Position Description

At REDHS, our vision is to be a trusted leader in our local rural health care. **Growing Together – Our People, Our Culture, Our Future.** reflects our commitment to achieving this by fostering a workplace where people feel valued, respected and connected.

As a trusted service provider, our actions shape our culture and influence the experience of those we serve. This Position Description outlines the responsibilities and expectations of the role and its contribution to our mission and strategic objectives. At REDHS, how we achieve outcomes is as important as the outcomes themselves. All employees are required to comply with the REDHS values and demonstrate them consistently in their daily work to support our people, strengthen our culture and positively impact our community.

Position Title	Dietitian
Position ID	
Department	Allied Health and Community Services
Award	Medical Scientists, Pharmacists and Psychologists Victorian Public Health Sector (Single Interest Employers) Enterprise Agreement 2021-2025 / Medical Scientists, Pharmacists and Psychologists (Victorian Public Sector) Single Interest Employer Enterprise Agreement 2026-2029 (Proposed Agreement)
Classification	Grade 1 or Grade 2
Employment Type	0.6 FTE Permanent Part Time
Reports To	Allied Health Team Leader
Direct Reports	Nil
Date Document Approved	October 2026
Approved by	Director Allied Health & Community Services
Purpose of Position	
The Dietitian is responsible for delivering high-quality nutrition and dietetic services to inpatients, aged care residents and community clients of Rochester and Elmore District Health Service (REDHS), including outreach locations. The role works collaboratively within a multidisciplinary team to provide comprehensive assessment, intervention, education and care planning that supports positive health outcomes and promotes evidence-based nutrition practice across the organisation.	

Key Accountabilities & Performance Indicators (Focus on 6–8 high-impact areas)

Key Accountabilities (Strategic Focus)	Performance Indicators (Measures of Success)
Clinical Dietetic Service Delivery	• Provides evidence-based dietetic assessment, intervention and review services across acute, aged care, transition care and community programs. • Clinical care plans are completed and documented in accordance with organisational and professional standards. • Clinical priorities are managed effectively and within agreed service timeframes. • Service activity targets and reporting requirements are achieved.
Person-Centred Care	• Consumers are actively involved in assessment, goal setting and care planning. • Services support improved nutrition, health and wellbeing outcomes. • Consumer feedback is positive and concerns are addressed appropriately. • Care is delivered in a culturally safe, respectful and inclusive manner.

Multidisciplinary Collaboration and Care Coordination	• Works collaboratively with medical, nursing, allied health and community teams. • Actively contributes to multidisciplinary meetings, case conferences and discharge planning activities. • Establishes effective working relationships with external service providers and referral partners. • Supports continuity of care across service settings.
Nutrition Support and Food Service Quality	• Provides expert advice regarding therapeutic diets, nutritional risk and food service practices. • Supports menu review processes and compliance with relevant nutrition standards. • Collaborates with Food Services staff to optimise nutritional outcomes for patients and residents. • Identifies opportunities to improve nutrition service delivery.
Health Promotion, Education and Community Engagement	• Delivers individual and group education programs that support health promotion and chronic disease management. • Contributes to community awareness and utilisation of dietetic services. • Develops and maintains education resources that are evidence-based and consumer focused. • Participates in community engagement activities as required.
Quality Improvement, Risk Management and Clinical Governance	• Participates in continuous quality improvement activities, audits and accreditation processes. • Identifies and manages clinical risks in accordance with REDHS policies. • Supports compliance with professional standards, organisational policies and legislative requirements. • Contributes to service evaluation and development initiatives.
Professional Practice, Learning and Workforce Development	• Maintains Accredited Practising Dietitian status and participates in ongoing professional development. • Demonstrates contemporary clinical knowledge and evidence-based practice. • Provides supervision, support and education to Allied Health Assistants and students as required. • Actively participates in performance review and development processes.
Actively demonstrates and embeds the REDHS values in all actions, decisions and interactions, contributing to a safe, respectful, inclusive and high-performing culture aligned to **Growing Together: Our People. Our Culture. Our Future.**	• Consistently demonstrates behaviours aligned to REDHS values in daily practice. • Treats consumers, colleagues and community members with respect, fairness and professionalism. • Takes personal accountability for actions, follows through on commitments and raises concerns appropriately. • Contributes positively to team culture and psychological safety. • Participates in engagement, learning and improvement activities that strengthen service quality and sustainability. • Uses organisational resources responsibly and supports environmentally and financially sustainable practices.

