

**Renown Health  
Position Description**

<b>Position Title:</b>	Clinical Dietitian		
<b>Job Code Number:</b>	280201		
<b>Department:</b>	200345, 200351, 200353, 200511, 400511, 410511, 740510, 960236		
<b>Position Type:</b>	01 – Techs/Specialists		
<b>Date Originated:</b>	June 1996	<b>Date Reviewed / Revised:</b>	May 2013
<b>HR Reviewed Date:</b>	May 2013 JR/TD		
<b>Position Purpose:</b>			
Under the general direction of the Director of Food and Nutrition Service, Manager Food & Nutrition, FNS Clinical and Project Coordinator, and/or Hospice Nurse Manager (200353), incumbent ensures optimal nutritional care/support of all patients. The incumbent provides effective nutrition education/counseling to both inpatients and outpatients, as well as other staff members.			
<b>Nature and Scope:</b>			
The incumbent provides clinical nutritional assessment, planning and evaluation of neonates, infant, children, adolescent, adult and geriatric patients nutritional management expertise to this hospital. Demonstrating the ability to work with patient’s physical, cognitive and psychosocial needs specific to the population being served and meets standards of quality as measured by the Department age specific competency standards.			
The incumbent is in a position of high visibility to both employees and the general public. This position is subject to a heavy volume of requests for consults and assessments from physicians on a daily basis. High standards of professionalism and respect for confidentiality of patient data are required.			
This position has daily contact with nurses and physicians to discuss patient nutritional care, pharmacists for clarifying parenteral nutrition orders and food drug interactions; and patients and their families for proper nutritional care and education. The incumbent attends interdisciplinary team conferences in the patient care areas as assigned.			
The major challenges to this position are:			
<ul style="list-style-type: none"> <li>• Dealing with difficult patients who may complain because they are unhappy with their restrictive diets.</li> <li>• Planning menus within the constraints of the food production units, dietary restrictions and patient tolerances.</li> <li>• Dealing with complex nutritional support problems.</li> </ul>			
This position requires daily independent decisions, i.e., those related to complex nutrition care of patients within prescribed diet prescriptions; recommending changes in nutrition care to physicians, individualizing diet instructions to patients ability to understand, decisions of work loads when dietitian staffing varies; and appropriate menu substitutions.			
Decisions referred to supervisor for either consultation or approval include those relating to unusual circumstances or do not follow established guidelines.			
<b><u>ONCOLOGY CLINICAL DIETITAN</u></b>			
This position does provide patient care.			
The foregoing description is not intended and should not be construed to be an exhaustive list of all responsibilities, skills and efforts or work conditions associated with the job. It is intended to be an accurate reflection of the general nature and level of the job.			
<b>Minimum Qualifications:</b> Requirements - Required and/or Preferred			
Education:	Must have working-level knowledge of the English language, including reading, writing and speaking English.		
Experience:	Past experience in acute care clinical dietetics will be given preference.		
License(s):	Upon hire, Department of Health Registered Dietician License or Provisional License is required with the State of Nevada. 200351, 200353 – Valid CA or NV Driver’s License and clean driving record		

Certification(s):	Upon hire, Registration with Commission on Dietetic Registration; or must have passed the registration exam and be awaiting the Registration with Commission on Dietetic Registration to be issued is required with the State of Nevada.
Computer / Typing:	Must possess, or be able to obtain within 90 days, the computers skills necessary to complete online learning requirements for job-specific competencies, access online forms and policies, complete online benefits enrollment, etc.

**Essential Physical Requirements**

It is common to encounter potential hazards in the healthcare environment. Some of these hazards could include, but are not limited to: radiation, toxic chemicals, biological hazards, heat, cold, noise, dust and stress. Renown Health has a Safety Management program in place addressing these issues.

**Physical Activity**

Percentage of time (equaling 100%) during the normal workday the employee is required to:

Sit:	30%	Stand:	30%	Walk:	20%	Run:	Occ
Squat:	Occ	Bend:	Occ	Twist:	Occ	Lift:	Occ
Kneel:	Occ	Drive:	10%	Climb:	0%	Crawl:	0%
Reach above shoulder:	5%	Other:					

Tools and/or Equipment:	Frequency		
	Occasional (01-33%)	Frequent (34-66%)	Continuous (67-100%)
Telephone		X	
Computer			X
Patient Stamper	X		
Patient Kardex			X
General Office Equipment		X	

**Repetitive Use of Hands and Feet:**

	Not Required	Occasional (01-33%)	Frequent (34-66%)	Continuous (67-100%)
Simple Grasping				X
Pushing / Pulling		X		
Typing / Date Entry		X		

**Lifting and Carrying:**

Weight to be manually lifted each normal workday. (Occasional 1 - 33%, Frequent 34 - 66%, Continuous 67 - 100%)

	Not Required	Occasional	Frequent	Continuous
Up to 10 lbs				X
Up to 20 lbs		X		
Up to 35 lbs		X		
Up to 50 lbs	X			
Up to 75 lbs	X			
Up to 100 lbs	X			
Over 100 lbs	X			

**Sensory Requirements:**

Speech and hearing for communication, vision for reading and observation of patients, smell and touch for sensory testing.

**Essential Functions**

- The ability to understand and resolve complex problems in a timely and effective manner using critical thinking skills.
- The ability to communicate clearly, timely and effectively.
- The ability to timely learn and correctly perform manual tasks
- The ability to come to work promptly and routinely.
- The ability to routinely work under stress and to deadlines.
- The ability to take and follow direction as tasks are assigned.

