

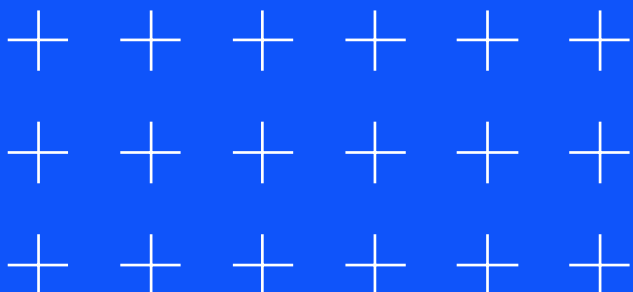


**The Royal
Melbourne
Hospital**

Advancing health for everyone, everyday.

Could this be you?

**Join The Royal
Melbourne
Hospital Team**



Position Description

Grade 2 Dietitian



THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

OUR VISION

Advancing health for everyone, every day.

THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability



KEY ACCOUNTABILITIES

- Maintains standards of nutritional care for all patients
- Seeks evidence-based practice and implement this into Nutrition and Dietetic practices
- Participates in the development and evaluation of patient education resources
- Understanding the principles of continuity of care including links between admission, acute, rehabilitation, community and primary services and health programmes related to own clinical specialisation
- Knowledgeable of quality improvement processes and participates in quality improvement activities, identifying opportunities for new and revised policies/procedures /standards to improve clinical or business practices
- Support the delivery of undergraduate education and supervision of student dietitians as part of the RMH Clinical School.
- Understanding the principles of continuity of care including links between admission, acute, rehabilitation, community and primary services and health programmes related to own clinical specialisation
- Aware and participates in clinical governance processes
- Capacity to effectively manage issues both up and down the line of accountability.
- Support clinical services and the operational needs of the service across 7 days including rostered weekend shifts
- Act as a role model/mentor for Grade 1 and new graduate dietitians/Supervise AHAs where required
- Participate and completion of mandatory and additional training deemed necessary for the specific role.
- Undertake other responsibilities as directed by the Clinical Nutrition Manager
- Proficient in use of technology: EMR, Electronic menu management system, clinical infrastructure, and relevant software for day to day administration/communication
- Understanding of hospital food systems
- Support clinical services and the operational needs of the service across 7 days including rostered weekend shifts
- Participate and completion of mandatory and additional training deemed necessary for the specific role.
- Knowledge of the codes of practice and codes of ethics of dietetics.
- Undertake other responsibilities as directed by the Clinical Nutrition Manager

KEY RELATIONSHIPS

Internal

- RMH Clinical Nutrition Manager
- Clinical Nutrition Team
- RMH Pharmacy, Medical and Nursing
- RMH Allied Health staff
- RMH Food Services
- Student Dietitians

External

- Other hospitals, clinical nutrition services and relevant organisations and universities



KEY SELECTION CRITERIA

- Formal Qualifications:
 - Tertiary qualification in Nutrition and Dietetics
 - Eligibility for full membership of Dietitians Australia
 - Essential:
 - Minimum of 3 years relevant clinical experience
 - Demonstrated experience in a range of clinical areas and evidence of clinical competence including nutrition support
 - Demonstrated high level of interpersonal and communication skills
 - Personal integrity and commitment to live and practise The Royal Melbourne Hospital values
 - Demonstrated commitment to professional development with a minimum of 30 hours CPD per year
 - Experience working collaboratively with other health care team members
 - Ability to work independently
 - Knowledge of quality improvement processes
 - Valid Working with Children Check, Police Check and Immunization Assessment
 - Patient-focused approach to service provision
 - Capacity to engage and provide leadership in matters relating to research, including grant applications, scientific publications and oral and poster presentations;
 - Current professional affiliations with universities, research organisations or external service organisations
 - Proficiency using an EMR and related computer applications such as EPIC, CBORD and Microsoft Office

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
 - Achievement of portfolio specific KPI targets
 - Participation in and satisfactory feedback through the annual performance review process
 - Ability to maintain a safe working environment and ensure compliance with legislative requirements
 - Completion of mandatory training activities including training related to the National Standards;
 - Participation in The RMH and Division/Service specific business planning process:
 - Achievement of RMH and portfolio specific KPI targets as they apply to areas of responsibility;
 - Participation in and satisfactory feedback through the annual performance review process; and, where applicable, ensure direct reports have individual development plans including an annual review;
 - Ability to provide a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity
-



AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
 - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
 - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
 - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
 - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
 - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

Date
