

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Clinical Dietitian		
Reports to	Hutt Dietetics Team Leader		
Location	This position is expected to be based at Hutt, but potential to work at multiple locations across the district with consultation with role holder.		
Department	ORA AH Service		
Direct Reports	Nil	Total FTE	0.8 Fixed Term
Date	15/09/2026		
Salary band (indicative)*	Step 5 to 8 Allied, Public Health, Scientific and Technical Collective Agreement.		

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

Service Perspective

The Nutrition & Dietetic Service receives referrals for children and adults from health professionals. Those meeting our referral criteria are seen in a range of settings including within the hospital, outpatients, GP practices and in patient's homes. The service keeps data regarding patient's contacts. In the hospital setting, common referrals for children include food allergies, faltering growth, eating disorders, enteral feeding and inflammatory bowel disease. Common referrals for adults include parenteral nutrition, enteral feeding, eating disorders, malnutrition and wound healing. Areas covered by inpatients service include the Coronary Care Unit, Medical Wards, General Surgery and Gynaecology Ward, Orthopaedic Ward, Burns & Plastics Ward, ICU, Children's Ward, Maternity Unit, Special Care Baby Unit, Medical Assessment & Planning Unit, Older Persons and Rehabilitation Wards and Te Whare Ahuru.

In the outpatient or community setting, common referral reasons for children include food allergies, faltering growth, enteral feeding, feeding problems and weight management. Comprehensive assessment, treatment and if required, specialist rehabilitation for people with personal health conditions, or disabilities.

Purpose of this role

A dietitian (with at least 2 years or more of practice experience) to provide safe and clinically effective patient/client assessment and intervention, within a specific clinical area with a development of more in depth knowledge and skills.

Allocated areas of work are detailed in the Nutrition & Dietetic Service Cover Roster and may change from time to time. The dietitian will provide cover for the leave of other dietitians and some 'on-call' dietetic cover for public holidays.

Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• Takes legal and professional responsibility for managing own caseload of patients / clients with increasing complexity and be able to independently adapt and make decisions regarding dietetic intervention. • Utilises information available to prioritise patients/clients to enable appropriate allocation of referrals and workload with staff in the team. • Carries out comprehensive assessment with patients (and whānau where appropriate). This may include use of standardised assessments to assist in assessment and intervention planning. • Formulates and delivers individualised dietetic intervention using comprehensive clinical reasoning skills and in depth knowledge of treatment approaches. This should, take into account the patient's own goals and those of the wider multidisciplinary team (MDT). • Demonstrates effective communication, to establish a therapeutic relationship and set expectations with patients / clients, whānau and the MDT, inclusive of the wider health team and external agencies as appropriate. This includes relaying complex, sensitive and contentious information. • Assesses the patient's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties). • Regularly reassess and evaluates the patient / client's progress against identified goals and adjust intervention as situations change. • Refers on to other services to work with the patient/client towards achievement of longer term goals. • Develops comprehensive discharge / transfer plans as appropriate.

	• Carries out regular clinical risk assessments for patients/clients on own caseload and takes action to effectively manage identified risks, seeking support where appropriate. • Demonstrates provision of culturally safe and bicultural practice with patients and their whānau. • Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the patient/client and/or whānau. • Represents the service and / or individual patients/clients at clinical meetings and case conferences to ensure the delivery of an integrated approach to intervention and to ensure nutrition is integrated into the overall intervention (where appropriate) including discharge planning. • Completes documentation consistent with legal and organisational requirements. • Adheres to any applicable recognised best practice for dietetics and any relevant clinical policies and practice guidelines. • Provides advice, teaching and instructions to patients, carers, relatives and other professionals to promote consistency of support being delivered. • Maintains up to date knowledge of special purpose foods, vitamins, minerals and other prescribable medications by dietitians and is competent at prescribing these. • Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. • Identifies unmet needs of patients and identifies potential solutions to address these needs. • Demonstrates an understanding of the roles of the multidisciplinary team. • Demonstrates an understanding of Food Service delivery and special diet management.
Teaching & Learning	▪ Maintains competency to practice through identification of learning needs and Continuing Competency (CC) activities. This should comply with professional registration requirements. ▪ Contributes to training within the team/service. ▪ Supervises, educates and assesses the performance of dietetic students. ▪ Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. ▪ Demonstrates the ability to critically evaluate research and apply to practice. ▪ Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. ▪ Involved in the induction and training of newly appointed staff as required. ▪ Completes mandatory training as applicable for the role. ▪ Participates in an annual performance review and associated clinical assurance activities.

	- Participates in regular professional supervision in line with the organisations requirements and/or professional body. - Provides mentoring and clinical support and / or professional supervision where required.
Leadership & Management	- Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. - Assists team leaders and professional leaders in clinical assurance activities of dietetic staff as requested. - Directs and delegates work to allied health assistants and support staff as required in the role, ensuring that delegated tasks, documentation and communication is carried out.
Service Improvement and Research	- Broadens research and development skills through participation in local audit and research projects as identified by team leaders, professional leaders or Advanced or Expert AH professionals. - Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. - Develops and /or participates in regional / sub regional professional networks as appropriate to area of work. - Establishes working partnerships with external organisations to promote integrated working. - Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process. - Practises in a way that utilises resources (including staffing) in the most cost effective manner - Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children's Act 2014, Privacy Act, ACC service specifications etc.)
Te Tiriti o Waitangi	- Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. - Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. - Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	- Commits to helping all people achieve equitable health outcomes. - Shows a willingness to personally take a stand for equity. - Supports Māori-led and Pacific-led responses.

Matters which must be referred to the Team Leader – Hutt Dietitian Team

- Clinical or operational matters that require escalation must be referred to the relevant line manager, health professionals, Professional Leader and/or Director of Allied Health.

Relationships

External	Internal
• Patients and their whanau • Nutrition Supply Companies • Health professionals in primary and secondary care • GPs/Practice Nurses • Health professionals at other NGO's • ORA Community • MHAIDS • ACC	• Professional Lead • Professional Supervisor • Other Dietitians • Multidisciplinary teams • Clerical support staff • Foodservice staff

About you – to succeed in this role

You will have

Essential:

- Expectation of at least 2 years clinical practice.
- NZ Registered Dietitian with current annual practicing certificate (with prescribing endorsement)
- Clinical experience and knowledge relevant to area of service.
- Has experience in effectively working as part of a multi-disciplinary team.
- Demonstrates an understanding of the roles of different health professionals working across different clinical areas
- Drivers Licence

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.
- Member of Dietitians New Zealand – Professional Association

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Self-motivated in developing clinical and professional practice.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.

- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*