisciplinary team members
- Reports and documents individual responses to care and responses to learning
- Reviews and revises the plan of care based on reassessment of changing status and progress
- Communicates with and on behalf of individuals and the multi-disciplinary team re: interventions and evaluation of care
- Recognizes patterns of health care needs within the population served, including health promotion and prevention, and assesses the effectiveness of interventions over time
- Ensures that the program can meet the assessed needs of the patient
- Discuss observations with and makes recommendations to colleagues and leaders to influence program development/evaluation

Safety

- Promotes a healthy/safe practice environment
- Recognizes safety issues and reports appropriately
- Demonstrates ability to use equipment and supplies according to established standards and procedures
- Identifies trends in safety issues, reports appropriately, and participates in correction and prevention action plans

The Art of Professional Practice

- Develops therapeutic relationships with individuals/families/communities, displaying appropriate use of communication skills, respect, empathy and an understanding of the unique values of each individual
- Displays respect for professional boundaries in interactions with individuals/families/communities and members of the multidisciplinary team
- Appropriately advocates on behalf of the individuals/families/communities including:

- Providing access to information in consultation and collaboration with other team members
- Consulting individuals/families/ communities regarding ongoing consent for care
- Promoting comfort and safety for individuals/families/communities
- Intervening effectively in situations where safety or well-being of individuals/families/communities may be compromised; while respecting individual rights and diversity

Organizational Behavior

- Provides guidance and support in a preceptor role to students, colleagues, and other personnel as appropriate, to assist in their orientation to work routines, roles and expectations
- Participates in and supports the development and implementation of the plans, goals and objectives of the workplace
- Mentors colleagues in areas of expertise and seeks mentorship to achieve full potential in professional development
- Promotes a positive work environment by:
 - Respecting other's opinions, judgments and abilities
 - Using proper channels of communication
 - Managing conflict effectively
 - Demonstrating flexibility and reliability
- Recognizes when to seek assistance
- Identifies system (environmental/unit) limitations and offers recommendations for change.
- Provides input into the development of Camrose PCN profession-specific policies/procedures and practices
- Maintains commitment through active participation in meetings and committees, and carries out responsibilities
- Participates in quality improvement activities

Professional Development

- Understands and complies with:
 - Legal requirements of licensure;
 - The Health Professions Act;
 - Freedom of Information and Protection of Privacy Act (FOIPP);
 - Protection of Persons in Care Act;
 - Mental Health Act;
 - Public Health Act;
 - Health Information Act; and
 - Other relevant legislation
- Demonstrates accountability for practice
- Recognizes and examines processes to correct unsafe practice issues or inappropriate professional conduct
- Achieves, maintains and monitors own competence in practice
- Identifies own professional development needs and competencies, seeks appropriate learning opportunities and evaluates own learning
- Shares knowledge gained through attendance at conferences, in-services, etc. with peers
- Appropriately consents to and supervises care of unregulated healthcare providers, and assigns care to regulated members of the healthcare team according to their scope of practice and Camrose PCN policies and procedures
- Performs other related duties as required

REPORTING STRUCTURE

- The Camrose PCN Dietitian reports to the Camrose PCN Clinical Director and works directly with family physicians, healthcare providers, and community providers.

QUALIFICATIONS/FORMAL EDUCATION AND TRAINING

This role requires an experienced Dietitian looking to work to their full scope of practice and eager to assist in initiating and maintaining programs that will assist in enhancing primary care for Camrose PCN patients.

Formal Education

- Bachelor of Science Degree in Nutrition and Food Science with a major in Nutrition;
- 5 year(s) experience in a community health/primary care setting, is an asset

Professional Affiliation:

- Current registration with the College of Dietitians of Alberta
- Valid driver's license and reliable vehicle

Knowledge, Skills and Abilities

- Working knowledge of computers, keyboarding and various programs (Excel, Word, PowerPoint, Outlook, etc.)
- Familiarity with Netcare and electronic medical record (EMR) tool is an asset
- Demonstrates ability to work as a member of a multidisciplinary team and to request and accept direction as required
- Demonstrates critical thinking skills, within scope of practice, including clinical judgment and problem solving skills
- Demonstrates professional, mature manner.
- Demonstrates effective interpersonal and communication skills
- Demonstrates initiative
- Demonstrates effective time management and organizational skills
- Demonstrates teaching abilities, strong decision-making, and assessment skills required
- Demonstrates ability to work independently in unique environments
- Demonstrates ability to work in a fast paced, changing environment
- Additional skills may be required depending on the practice setting

CONDITIONS OF EMPLOYMENT

- Security; proof of a clean criminal record is required;
- Copy of related degree and proof of current registration;
- Current BCLS certification for healthcare providers; and
- As some responsibilities will require this position to be off-site, a valid driver's license and vehicle is required