



IDENTIFICATION

Department	Position Title	
Northwest Territories Health and Social Services Authority	Dietitian, Home Care - Clinical Nutrition	
Position Number	Community	Division/Region
48-13080	Yellowknife	Stanton Territorial Hospital

PURPOSE OF THE POSITION

The Dietitian, Home Care and Clinical Nutrition, is responsible for assessing, prioritizing, planning, implementing, and evaluating Home Care nutrition services that promote, support and protect the nutritional health of people in the Yellowknife Region, as well as providing nutrition care and support to Stanton Territorial Hospital patients. Guided by established policies, standards and procedures, this position provides leadership and nutrition expertise in the prevention and management of chronic diseases and conditions from a food and nutrition perspective.

SCOPE

The Northwest Territories Health and Social Services Authority (NTHSSA) is the single provider of all health and social services in the Northwest Territories (NWT), with the exception of Hay River and Tłı̨chǫ regions, covering 1.2 million square kilometers and serving approximately 43,000 people, including First Nations, Inuit, Metis, and non-indigenous persons. Health and social services includes the full range of primary, secondary and tertiary health services and social services including family services, protection services, care placements, mental health, addictions, and developmental activities, delivered by more than 1,400 health and social services staff.

Under the direction of the Minister of Health and Social Services, the NTHSSA is established to move toward one integrated delivery system as part of the government's transformation strategy. The NTHSSA sets clinical standards, procedures, guidelines and monitoring for the entire Northwest Territories. While the Tłı̨chǫ Community Services Agency (TCSA) operates under a separate board, and Hay River Health and Social Services Agency (HRHSSA) remains separate in the interim, Service Agreements will be established with these boards to identify performance requirements and ensure adherence to clinical standards, procedures, guidelines



and policies as established by the NTHSSA.

This position is located in Stanton Territorial Hospital (Stanton), an accredited facility located in Yellowknife, and the referral center for approximately 43,000 NWT residents and 5,900 residents from the Kitikmeot Region of Nunavut. Stanton provides health care services to adults and children on an inpatient/outpatient and outreach basis in order to restore health with dignity.

Reporting to the Stanton, Manager Specialist, Renal and Chemotherapy, the Dietitian, Home Care and Clinical Nutrition (Dietitian) consults and communicates within the interdisciplinary care team and acts as a resource to other health professionals and communities within the Northwest Territories. As part of an interdisciplinary team, the incumbent works in partnership with home care nurses, home support workers, homemakers, community health nurse (CHN), nurse practitioners (NPs), consultants, rehabilitation services, social service workers, and non-governmental organizations to assess nutrition needs, existing services, and plan appropriate action. The incumbent also provides day to day clinical nutrition care to the patients of Stanton as part of a multi-disciplinary allied health care team consisting of Audiology, Occupational Therapy, Physiotherapy, Recreation Therapy and Speech Language Pathology.

The legacies of colonization and residential schools have impacted Indigenous health outcomes and the way health and social services are delivered and accessed. The incumbent is required to honour and promote a culturally safe environment at all times. Practicing from a trauma informed care perspective is expected and the position requires that interaction with clients and families is tactful, respectful and humble.

This position requires the ability to handle several complex issues concurrently while maintaining attention to detail. The incumbent is expected to remain calm, controlled and professional in all situations, and demonstrate compassionate care that is free of racism and discrimination, to clients, families, community members, 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, such as engaging in self-reflection, to encourage the professional growth of self and others.

RESPONSIBILITIES

1. Provide regular nutrition assessments of home care clients using the standardized prioritization tool, developing and integrating nutrition goals into the client's overall care plans.

- Assess client's physical and psychological well-being, knowledge of the disease processes, and learning needs.



- Formulate and implement nutrition care plans that consider individuals, families and their support systems.
- Document and interpret medications, treatments, laboratory and assessment data, plan of care, interventions and client goals, responses or outcomes in a timely manner.
- Utilize a holistic approach for management and care of clients and their families.
- Develop and provide resources for learning that are geographically and culturally appropriate.
- Collaborate and consult with interdisciplinary teams, community agencies, clients, their families and their support systems to plan follow up care.
- Coordinate and prioritize caseload.
- Utilize Telehealth/telemerge to provide continuing care and guidance to individuals when travel is not an option.
- Evaluate educational resources and programs.
- Provide a safe and secure and controlled environment in an effort to minimize client and their support system's anxiety, while promoting the client as an active member of the health care team.
- Adjust and evaluate home enteral feeding.

2. Provide direct care to children and adults with a wide variety of conditions using a problem solving approach and in accordance with the standards, guidelines, best practice and scope of practice to facilitate individualized patient care.

- Conduct nutrition screening and assessment of patients utilizing established standards and guidelines, performs physical nutrition assessments such as subjective global assessment to identify and obtain relevant data.
- Develop and implement patient centered nutritional goals and care plans, based on assessment and utilizing appropriate standards and individual patient care needs.
- Provide recommendations based on assessment and treatment modalities to health care team, regarding nutrition support regime (oral and/or enteral).
- Monitor patients to determine if the nutrition care plan is meeting the established nutritional goals such as promotion of optimal health, growth and development.
- Consult with patients, families and healthcare team members regarding the patient's response to the nutrition care plan and adjust diet orders and nutrition support regime as required.
- Document 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.
- Attend inter-professional rounds and patient care conferences to provide input regarding patients' nutritional status, response to nutrition care plan, recommended modifications to the plan and discharge planning needs.



- 3. Collaborate as a member of the interdisciplinary team in order that services are neither duplicated nor missed and that information can be shared for the benefit of the client and family.**
 - Make frequent decisions about the most appropriate, effective and efficient mode of communication among interdisciplinary team members (i.e. Home Care Nurse, CDC, Medical Social Worker, Hospital and Dietitian-Diabetes Educator).
 - Initiate and participate in case conferences to share pertinent information concerning client concerns or progress, and to utilize the team's skills and resources in the most efficient and effective manner.
 - Enable client and family to have an understanding of how caregivers work together with them to reach goals set.
 - Educate team members as to the services and role of the various caregivers involved in the care of the client.
 - Educate and participate in discharge planning with team members.

- 4. Contribute to his/her own professional development and the development of the Home Care program in order that the highest standards are reached and that the program continues to offer services that are both cost efficient and effective.**
 - Attend in-service sessions, conduct self-directed studies, pursue professional development activities and review current literature to stay abreast of current practice.
 - Prepare and present nutrition information for chronic disease prevention program group sessions.
 - Act as a resource for home care nurses, CHNs, home support workers, physicians, and nursing students.
 - Gather and record statistical data relevant to program operation.
 - Develop an annual work plan, with yearly goals and program evaluation parameters in consultation with Territorial Specialist, Chronic Disease Management.

- 5. Facilitate, support and promote a culture of teamwork.**
 - Receive and share information, opinions, concerns and feedback in a positive manner.
 - Work collaboratively to build rapport and create supportive relationships with team members both within primary care and across the organization.
 - Develop a supportive rapport with individuals and their families to facilitate collaborative relationships with other integrated team members.
 - Determine the most appropriate, effective and efficient mode of communication among interdisciplinary team members in accordance with identified policies and procedures.
 - Coordinate and participate in formal and informal case conferences to share appropriate information concerning individual concerns or progress and to utilize the team's skills and resources in the most efficient and effective manner.
 - Contribute to a strengths-based team environment, and support team colleagues.



- Collaborate proactively with all integrated and interdisciplinary team members utilizing a client centered approach to facilitate and maximize healthcare outcomes.
- Communicate with other members of the health care team to provide continuity of care and promote collaborative efforts directed toward quality patient care.
- Provide coverage for other NTHSSA Dietitians in person and/or virtually, as required.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

The home and hospital environments expose the incumbent to communicable diseases and unpleasant and/or disagreeable conditions.

Sensory Demands

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 and home setting.

Mental Demands

Home care visitations may prompt concern regarding unpleasant situations/clients. As well, in the clinical setting the incumbent may experience resistant / disapproving client responses.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of adult and pediatric clinical nutrition theory and practice within a patient centered model of care for an acute care and outpatient setting.
- Knowledge of normal nutrition and health promotion/disease prevention strategies to improve the health within an acute care and outpatient setting.
- Knowledge of nutrition management principles for acute and chronic disease states and clinical conditions relating to an acute care and outpatient setting.
- Knowledge of enteral nutrition as appropriate for an acute care and outpatient setting.
- Knowledge of parenteral nutrition as appropriate for an acute care setting.
- Knowledge of pediatric feeding, including normal infant feeding practices and breastfeeding promotion.
- 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 interprofessional environment.
- Ability to plan, organize and prioritize caseload.
- Ability to counsel and teach in individual settings.



- Ability to solve problems and think critically.
- Computer literacy to operate a personal computer, word processing applications and patient care information systems.
- Ability to work flexible hours to meet the needs of the community.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

A Baccalaureate Degree in Nutrition, and completion of an accredited Dietetic Internship program, and two (2) years of experience.

Experience may include the combined efforts of the accredited Dietetic Internship program, as well as customer service / personal care / team environment / mentoring-coaching-assistive roles in non-related hospital or home care environments.

Equivalent combinations of education and experience will be considered

ADDITIONAL REQUIREMENTS

Proof of immunization in keeping with current public health practices.

Current eligibility for registration with a provincially regulated association of Registered Dietitians is required. Membership with Dietitians of Canada is an asset.

All health care providers must be able to acquire within a reasonable time frame and remain current with the following training and certifications:

- Fire training
- Workplace Hazardous Materials Information System (WHMIS)
- Certification in First Aid & level C CPR/AED
- Cultural Awareness

Must have a valid NWT class 5 driver's license.

Position Security (check one)

- 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