



IDENTIFICATION

| Department | Position Title | |
|----------------------------------|---------------------------|----------------------------------|
| Tłıchǰ Community Services Agency | Relief Clinical Dietitian | |
| Position Number | Community | Division/Region |
| 27 - 15669 | Behchokǰ | Health and Social Program/Tłıchǰ |

PURPOSE OF THE POSITION

The Clinical Dietitian is a member of a multidisciplinary health care team and provides nutrition care and support to Long Term Care residents according to established policies, standards and procedures. Utilizing clinical techniques and knowledge, the Clinical Dietitian provides nutrition services through nutrition assessment; care planning and charting; intervention; goal setting and monitoring; and counseling and education programs. The Clinical Dietitian also consults and communicates within the multidisciplinary care team and acts as a resource to other health professionals.

SCOPE

The scope of the Tłıchǰ Community Services Agency (TCSA) is to manage the delivery of a range of integrated public GNWT and First Nations health, wellness and education programs and services for the Tłıchǰ communities of Behchokǰ, Gametì, Wekweeti and Whatì. Established in 2005 as part of the Tłıchǰ Agreement, the Agency is designed to be an interim GNWT organization through which the Tłıchǰ Government will eventually exercise their treaty rights for self-government. The Agency serves approximately 3,000 people. Programs and services include K-12 education, health and wellness, child and family services, mental health and addictions, an 18-bed Long Term Care Facility, continuing care and independent living.

The Tłıchǰ Community Services Agency vision "Strong Like Two People" is a metaphor for the desire by community leadership to build an organization, and create programs and services, that recognize the strength and importance of two cultures. Local Tłıchǰ and non-Tłıchǰ knowledge have complementary strengths, which together can achieve solutions to contemporary problems which neither could alone.

The Clinical Dietitian reports directly to the Clinical Care Coordinator at Jimmy Erasmus Seniors Home (JESH) and provides day to day clinical nutrition care to Long Term Care (LTC) residents at JESH.

Within the health care setting there can be significant lack of control over the work pace, with frequent interruptions. The incumbent is expected to remain calm, controlled and professional, regardless of the situation and demonstrate compassionate care to the client, family and other members of the health care team.

The incumbent is required to be motivated and innovative in the area of continuing education and practice to encourage the professional growth of self and others.

RESPONSIBILITIES

1. Provides direct care to Elders with a wide variety of conditions using a problem solving approach and in accordance with the standards, guidelines, best practice and scope of clinical dietitians to facilitate individualized patient care.

- Conducts nutrition screening and assessment of patients utilizing established standards and guidelines, performs physical nutrition assessments such as subjective global assessment, and identifies and obtains relevant data
- Works closely with nursing staff and kitchen staff to develop and implement patient centered and culturally relevant nutritional goals and care plans, based on assessment and utilizing appropriate standards and individual patient care needs
- Provides recommendations based on assessment and treatment modalities to health care team, regarding nutrition support regime (oral and/or enteral)
- Monitors patients to determine if the nutrition care plan is meeting the established nutritional goals such as promotion of optimal health, growth and development.
- Consults with patients, families and healthcare team members regarding the patient's response to the nutrition care plan and adjusts diet orders and nutrition support regime as required
- Documents nutrition assessments, care plans and recommendations at each stage of the nutrition care process according to established format, policy, timelines and legal requirements in the health care record and/or via reports
- Attends patient care conferences to provide input regarding patients' nutritional status, response to nutrition care plan, recommended modifications to the plan and discharge planning needs.

2. Advocates practice environments necessary for safe, competent and ethical nutrition care and other duties as assigned.

- Researches, develops, implements and delivers training workshops to health care providers (physicians, community health nurses, home care workers etc.) and food service personnel within the region
- Provides coaching and leadership to peers, students and other members of the health care team
- Assists with the orientation of new employees to the program
- Collaborates with colleagues to advocate health care environments that are conducive

to ethical practice and to the health and well-being of clients and others in the LTC setting.

- Completes and maintains appropriate records for activities including workload statistics as required and assists with grocery orders and month end reports
- Participates in development of traditional foods recipes, policies and programming.
- Assists with food service processes such as menu and recipe development and approval
- Provides diet education and support for the community Chronic Care program.

3. Builds and maintains a collaborative relationship with kitchen staff to ensure that healthy, acceptable foods are served to residents.

- Reviews recipes and menu with food service staff and suggests changes where required.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

During their workday an incumbent may be exposed to communicable diseases, blood and body fluids.

Sensory Demands

The incumbent must be constantly aware (50% of the workday) of patients' physical and emotional needs (mood, hygiene, etc.). The Clinical Dietitian will be required to use the combined senses of touch, sight and hearing during assessment and provision of care in the hospital setting.

Mental Demands

No unusual demands.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of clinical dietetic theory and practice within a patient centered model of care for Long Term Care and Health Centre settings.
- Knowledge of normal nutrition and health promotion/disease prevention strategies to improve the health within Long Term Care and Health Centre settings.
- Knowledge of nutrition management principles for acute and chronic disease states and clinical conditions relating to an acute care and out-patient setting.
- Ability to plan, implement and monitor nutrition care plans.
- Interpersonal, verbal and written communication skills to support effective relationships with patients, families and staff.
- Ability to work collaboratively and effectively in an inter-professional environment.

- Ability to plan, organize and prioritize caseload.
- Ability to counsel and teach in individual and group settings.
- Ability to problem solve and think critically.
- Computer literacy to operate a personal computer, word processing applications and patient care information systems.

Typically, the above qualifications would be attained by:

Completion of a Bachelor of Science with a major in Foods and Nutrition, combined with the completion of an internship program or practicum training program accredited by the Dietitians of Canada.

Minimum of two (2) years of experience in Long Term Care is preferred along with prior experience working with clients promoting and supporting behaviour change, as appropriate, to achieve nutrition and health outcomes and demonstrated skills in adult and pediatric education.

ADDITIONAL REQUIREMENTS

The Clinical Dietitian must maintain an active membership with an accredited Dietitian provincial college and have special authorization to perform enteral and parenteral nutrition activities.

The Clinical Dietitian must have or be able to acquire within a reasonable time frame and remain current with the following certifications:

- Immunizations
- CPR
- Fire Training/Fire Extinguisher Training
- FIT Testing
- Privacy and Confidentiality
- Social Media Training
- Workplace Bullying/Respectful Workplace
- Workplace Safety Awareness Training
- Workplace Hazardous Materials Information System (WHMIS)
- Aboriginal Cultural Awareness Training
- Biohazardous Waste Training
- Emergency Response Training

Previous supervisory experience would be an asset.

Position Security

- No criminal records check required
- Position of Trust – criminal records check required
- Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- French required (must identify required level below)
 - Level required for this Designated Position is:
 - ORAL EXPRESSION AND COMPREHENSION
 - Basic (B) Intermediate (I) Advanced (A)
 - READING COMPREHENSION:
 - Basic (B) Intermediate (I) Advanced (A)
 - WRITING SKILLS:
 - Basic (B) Intermediate (I) Advanced (A)
- French preferred

Indigenous language: Select language

- Required
- Preferred