



POSITION DESCRIPTION

POSITION TITLE:	REGISTERED DIETITIAN
DEPARTMENT:	PRIMARY HEALTH; SELKIRK & AREA MY HEALTH TEAM
CLASSIFICATION:	DIETITIAN
UNION:	MGEU – TECHNICAL PROFESSIONAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO: CLINICAL TEAM MANAGER – PRIMARY HEALTH
SELKIRK & AREA MY HEALTH TEAM STEERING COMMITTEE

POSITIONS SUPERVISED: NOT APPLICABLE

POSITION SUMMARY

The Registered Dietitian - Primary Care - My Health Team will work collaboratively with My Health Team clinicians and providers, providing care and support to its participating clinics and their patients.

The Registered Dietitian (RD) will work as part of an interprofessional team to provide chronic disease management, prevention and nutrition support for its clients. Primary responsibilities include assessment, planning and implementation of nutrition care for clients, education and support. Understanding the regions unique demographics, the RD will utilize best practice adult learning tools and other resources to address primary, secondary and tertiary prevention of a variety of chronic diseases and their complications while fostering self-management. The RD remains current in their knowledge of a variety of chronic diseases and is able to support clients across the lifespan.

The Registered Dietitian will provide comprehensive and holistic care according to professional standards of the College of Dietitians of Manitoba, the policies of the Interlake-Eastern RHA and in accordance with Accreditation Canada Standards and the IERHA's mission and values.

The position of Registered Dietitian functions in a manner consistent with, and supports the mission, vision and values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

- Provides individual and group education specific to a variety of chronic diseases.
- Supports clients' self-management of chronic disease for optimal independence.
- Collaborates with MyHT clinicians and physicians to identify clients in need of medical nutrition management, and chronic disease management and prevention support.
- Responds to issues identified by Interprofessional team in regards to client care.
- Applies knowledge of human behavior and behavior change process to achieve optimal health outcomes.
- Demonstrates ability to counsel and support clients with chronic disease.
- Maintains ongoing communication to promote health of patients.
- Ability to develop patient-centered care plans with interprofessional team.
- Effectively communicates nutrition care plans with team, and liaises with Local Community Agencies as needed.
- Appropriately documents interventions in EMR. Encourages appropriate referral processes for clients.
- Participates in orientation and ongoing training of staff and students in the delivery of chronic disease care as required.
- Supports population health chronic disease prevention initiatives such as screening and community wellness events as required.
- Uses personal protective equipment as required.
- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.

OTHER

- Other related duties as assigned.
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QUALIFICATIONS

EDUCATION/CERTIFICATION:

- Bachelor of Science Degree, Human Nutritional Sciences, or related area from an accredited Canadian university program or the approved equivalent if internationally educated required.
- Graduate of a recognized dietetic internship program which has been accredited by Partnership for Dietetic Education and Practice (PDEP) or planned practicum as requested by the College of Dietitians of Manitoba.
- Must be a Registered Dietitian with the College of Dietitians of Manitoba and a member in good standing.
- Certified Diabetes Educator preferred.

REQUIRED KNOWLEDGE:

- Knowledge and skills in the assessment and therapeutic intervention for a variety of chronic diseases.
- Sound knowledge of learning principles for adults.
- Demonstrated knowledge of current clinical practice guidelines.

EXPERIENCE REQUIRED:

- Minimum two years Registered Dietitian experience preferred.
- Primary care and Community experience preferred.
- Program development experienced preferred.
- Experience working with diverse population an asset.

SKILLS/COMPETENCIES:

- Basic and advanced skills utilized in the assessment and care of clients with a variety of chronic disease.
- Ability to demonstrate sound knowledge of determinants of health and health equity.
- Ability to use professional judgment to adapt and apply evidenced based guidelines, protocols and professional standards of care to new and changing needs of others.
- Advanced communication skills with experience in both group and individual settings across the lifespan.
- Knowledge and application of motivational interviewing and health behavior change principles.
- Proficient in Microsoft Office computer programs.
- Developed leadership skills.
- Maintains competency to utilize technologies as they become available to enable virtual care and communication thus increasing accessibility and decreasing (when appropriate) the need for provider and/ or patient travel.
- Maintains competency in the utilization of the approved EMR to communicate, record, report and collect data for evidence of quality client care as directed.
- Ability to advocate for and adapt to client, community and team needs.
- Consideration of client and community cultures, customs and values will be incorporated into all aspects of care.
- Preference given to candidates who have Aboriginal language skills.
- Demonstrated presentation skills.
- Demonstrated planning, organizational and time management skills including the ability to prioritize workload.
- Must be able to function with minimum direction, and work independently.
- Valid Manitoba drivers' license.
- Mental and physical ability to meet the demands of the position.
- Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Completes and maintains a satisfactory pre-employment security check.
- Satisfactory employment record.

WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- Will be required to travel throughout the region as duties may require.
- No hazardous or significantly unpleasant conditions.
- All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.
- Must be in good physical and mental health and be able to sit, stand or walk for extended periods of time without resting.

- Must be able to work under stress and time constraints.
- May be exposed to infectious diseases, blood and body fluids, toxic materials, noise, allergens, physical and emotional stress.
- May encounter aggressive and/or agitated clients/visitors/staff.
- Must be able to travel to meetings (on-site and off-site).
- May be occasionally required to work extended hours.

WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health Regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.
- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facilities' Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follow all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created: May 2021
Date

Revised: _____
Date

Approved by: _____
Regional Manager/ Supervisor Date

Approved by: _____
Regional Lead/ CEO Date

Reviewed by: _____
Lead, Human Resources Date

Position 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 position 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.