

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

POSITION DESCRIPTION

Position Title:	Grade 2 Dietitian – Mernda Community Hospital
Business Unit/Division:	Allied Health
Award Agreement:	Medical Scientists, Pharmacists and Psychologists (Public Sector – Victoria)
Classification:	Grade 2 Dietitian
Employment Type:	Part time 0.4 EFT
Reports to:	Grade 3 Dietitian, Grade 4 Dietitian, NHE Associate Director of Allied Health – Dietetics
Date Prepared/Updated:	November 2025

ROLE STATEMENT

General Role Statement:

This role will be accountable for providing quality patient care through the application of competent clinical skills in assessment, planning, implementation of treatment and management of patients with renal disease.

The role promotes best practice in service provision to clients at the Northern Health renal service and will be responsible for overseeing service provision across the continuum of care including the inpatient dialysis unit (IDU), satellite dialysis centres and renal outpatient clinics. This position will work closely with the multidisciplinary team including medical staff, Renal Service Manager, Managers of the dialysis satellites, IDU and home training, program co coordinators, renal nursing and technical staff, allied health clinicians and other relevant operational staff within the renal service team to deliver high quality dietetic services

The role will require staff to be flexible with their working hours to meet the changing operations demands and can include working after hours, on weekends and public holidays. Staff will be required to travel and work across the various Northern Health campuses, programs, and partner organisations.

This position is responsible for:

Clinical Skills

- Demonstrate a client focus in the provision of care.
- Assess client, plan and implement appropriate intervention at Grade Two level with limited support, in the area of adult renal nutrition across a range of settings (pre-dialysis, satellite dialysis, home dialysis, renal transplantation, renal inpatients and outpatients)
- Involve clients and carers in decision making regarding their care and negotiate agreed plans of action.
- Provide specialist dietetics services and facilitates discharge planning for in- and out-patients
- Integrates evidence-based practice into clinical work
- Provide a patient focus in the provision of services and care.
- Utilize negotiation and conflict resolution skills.
- Maintain knowledge of relevant community resources, information and referral processes, and utilise this knowledge in clinical practice.
- Record appropriate information and outcomes (e.g. in medical histories) in an accurate and timely manner.
- Provide written reports to relevant outside organisations as required.

- Practice within relevant professional and ethical standards.
- Possess an understanding of culturally and linguistically diverse communities (CALD)
- Maintain in the client's histories, a written record of progress as required as set out in "Northern Health Allied Health Documentation Standards Policy".

Supervision/Professional Leadership

- Act as a role model/mentor for others in the department
- Act as an advocate on renal nutrition issues when consulting with other health professionals, carers and community organisations
- Participate in supervision in accordance with the Northern Health Allied Health supervision framework

Teaching/Research/Training

- Willing to participate in research projects
- Actively participate in in-service training within renal service and Dietetics department
- Contributes regularly to the renal journal club

Organisation/Business skills

- Contribute to ongoing evaluation of renal services in conjunction with the Allied Health Leadership group, Renal Service Manager and other key stakeholders
- Appropriate allocation of time across all areas of provision of renal services
- Maintain KPI's for the screening, assessment and review of patients across the Northern Health renal service
- Monitor and maintain established KPIs across the Dietetics team

Maintenance of Equipment and Resources

- Ensure equipment and resources are utilised and maintained according to departmental protocols
- Be responsible for the prudent use of nutrition support products including oral nutrition supplements, enteral feeds and related products
- Ensure resources including dietetics patient information sheets are developed, utilised and maintained according to departmental protocols

General

- Compliance with mandatory training as per NH Policy is a requirement of this role. Failure to complete this training within required timeframes may result in a suspension of duties until training is completed.

All employees:**Quality, Safety, Risk and Continuous Improvement**

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.

- Comply with Northern Health’s commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service’s Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership

- Actively participates in assigned portfolios, working groups, committees, etc.
- Provides leadership which promotes a safe environment, eliminating harm to patients and staff
- Actively engages in the wider multidisciplinary team, promoting team work and respect
- Demonstrates leadership and role modelling on a day to day basis

Strategic and Project Management Leadership

- Actively participates in quality improvement initiatives across Northern Health
- Actively engages consumers in service improvement activities as per the NH Consumer Participation and Patient Experience Framework
- Represents and advocates for allied health in all designated roles and responsibilities

Organisation-Wide Contribution

- Supports the achievement of accreditation under the National Safety and Quality Health Care Standards
- Participates in local and organisational wide education, activities, initiatives

Diversity and Inclusion

- Conducts self in a way that is respectful of others
- Supports achievement of Northern Health’s Cultural Responsiveness Plan
- In collaboration with other staff, initiate and support training and events that promote diversity, inclusion and gender equity

Innovation and Culture Change

- Actively engages in the organisational change process
- Promotes a culture of person-centred care
- Enable empowering environments where employees and colleagues can be themselves, raise concerns and innovate without fear of failure
- Displays an innovative mind-set

SELECTION CRITERIA

Qualifications, Registrations and Qualities

Essential

- An approved undergraduate degree in nutrition and dietetics from an accredited course, or
- An approved Bachelor of Science Degree (or equivalent qualification) followed by a postgraduate degree in nutrition and dietetics from an accredited course, or
- Completed the Dietetics Skills Recognition exam for overseas trained dietitians
- Current National Police and Working with Children History Check.

- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

Desirable

- Accredited Practicing Dietitian with the Dietitians Australia

Experience**Essential:**

- Minimum 3 years clinical experience
- Demonstrated knowledge and experience in the area of adult renal nutrition across a range of settings (pre-dialysis, satellite dialysis, home dialysis, renal transplantation, renal inpatients and outpatients)
- Well-developed interpersonal skills and verbal and written communication skills that facilitate an ability to work effectively
- An ability to work in a multidisciplinary team and provide staff/ community education
- Demonstrated negotiation and conflict resolution skills
- Commitment to ongoing professional development
- Competent computer skills particularly in word processing and Internet use, and the ability to learn dedicated software
- Understanding of the cultural diversity of the community
- Current Victorian Driver License

Desirable:

- Fluency in relevant community language
- Post- graduate clinical or other relevant qualification or actively progressing towards this

Employee Declaration

I

have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: