

Job Class Profile: Clinical Dietitian I**Pay Level: CG-40 Point Band: 916-949**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	7	5	2	5	6	5	5	2	4	
Points	327	83	13	24	180	108	103	43	43	924

JOB SUMMARY

The Clinical Dietitian I is responsible for providing specialized clinical nutrition as part of an interdisciplinary team. This includes providing comprehensive individualized nutrition assessments, developing care plans, counselling patients, and monitoring and evaluating patient care plans. Caseloads may include patients from various areas of care with various different medical conditions and dietary needs.

Key and Periodic Activities

- Assesses patients by obtaining and analyzing pertinent medical information, formulates individualized nutrition care plans, documents and delivers intervention and/or education to patients, and monitors treatments plans.
- Collaborates with other team members (i.e. physicians, nurses) regarding patient care.
- Performs informal research and continuing education to ensure current and accurate information is provided and best practices are incorporated into daily practice in various specialized areas.
- Provides expert clinical advice and consultancy services to other departments and teams (i.e. food service management teams).
- Documents the assessment, nutrition care plan and follow-up of patients as part of the medical record.
- Develops and updates education materials, teaching programs and presentations to aid in the delivery of clinical nutrition services.
- Manages, supervises and/or mentors students and interns.
- May participate in various internal committees, working groups or quality improvement teams.
- May collect and compile daily workload measurements/statistics to account for daily activities.
- Develops evidence-based protocols and guidelines for clinical nutrition in specialized areas (i.e. neonatal, surgery, eating disorders).

SKILL**Knowledge****General and Specific Knowledge:**

- Specialized clinical knowledge.
- Nutritional best practices, procedures and current research.
- Knowledge in various specialized medical fields.
- Assessment techniques and methods for statistical analysis.

Formal Education and/or Certification(s):

- Minimum: 4 Year Undergraduate degree specializing in Applied Human Nutrition or equivalent field of science supplemented by a 1-year internship and a Registered Dietitian (RD) professional designation.

Years of Experience:

- Minimum: 2 to 3 years of experience.

Competencies:

- Ability to develop programs that meet client needs.
- Ability to provide expert advice in the field.
- Effective interpersonal skills for working with patients and internal teams, and for development of various documents (i.e. education materials, policies and procedure manuals, menus, letters).

Interpersonal Skills

- A range of interpersonal skills are used to listen and gather information from patients, ask questions to patients or other employees, provide information and direction to patients, instruct/teach/train students or interns, promote services such as the nutrition program, conduct formal interviews with patients, gain the co-operation of others, and provide expert advice and/or counselling. May also be required to make internal and/or external formal presentations and deal with upset or angry people from time-to-time.
- Interpersonal/communications occurs with clients/patients, supervisor/managers and employees in the immediate work area, department, organization, students, sales representative, suppliers/contractors, internal department executives, professional advisors and professional associations.

EFFORT

Physical Effort

- Occasionally required to lift or move objects less than 10 lbs.
- Fine finger/precision work is required when using medical instruments.
- Occasionally, may be required to sit at a desk while using the computer, sit or stand at a patient's bedside in performing an assessment or delivering education, and walking to various patient locations.
- Occasionally, standing for extended periods when delivering presentations.

Concentration

- **Visual** concentration is required on a regular basis and may include performing swallowing assessments, reviewing patient charts and documenting work, and working with a computer.
- **Auditory** concentration is required to be alert to obtain and interpret information correctly from patients and other interdisciplinary team members.
- Other sensory concentration is required such as **touching/feeling** in performing swallowing

tests and food tasting for quality assurance.

- **Exact results and precision** are required when calculating total nutrition amounts in various foods/diets; determining exact tube feeding rates based on laboratory values, fluid balances and interactions with medications; and energy, protein and fluid requirements.
- **Time pressures, deadlines and interruptions** are occasionally encountered as priority patients are referred and need to be assessed within a limited period of time. Also, diet changes need to be entered and communicated to dietary staff before the next meal. Prescriptions related to vein feeding have to be completed for pharmacy to fill. No control over how many consults received.

Complexity

- Tasks tend to be different but allow use of similar skills and knowledge. Some problems can be addressed by following specific procedures and and/or guidelines or by working in a team setting; however, most times tasks are different and require unique solutions.
- A typical example would be when providing the most appropriate nutrition recommendations for various patients/clients with diverse histories.
- Typically, can reach out to other team members, supervisor, other health care professionals, professional journals, and professional associations. There are also organization and/or department policies in place to help guide practices.

RESPONSIBILITY

Accountability and Decision-Making

- Work performed tends to be considerably independent, such as prioritizing workload, interpreting patient information, and determining appropriate interventions and delivery of services.
- Requires approval for tasks such as funding for professional development and policy changes.
- Exercises a high degree of discretion when providing expert advice to patients and team members.
- Able to consult with peers but are ultimately accountable for recommendations.

Impact

- Tasks and activities can either negatively or positively impact information being delivered regarding nutrition and patient well-being. Generally has impact within the work area, department, outside the organization, and on customer/clients/general public/patients.
- Impacts are also felt on processes and systems, information, and health and safety of others (i.e. patients/clients).
- The most significant impact of error is felt on patients/client and the information they are provided.
- Errors are typically identified within hours of problem identification and there are guidelines and procedures in place to help mitigate any errors.

Development and Leadership of Others

- Not responsible for the supervision of staff.
- May be required to provide on-the-job advice/guidance, feedback, orientation and to check and

review work of students/interns.

WORKING CONDITIONS

Environmental Working Conditions
<ul style="list-style-type: none">— May be required to take precautions such as wearing gloves, gown or mask— There is limited likelihood of injury or illness.— Occasionally exposed to unusual/distracting noise, glare of a computer screen, bodily fluids, infectious diseases, odours, and travel.