



# Role description

## Role Details

<b>Job ad reference</b>	GCTP319028
<b>Role title</b>	Dietitian – Expression of Interest
<b>Status</b>	Temporary full time Temporary part time Casual  Please note, future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process Please note, suitable part time or job share arrangements may be accommodated within this role
<b>Location</b>	Southport  Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements.
<b>Unit/Branch</b>	Allied Health Services
<b>Division</b>	Emergency and Specialist Services Gold Coast Hospital and Health Service
<b>Closing date</b>	Ongoing Applications will remain current for the duration of the vacancy
<b>Classification</b>	HP3
<b>Evaluation ID</b>	WUP0718
<b>Salary</b>	\$2941.70 - \$4323.80 per fortnight \$38.70 - \$56.89 per hour \$47.60 - \$69.97 per hour (casual)
<b>Contact name</b>	Deborah Kiefer
<b>Contact number</b>	(07) 5687 3024
<b>Online Applications</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>

## Purpose of the Role

Deliver Nutrition services, appropriate with level of experience across a broad spectrum of work units as a member of a multidisciplinary team to stakeholders/clients of the Gold Coast Hospital and Health Service (GCHHS). In addition, contribute to service development, education and research

## Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

## Health Equity and Racism

Gold Coast Health is committed to improved health equity for Aboriginal and Torres Strait Islander peoples in our community as presented in our [Reconciliation Statement](#). It is expected that all Gold Coast Health staff as a valuable member of the Gold Coast Health workforce, contribute to the health equity agenda. Please visit our [website](#) for additional information.

## Diversity and Inclusion

[Diversity](#) is at the heart of Gold Coast Health and is critical to a work environment that is equitable and inclusive. A broad range of perspectives, backgrounds and ideas makes us stronger and is essential to delivering high quality health care. Everyone has a role to play in making GCH a place where we all 'Always Belong'. [Contact Diversity and Inclusion](#)

## Organisational Alignment

Gold Coast Health has a [Core Capability Framework](#) (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role. Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below.

**Leader Level:** Leading Self

### Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Self   Display Self-awareness and Motivation - Seek out opportunities to build capability by learning from experiences, taking risks, embracing challenges and pursuing development opportunities
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Self   Communicate Effectively - Provide clear, ongoing communication with colleagues, patients and clients, actively listening and contributing to discussions
Results Focused	Drive and influence successful organisational outcomes	Leading Self   Demonstrate Accountability - Take responsibility for actions both professionally and personally, acting within authority levels, acknowledging strengths and limitations, and seeking opportunities to continually learn and grow
Business Enablers	Boost effective service delivery and champion change management	Leading Self   Manage Change - Support, participate and champion change initiatives, appropriately raising queries or concerns
Leadership and People Management	Inspire, engage and build our workforce	Leading Self   Manage Through our Values - Model desired behaviours, values and ethics in work practices, focussing on excellence in delivery of services

## About the Profession/Service

Allied Health Professionals within Gold Coast Health have access to an additional Professional Capability Framework for Allied Health which complements the organisation-wide Core Capability Framework. The Professional Capability Framework details the professional capabilities for Allied Health positions, providing a common language and set of expectations across the professions, and acting as a developmental tool to support and inform discussions about professional skill development and career progression within Gold Coast Health. Further information can be found [online](#).

Nutrition and Food Services department provides leadership for effective and efficient Nutrition and Hydration management in conjunction with the key stake holders. The Nutrition and Food Services department is committed to safe, effective optimal nutrition management for adult and paediatric patients as well as education and training, credentialing and scope of clinical practice, performance management reports, evidence-based care, monitoring of variation in clinical practice and health outcomes.

## Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.
- Manage an allocated workload and participate in clinical rotation to deliver professional level nutrition and dietetic services to patients in the GCHHS and across the continuum of care, within a multidisciplinary team environment, in accordance with professional and ethical standards.
- Undertake routine nutrition assessment, implementation and evaluation tasks within established clinical and departmental protocols, policy and procedures, utilising evidence based practice principles.
- Utilise professional knowledge, clinical skills, judgement and problem solving ability, developing skills and experience to the level of routine evidence based day to day clinical practice under the clinical practice supervision or professional guidance of a senior clinician.
- Assist in the development and/or review of clinical practices, procedures and protocols in a work area using the principles of evidence based practice under the guidance of senior staff.
- Actively participate in multidisciplinary teams, and in service improvement activities, working cooperatively and effectively within the team and with patients/clients to provide high quality patient care.
- Develop clinical practice knowledge and expertise through actively participating in professional development activities including local professional development activities, the Dietitian's Association of Australian Accredited Practising Dietitian (APD) program and performance appraisal and development planning.
- Participate in the identification, development and implementation of quality and service improvement activities that enhance the delivery of nutrition services within the GCHHS.
- Provide base level clinical education in nutrition and dietetic related topics including clinical practice and operational supervision to students on clinical placements including involvement in assessment where relevant and clinical practice supervision for less experienced staff with the support of senior clinical staff; and for other health professionals.
- Be responsible and accountable for the appropriate prescription of nutritional products and associated hardware and the care of departmental resources.
- Report professionally to the Service Director of Nutrition and Food Services and operationally to the designated team leader.
- Employees appointed to GCHHS are considered custodians of patient safety and are accountable for practicing patient advocacy in line with GCHHS' always care philosophy and commitment to person-centred care.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

## Mandatory Qualifications / Professional Registration / Other Requirements

- Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA) or one of the following boards below. Certified copies of relevant qualification and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- The possession a tertiary degree (or equivalent) in Nutrition and Dietetics from a recognised tertiary institution and to be eligible for membership of the Dietitians Association of Australia and accredited practising Dietitian (apd) credential is a requirement for this role.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
- It is a condition of employment in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- The successful applicant will be required to take part in clinical rotations and the weekend and on call rosters across the Gold Coast Hospital and Health Service

## How You Will Be Assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under '**Key Duties and Accountabilities**', the ideal applicant will be someone who can demonstrate the following:

- Increasing level of knowledge, expertise and skill in nutrition and dietetics across a broad spectrum of clinical areas.
- Ability to apply established principles to routine nutrition assessment, implementation and evaluation of clinical services, with increasingly independent clinical judgement to more complex clinical decision making.
- Ability to participate effectively in a multidisciplinary team under the clinical practice supervision of senior practitioners.
- Ability to undertake quality and service improvement activities.
- Ability to provide clinical supervision and education to students, less experienced staff members and other staff.
- Demonstrated ability to enact the specified core role capabilities outlined within this role description within your practice.

## How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and attributes noted in the "How you will be assessed" section above.

**Submit your application via** [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Hand delivered applications will not be accepted.

## Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

A 6 month probation period may apply to this appointment.