



Dietitians Board

Te Mana Mātanga Mātai Kai

Name of supervisee:		Reg #	
Name of supervisor:		Reg #	
Supervision period:	to		

Supervision Report – for overseas trained dietitians registered in the Scope of Practice: Dietitian, Provisional

The below competencies are from the Board's *Professional Standards and Competencies for Dietitians*. More detail about each competency is available in the **appendix** – please review if you are not familiar. The supervisor is asked to evaluate the supervisee against each competency. If a competency is not observed, but is relevant to the role, the supervisor is asked to establish a method of observation prior to completion of the next supervision report.

Competency	Evaluation	Supervisor's comments
Food, Nutrition and Health Expertise		
1.1 Use evidence-based nutrition knowledge and dietetic expertise, reasoning and judgement to optimise nutrition, health and wellbeing.		
1.2 Apply nutrition knowledge and dietetic expertise, reasoning and judgement to nutritional assessments.		
1.3 Manage food service systems to optimise nutrition, health and wellbeing.		
1.4 Implement effective public health nutrition interventions to promote and protect population health and wellbeing.		
1.5 Implement evidence-based nutrition and dietetic interventions to prevent, treat and manage food and nutrition-related diseases, injuries and conditions and to optimise health and wellbeing.		
Communication and Collaboration		
2.1 Demonstrate effective oral and written communication and interpersonal skills to enhance relationships in dietetic practice.		
2.2 Use effective client-centred oral and written communication to optimise nutrition, health, wellbeing and performance outcomes.		

2.3 Collaborate with nutrition, dietetic, interprofessional and intersectoral colleagues, clients and other stakeholders to establish and achieve common goals.		
Management and Leadership		
3.1 Demonstrate effective management skills to optimise service quality.		
3.2 Demonstrate effective leadership in professional practice.		
Professionalism		
4.1 Practise safely and effectively		
4.2 Practise according to New Zealand legal and ethical requirements.		
4.3 Practise within the New Zealand cultural context		
Scholarship		
5.1 Develop nutrition and dietetic expertise, reasoning and judgement through lifelong, evidence-based learning		
5.2 Contribute to research initiatives that enhance nutrition and dietetic practice.		
5.3 Use information and communication technology to enhance research and dietetic practice.		

Is the supervisee settling in well? Yes/No.		
Is there any additional support required (identified by you or by the supervisee)?	Yes/No.	If yes, please provide details and a plan of provision.
Any other Supervisor's comments:		
Supervisor's signature	Date	