The ability to take care of oneself.

**Job Specific Duties and Responsibilities**

This section will include the measures of success for the position. A percentage weight is given to each essential function. The percentages should total 100%. The only required job specific duty and responsibility is Standards of Conduct and it must carry a weight of 30%. Provide specific measures of success for each Essential Function listed. At least one essential function should be created for every fundamental (People, Service, Quality and Stewardship). To assist in developing measures, consider asking, “How will I know if the employee is meeting the requirements of job specific responsibilities?” Or consider adding the words, “as demonstrated by...” at the end of the stated job specific responsibility.

Weight		Score
30%	<b>Actively supports the Standards of Conduct (People)</b>	
	Total points divided by 9 = ____ x 30% =	

Comments:

15%	<b>Collects and interprets nutritional assessment data on patients.</b>	
	1. Reviews patient’s data for: diagnosis, age, sex, height, weight, laboratory data, history, medications and other pertinent information and records the data appropriately according to procedure.	
	2. Accurately interviews patients for diet history information, physical appearance, present knowledge of the rationale for their dietary regimen and acceptance/tolerance to diet when appropriate for consults/assessments.	
	3. Confers with other health care team members about a patient’s nutritional needs, either individually or in team conferences, as needed.	
	4. Evaluates data collected and completes nutritional consults/assessments as required following diet therapy standards.	
Total points divided by 4 = ____ x 15% =		

Comments:

15%	<b>Ensures proper nutritional management of patients with specialized dietary needs or who are at moderate to high nutritional risk.</b>	
	1. Accurately calculates and develops meal patterns for specific therapeutic diets as appropriate.	
	2. Accurately modifies menus for patients with specialized dietary needs or complex diet prescriptions.	
	3. Monitors patients adherence to and tolerance of the nutrition care provided according to department standards.	
	4. Selects and recommends appropriate type and method of nutritional support based on physiologic requirements and results from nutrition screen.	
	5. Determines appropriate oral or tube feeding formula to meet specific nutrient requirements.	
	6. Reviews daily with the diet assistant data collected regarding patient nutritional problems/monitoring, coordinate overall patient care and reviews the accuracy of their menus as needed.	
	7. Refers clients to other nutrition/health agencies as needed and maintains communication to assure coordination and consistency of service.	
	8. Demonstrates the knowledge and skills necessary to provide care appropriate to the age of the patient served	
	9. Maintains all “In The Know” competencies within one month of presentation.	
10. Demonstrates competency in area of employment as evidenced by competency test/skills checklist.		
Total points divided by 10 = ____ x 15% =		

Comments:

10%	<b>Teaches nutrition intervention principles to promote disease management and/or prevention.</b>	
	1. Completes individual diet counseling for patients and/or significant others to enable them to understand the diet rationale and food selection and preparation principles according to department standards.	

	2. Evaluates the patient's understanding of the dietary principles presented.	
	3. Plans and conducts group classes on nutrition related subjects for patients, public and professionals as requested.	
	4. Serves as a resource to the public for general nutrition questions.	
	5. Teaches nurses, physicians and staff (including dietary assistants) about nutrition related topics as requested.	
	6. Reviews and/or develops education materials.	
	Total points divided by 6 = ____ x 10% =	
Comments:		
<b>10%</b>	<b>Documents all pertinent nutrition care activities in the patient medical record</b>	
	1. Records nutritional assessment data and develops nutrition care plans for individual patients based on department standards.	
	2. Makes recommendations for nutrition intervention according to acceptable diet therapy guidelines.	
	3. Records diet counseling, including an evaluation of the patient's level of understanding.	
	4. Enters chronological notes that document changes and/or progress toward nutritional goals.	
	5. Accurately calculates and records nutrient intake analysis data on patients as needed.	
	Total points divided by 5 = ____ x 10% =	
Comments:		
<b>10%</b>	<b>Customer Satisfaction.</b>	
	1. The average percentage of favorable responses for the entity-specific items on the patient satisfaction survey will be within the range established by Administration for the fiscal year.	
	Total points divided by 1 = ____ x 10% =	
Comments:		
<b>10%</b>	<b>Workplace Behaviors.</b>	
	1. Attends continuing education meetings/conferences.	
	2. Attends and participates in clinical dietetic staff meetings.	
	3. Quality Outcomes (Meets expectations of quality, Meets departmental goals, Participates in quality improvement)	
	4. Results Orientation (Meets current objectives, Completes daily tasks, Processes required volume of work)	
	5. Social and Cultural Sensitivity (Builds positive relationships, demonstrates a helpful attitude, sensitive to the cultural needs of patients and co-workers, communicates effectively)	
	6. Safe Work Environment (Reports accidents and injuries promptly, Reports unsafe working conditions)	
	7. Performs other duties as assigned	
	Total points divided by 7 = ____ x 10% =	
Comments:		
		<b>Total Points out of 400 =</b>

### ACKNOWLEDGEMENT

I have read and understand the position description. I have reviewed all performance standards and understand that these standards will be used as criteria for evaluating my performance.

I hereby acknowledge that I currently hold, or will obtain within the amount of time specified, all required licensure and certifications listed in the minimum requirements section of the position description. I understand that it is my responsibility to maintain the required licensure and certifications (as applicable).

It is further understood that these requirements may be modified to reflect changes necessary in departmental and/or hospital needs.

Employee's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

