

Position Number: **Benchmark Job #125**

Ministry: BC Mental Health Society

Branch: Clinical Programs

Location: Riverview Hospital

Working Title: **Program Clinical Dietitian**

Level: Range 24

NOC Code: 3132

## PRIMARY FUNCTION

To assess and coordinate the nutritional needs of patients in a psychiatric institution by using medical nutrition therapy and the principles of psychosocial rehabilitation.

## JOB DUTIES AND TASKS

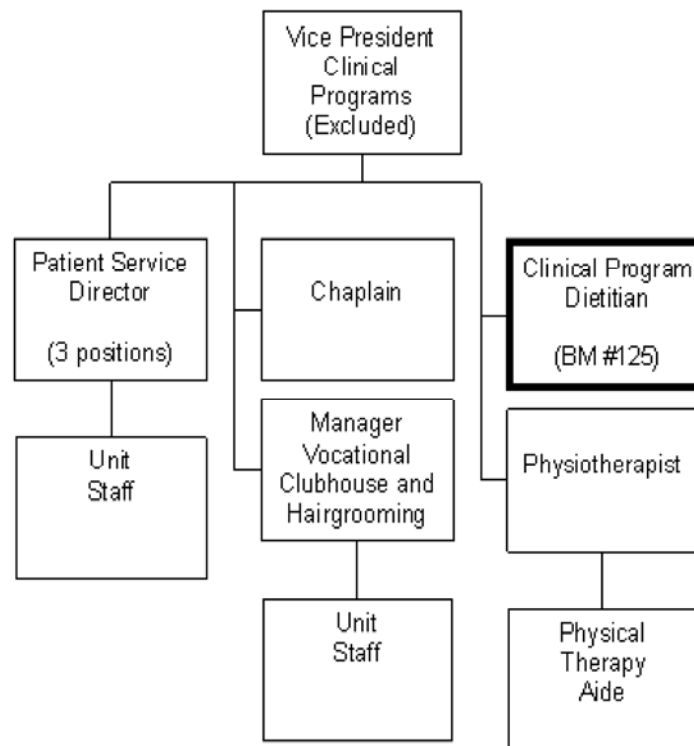
1. Provides nutritional client care services for patients with severe and chronic mental illness
  - a. assesses patients' nutritional status, recommends appropriate cost effective interventions, monitor and evaluate outcomes using diet history, biochemical parameters, Body Mass Index, laboratory data, lifestyle/psychosocial factors, observations and other assessment methods
  - b. recommends, interprets, calculates, implements and follows up on diet prescriptions and nutritional diet plans
  - c. calculates and charts nutrient intake for individual patients and records nutritional progress and information on medical records
  - d. participates in ward rounds and treatment team to provide and develop nutritional care services
  - e. monitors patients food intake, weight, and appropriate biochemical parameters such as fasting blood sugar, cholesterol levels, hemoglobin, serum albumin, renal values, etc. to ensure patients' needs are met by the prescribed diet
  - f. evaluates menu items served to confirm that quality standards and diet prescriptions are being met
  - g. provides counseling to individual patients and their families on nutritional principles, dietary plans, food selection, economics and how to adapt plans to patients lifestyle
  - h. promotes acceptance of therapeutic and normal diets by visiting and observing patients at meal times, by discussing food likes and dislikes and by assisting with menu selection
  - i. participates in inter-disciplinary team to plan discharge and provide follow up nutritional care services to patients
2. Performs administrative and educational functions
  - a. compiles and/or develops educational materials for nutrition and cooking education classes for patients, family, staff and community, such as Healthy Lifestyles Program, Taste and Tell Program, and Nutrition Week
  - b. provides formal education sessions on nutrition and food safety to patients, staff and the community
  - c. conducts quality assurance audits of food services
  - d. researches therapeutic dietary interventions for specific medical and psychiatric conditions such as water intoxication, Diabetes, Prader Willi syndrome, Parkinson's Disease, and Anorexia Nervosa
  - e. assigns, monitors and examines the work of assigned dietetic interns and completes student

assessments for educational institutions

f. orients the activities of occupational therapy students and nursing students as required

3. Performs other related duties

- a. participates in the development of policies and procedures related to therapeutic and nutrition services
- b. participates in committee meetings and workshops as required
- c. purchases work related supplies such as working utensils, kitchen equipment and teaching supplies from program funds
- d. operates various types of equipment such as calipers, scales, and cooking equipment
- e. drives light vehicles to escort patients on shopping trips
- f. ensures scissors and other sharps are accounted for and safely locked up
- g. uses non-violent crisis intervention techniques to defuse aggressive or hostile behaviour



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p><b>JOB KNOWLEDGE</b></p> <p>Understand the theory of human nutrition to provide nutritional care services to patients in a psychiatric hospital; assess patient nutritional needs and develop prescriptive diets; counsel patients and families on nutrition.</p>	H	280
2	<p><b>MENTAL DEMANDS</b></p> <p>Judgement to modify nutritional health approaches in working with individual patient requirements to assess patients' nutritional status and formulate and implement prescriptive diet plans; and provide nutritional counselling to patients and families.</p>	G	200
3	<p><b>INTERPERSONAL COMMUNICATION SKILLS</b></p> <p>Persuasion required to use basic counselling skills to encourage cooperation and provide advice to psychiatric patients on nutrition and prescribed diets.</p>	D	45
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>Moderate coordination and dexterity required to drive vehicle to escort patients on shopping trips.</p>	C	15
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></p> <p>Guided by hospital policies and dietary standards, organize the assessment and management of nutritional needs of patients, formulate individual nutritional care plans and diet prescriptions; audit and assess menu items to ensure quality standards and diet prescription are being met; provide nutritional counselling to patients/families.</p>	F	160
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Some financial responsibility to purchase program supplies and kitchen equipment from program funds as needed.</p>	C	15

<b>FACTOR</b>	<b>REASON FOR CLASSIFICATION</b>	<b>DEGREE</b>	<b>POINTS</b>
7	<b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b> Moderate responsibility to set up and maintain a project information system of patient files and dietary program statistical reports.	C	15
8	<b>RESPONSIBILITY FOR HUMAN RESOURCES</b> Responsibility to assign, monitor and examine the work of dietetic interns as a typical, recurring task of the job and complete student assessments for educational institutions.	CC	13
9	<b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b> Considerable care and attention to provide direct therapeutic nutritional services to patients in an institution.	E	40
10	<b>SENSORY EFFORT/MULTIPLE DEMANDS</b> Focused attention to detail to frequently read documents when creating diet plans and prescriptions.	C	12
11	<b>PHYSICAL EFFORT</b> Moderate physical effort to frequently focus visual attention to computer screen or printed material while reviewing and preparing patient information, case notes and documentation.	C	12
12	<b>SURROUNDINGS</b> Exposure to frequent involvement with unpredictable institutionalized patients.	C	6
13	<b>HAZARDS</b> Significant exposure to hazards from frequently working around unstable patients in a psychiatric hospital, who may react violently.	D	9

Total Points: 822

Level: Range 24