

Growing together: improving job satisfaction and utilisation of scope of practice within a dietitian assistant workforce through a dietitian-led training and assessment program

Introduction of the electronic medical record resulted in a significant increase in referrals to the dietitian, many 'false positives' and a reduction in response time to these referrals. A dietitian assistant (DA) led early intervention pathway was developed to address these risks.

The pathway was supported through a novel dietitian-led training and assessment program and introduction of clinical supervision and support for the DAs.

Referral response time at Gosford: Malnutrition Screening Tool

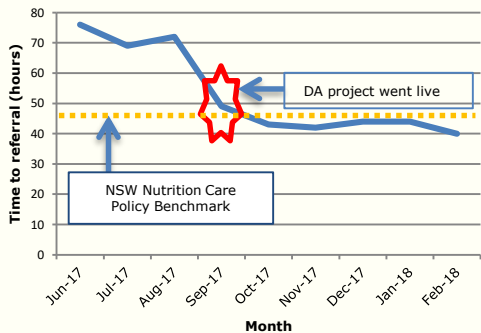


Figure 1: The new DA pathway resulted in a 50% reduction in referral response time ($P < 0.05$) to meet the NSW benchmark.

Referral response rate at Gosford: Dietitian and DA actioned

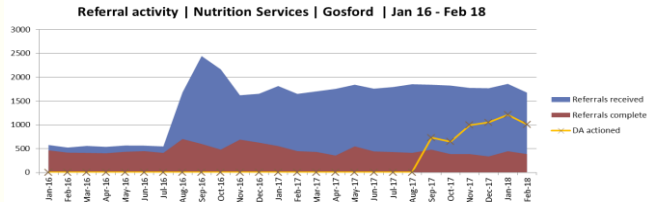


Figure 2: The new DA pathway resulted in a 321% reduction in inappropriate referrals actioned by the dietitian.

Outcomes include a 50% reduction in referral response time (Fig.1) and a 321% reduction in inappropriate referrals being actioned (Fig.2). A sample of the DA led early intervention pathway is provided in the video. Dietitian and DA acceptability of the implementation was scored as moderate-high, with increased job satisfaction and staff empowerment further positive outcomes (Fig. 3).



*Still not getting to breaks on time!
The Training & Assessment was a good process
I can do my job better
I feel more involved with patient care
Communication between DA and DTN is working
I feel more involved with patient care
I've enjoyed learning new skills
The training provided was excellent
I feel I can ID patients who need to see the DTN*

Figure 3: DA comments regarding the new pathway

Contact: James Bartholomew/Tegan Dalla, Central Coast Local Health District.
Email: James.Bartholomew@health.nsw.gov.au Phone: 43203691