Supervisee's comments:	
Supervisee's signature	Date

Appendix: Professional Standards and Competencies for Dietitians

Food, Nutrition & Health Expertise

Competency Standards	Core Competency
Dietitians will:	Dietitians are able to:
1.1 Use evidence-based nutrition knowledge and dietetic expertise, reasoning and judgement to optimise nutrition, health and well-being	1.1.1 Apply knowledge of nutrition science and medical nutrition therapy for people in states of health and disease 1.1.2 Apply knowledge of sustainable food systems, food service management, food products and food preparation practices influencing nutrition and health 1.1.3 Apply knowledge of public health nutrition, including health equity, population monitoring and surveillance, community capacity building, and public health intervention planning, implementation and evaluation 1.1.4 Use appropriate interdisciplinary² principles and frameworks to assess and identify client³ and stakeholder needs and to plan, implement, monitor, evaluate and adapt dietetic strategies
1.2 Apply nutrition knowledge and dietetic expertise, reasoning and judgement to nutritional assessments	1.2.1 Assess the nutrient composition and/or nutritional quality of food products, composite foods, menus and food environments 1.2.2 Use appropriate dietary assessment methods to assess food and nutrient intakes of individuals and populations 1.2.3 Assess the nutritional status of populations and individuals in states of health and disease, using appropriate dietary, biochemical, anthropometric, physical/observed, clinical and historical data 1.2.4 Assess physical environments and economic, political and socio-cultural factors affecting client food choice and intake
1.3 Manage food service systems to optimise nutrition, health and well-being	1.3.1 Use knowledge of operational large-scale food production and distribution systems transforming inputs to quality food that is safe, suitable, nutritionally adequate, culturally acceptable, practical, affordable and accessible 1.3.2 Assess, plan, implement, monitor, evaluate and adapt food service systems⁴ to meet client and stakeholder needs 1.3.3 Demonstrate financial, technological and environmental literacy and optimise resources to provide safe, effective, efficient and sustainable food services 1.3.4 Identify and manage risks to food service systems
1.4 Implement effective public health nutrition interventions to promote and protect population health and well-being	1.4.1 Apply public health principles, frameworks, theories and models to promote healthy socio-ecological systems 1.4.2 Identify, prioritise and advocate for structural interventions to address population food and nutrition needs 1.4.3 Identify and collaborate with key stakeholders from diverse settings to influence structural change 1.4.4 Assess, plan, implement, monitor, evaluate and adapt public health nutrition interventions to meet client and stakeholder needs and reduce health inequalities 1.4.5 Assist vulnerable communities to build their capacity for health promotion
1.5 Implement evidence-based nutrition and dietetic interventions to prevent, treat and manage food and nutrition-related diseases, injuries and conditions and to optimise health and well-being	1.5.1 Apply clinical nutrition and medical nutrition therapy principles* and models to client-centred care across the lifespan (*includes aetiology, pathophysiology and pharmacology elements) 1.5.2 Analyse assessment data to identify nutrition diagnoses, prioritise problems and formulate goals in collaboration with client 1.5.3 Develop, implement, monitor, evaluate and adapt client-centred nutrition care plans based on assessment data and clinical reasoning 1.5.4 Prescribe, monitor and evaluate Special Foods (oral, enteral and parenteral products) and approved nutrition-related medicines to optimise nutritional status 1.5.5 Maintain clear, accurate and appropriate records of the nutrition care process using standardised terminology 1.5.6 Contribute dietetic expertise, reasoning and judgement to interprofessional clinical teams, participating in shared decision making and implementation and evaluation of client-centred care

Appendix: Professional Standards and Competencies for Dietitians

Communication & Collaboration

Competency Standards	Core Competency
Dietitians will:	Dietitians are able to:
2.1 Demonstrate effective oral and written communication and interpersonal skills to enhance relationships in dietetic practice	2.1.1 Assess people's communication needs and respond in a manner that is appropriate to their level of understanding, culture and preferred ways of communicating 2.1.2 Critically reflect on how their own personal values, beliefs and practices influence their communications 2.1.3 Respect Tikanga when communicating with Māori 2.1.4 Establish and maintain professional relationships that are characterised by trust, respect, empathy and cultural safety 2.1.5 Communicate evidence-based messages appropriately and responsibly utilising media, social media and other communication channels
2.2 Use effective client-centred oral and written communication strategies to optimise nutrition, health, well-being and performance outcomes	2.2.1 Apply principles of behavioural psychology, counselling and learning to client-centred dietetic practice 2.2.2 Engage, motivate, empower and enable individuals, families/whānau and groups to achieve dietary behaviour and lifestyle change goals 2.2.3 Demonstrate commitment to incorporating traditional Māori values, models of care and family/whānau support into Māori client-centred care 2.2.4 Communicate with clients at an appropriate health and food literacy level to support informed decisions 2.2.5 Engage, motivate, empower and enable employees and volunteers to provide quality food, nutrition and health services 2.2.6 Engage, motivate, empower and enable organisations to create health promoting environments
2.3 Collaborate with nutrition, dietetic, interprofessional and intersectoral colleagues, clients and other stakeholders to establish and achieve common goals	2.3.1 Apply principles of team leadership, team work dynamics and group processes to support collaborative practice, and describe their own role and the roles of others within the team 2.3.2 Seek out, integrate and value the input and engagement of colleagues, clients and other stakeholders in shared decision making and designing, implementing and evaluating client-centred care/ services 2.3.3 Demonstrate basic conflict resolution, mediation, advocacy, negotiation and assertiveness techniques

Management & Leadership

Competency Standards	Core Competency
Dietitians will:	Dietitians are able to:
3.1 Demonstrate effective management skills to optimise service quality	3.1.1 Apply management principles and skills to dietetic practice 3.1.2 Use quality management principles to develop and sustain a safe, effective, efficient, client-centred service 3.1.3 Contribute to strategic planning and understand its role in developing and improving services
3.2 Demonstrate effective leadership in professional practice	3.2.1 Apply leadership principles within professional, legal and ethical frameworks 3.2.2 Identify organisational culture and its influences on professional leadership and practice 3.2.3 Encourage and support a safe environment for collegial professional practice and innovation 3.2.4 Identify problems and solutions and lead change to enhance professional practice 3.2.5 Demonstrate commitment to interprofessional and intersectoral practice 3.2.6 Advocate for the value dietitians bring to organisations and society 3.2.7 Encourage and support others to engage in personal and professional development activities for career growth and skill enhancement

Appendix: Professional Standards and Competencies for Dietitians

Professionalism

Competency Standards	Core Competency
Dietitians will:	Dietitians are able to:
4.1 Practise safely and effectively	4.1.1 Critically reflect on professional practice 4.1.2 Maintain professional standards and responsibility (includes competence, professional conduct and fitness to practise) 4.1.3 Evaluate self-performance and recognise and address limitations of professional knowledge, skills and abilities (including cultural competence) 4.1.4 Demonstrate a commitment to lifelong personal and professional development and self-care 4.1.5 Identify and respect professional boundaries 4.1.6 Identify and assess health and safety risk and work with employers and employees to develop safe environments
4.2 Practise according to New Zealand legal and ethical requirements	4.2.1 Comply with legislation, statutory codes and professional and ethical frameworks for dietetic practice 4.2.2 Use appropriate procedures for informed consent 4.2.3 Maintain confidentiality, privacy and security of client information
4.3 Practise within the New Zealand cultural context	4.3.1 Apply knowledge of New Zealand food, health and social systems 4.3.2 Critique and contribute to the development of New Zealand policies influencing food, nutrition and health systems 4.3.3 Advocate for the client within broader systems 4.3.4 Advocate for social justice and health equity for all groups including Māori 4.3.5 Contribute to the reduction of social and health inequalities 4.3.6 Apply Te Tiriti o Waitangi principles, Tikanga and Māori models of health (such as Te Whare Tapa Wha) to dietetic practice 4.3.7 Be culturally responsive to client values, beliefs, and practices in relation to food, nutrition and health

Scholarship

Competency Standards	Core Competency
Dietitians will:	Dietitians are able to:
5.1 Develop nutrition and dietetic expertise, reasoning and judgement through lifelong, evidence-based learning	5.1.1 Demonstrate evidence-based dietetic practice 5.1.2 Apply critical thinking principles and problem solving techniques to dietetic practice 5.1.3 Conduct a comprehensive literature search, critically appraise and interpret research evidence, and consolidate findings 5.1.4 Implement, evaluate and develop evidence-based practice guidelines and standards for dietetic practice 5.1.5 Audit and monitor adherence to standards 5.1.6 Conduct formative, process and impact/outcome evaluations to develop and monitor interventions and assess effectiveness 5.1.7 Use quality management principles to improve outcomes, systems and contribute to the evidence base
5.2 Contribute to research initiatives that enhance nutrition and dietetic practice	5.2.1 Apply relevant research principles, methodologies (qualitative and quantitative) and technologies to advance dietetic practice 5.2.2 Coordinate a nutrition, dietetic or interprofessional research project 5.2.3 Disseminate research findings to advance evidence-based nutrition and dietetic practice
5.3 Use information and communication technology to enhance research and dietetic practice	5.3.1 Use technology and standardised terminology to retrieve, interpret, store, analyse and disseminate information 5.3.2 Evaluate and contribute to the development of user-centred technologies to enhance dietetic practice 5.3.3 Demonstrate knowledge of advancing technology and health informatics