Development and Implementation of a Novel Dietetics Governance Structure in a new tertiary facility

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The Challenge – Allied Health Structure

• Traditional Dietetic Department – Nambour General Hospital

• SCUH 2017 -Transition to Allied Health Unit Dispersement Model – No Dietetic Department or Director / MDT focussed

• CHAOS – confirmed by Allied Health service review and Dietetic Communication Survey 6/12 post transition

• Workforce Fragmentation, Lack of role clarity, Poor access to supervision & support, Confused communication & reporting, Clinical governance issues
AIM

Design and implement a team based governance structure that supports staff’s professional & clinical needs by improving existing leadership capacity.

Process mapping and benchmarking of discipline governance structure’s operating in tertiary facilities within traditional discipline based structures with success.

Formation of six Dietetic teams each led by a HP5 Adv Dietitian to provide clinical and professional support – Novel Dietetic Governance Structure Jan 2018.

Change management processes including early engagement of all key stakeholders impacted by this change.
RESULTS & IMPACTS — Based on review of Strategic Plan KPI’s, Team Focus Groups & Dietetic Communication Survey results June 2019

- Development Strategic Plan
- Responsive Leadership
- Streamlined Clinical Cover
- Facilitate the roll out to all Allied Health Disciplines
- Better nutrition care / Strategic KPI’s met
- Staff engagement in team
- Improved clinical governance
- Better access to professional support
- Improved communication strategies
- Dietetic Working Groups