Key Relationships

Internal Relationships
• Allied Health Team Leader • Allied Health Professionals • Nursing Staff

• Medical Practitioners • Residential Aged Care Teams • Community Care Staff • Food Services Team
External Relationships (Community, Industry etc)
• General Practitioners • Community Health Providers • Residential Aged Care Providers • NDIS and Support at Home Providers • Consumer and Family Representatives • Other Health Services and Referral Agencies

Key Selection Criteria & Capabilities

Key Selection Criteria
Qualifications
• Bachelor of Dietetics or equivalent qualification recognised in Australia.
Essential Registrations
• Accredited Practising Dietitian (APD) status, or eligibility to obtain and maintain APD status.
Technical and Professional Capabilities
• Builds strong relationships with consumers and carers to deliver safe, responsive and person-centred services. • Applies contemporary clinical knowledge and evidence-based practice to achieve high-quality consumer outcomes. • Works effectively with colleagues and stakeholders to achieve shared goals and improve service delivery. • Communicates clearly, professionally and effectively with a diverse range of stakeholders.
Personal & Leadership Capabilities
• Effectively manages workload and resources to achieve service objectives. • Actively contributes to the ongoing improvement of services, systems and consumer outcomes. • Demonstrates flexibility and maintains effectiveness in a changing healthcare environment. • Demonstrates behaviours consistent with the REDHS values of Reliability, Engagement, Diversity, Hospitality and Sustainability.

Growing Together – Our People. Our Culture, Our Future.

REDHS Values and Behaviours	
Our culture is shaped by the values and behaviours we demonstrate every day, and our commitment extends beyond our organisation into the community we serve. Employees are required to comply with the REDHS Values, as the way we behave in the workplace and the manner in which we undertake our roles is just as important as how we perform the tasks associated with them. We expect all employees to embrace the REDHS Values and demonstrate them consistently in their daily work, contributing positively to our people, strengthening our culture, and supporting our community.	
R	**Reliability** We are trustworthy and consistent in everything we do, ensuring safe, high-quality care for our patients, residents, and the community at all times.
E	**Engagement** We work collaboratively with colleagues, patients, and our community to address challenges, create opportunities, and bring about positive change in rural health and wellbeing.
D	**Diversity** We respect and embrace the unique needs, experiences, and perspectives of every individual, ensuring culturally safe and inclusive care for all.
H	**Hospitality** We welcome and treat everyone with warmth, empathy, and generosity, creating a positive and compassionate experience for patients, families, colleagues, and visitors.

S	**Sustainability** We deliver care responsibly today while making decisions and using resources that safeguard the health, wellbeing, and future of generations to come.

Employment Obligations

Employment Principles
REDHS is committed to the employment principles that reinforce the public sector values. These principles ensure: • Employment decisions are based on merit and employees are treated fairly and reasonably • Employees have a reasonable avenue of redress against unfair or unreasonable treatment • Equal employment opportunity is provided • Human Rights are upheld in accordance with the Charter of Human Rights and Responsibilities Act 2006
Professional Conduct and Organisational Compliance
Employees of REDHS must perform the inherent requirements of their role to a professional standard and comply with all REDHS policies, procedures, Codes of Conduct, values and lawful directions, as well as applicable legislation, industrial instruments and accreditation standards. All staff must demonstrate the REDHS Values, maintain confidentiality, access information only as required for legitimate work purposes, participate in the Performance Review and Development program, complete mandatory training and engage in relevant professional development.
Personal Centred Care
All staff are required to support the REDHS “This is Me” philosophy by treating all individuals with dignity and respect, supporting informed decision-making and providing care and service that recognises individual needs and rights.
Work Health Safety & Risk
All employees must take reasonable care for their own health and safety and that of others, follow safe work practices, use personal protective equipment as required, report hazards, incidents and risks in accordance with REDHS systems, participate in emergency preparedness activities and contribute to organisational risk management and continuous quality improvement.
Clinical Practise Requirements (Clinical roles)
Employees in clinical roles must maintain current registration and/or licensing, practise within their approved scope, complete required competencies, deliver safe person-centred care aligned with NSQHS and professional standards, and participate in clinical risk management and multidisciplinary collaboration.
Employment Conditions
Appointment and ongoing employment are subject to satisfactory pre-employment checks including Police Records Check, Working With Children Check (where applicable), NDIS Worker Screening Check for identified risk-assessed roles, and staff immunisation clearance in accordance with REDHS policy, as well as disclosure of any pre-existing condition that may affect the inherent requirements of the role.

Additional Requirements

Position Review
• This Position Description may be reviewed and amended at any time, with approval from the relevant Director and in consultation with the employee. • Appointment is subject to satisfactory Staff Immunisation clearance and required pre-employment checks, including a Police Records Check, Working With Children Check and, where applicable, an NDIS Worker Screening Check. • This document outlines the general duties and responsibilities of the role and is not exhaustive. • An initial performance review will occur within three months of commencement and annually thereafter. These discussions provide an opportunity to review responsibilities, clarify expectations and set objectives for the year ahead.

Acceptance of the Position	
This Position Description: • Is to be read in conjunction with the employee's Contract of Employment, applicable Enterprise Agreement, and REDHS policies, procedures and Codes of Conduct. • May be amended from time to time in consultation with the employee. • Reflects the general duties and responsibilities of the role and is not intended to be exhaustive. By signing below, the employee acknowledges that they have read, understood and agree to comply with the requirements and responsibilities outlined in this Position Description and associated employment documentation.	
Name	
Date	
Signature	