



New Brunswick Association of Dietitians Standards of Practice

Adopted 2007
Revised 2015

Background

The New Brunswick Association of Dietitians (NBAD) is the regulatory body for dietitians in the province of New Brunswick. NBAD has the authority under the *Dietitians Act (1988)* to set standards of practice and competency for dietitians.

NBAD's mission is to regulate and maintain excellence in dietetic practice for the protection of the people of New Brunswick. NBAD, as a self-regulating profession accountable to the public, is responsible for establishing, maintaining and developing practice standards and competencies to be met by all dietitians in New Brunswick.

Accordingly, the Dietitians Act ensures the public interest may be served and protected and thus empowers NBAD to regulate dietitians by:

- Setting the standards for education and practical training that must be completed by any person before he/she is eligible to register pursuant to the Act;
- Setting the standards for registration requirements;
- Setting the standards for dietetic practice;
- Setting the standards for professional ethics;
- Setting the standards for professional conduct.

Introduction

In 2007, NBAD adopted the *Standards of Practice and Essential Competencies for Dietetic Practice* that was developed by NBAD in consultation with the Alliance of Canadian Dietetic Regulatory Bodies and dietitians across Canada.

In 2009, the Alliance of Canadian Dietetic Regulatory Bodies, Dietitians of Canada, and dietetic educators from academic and practicum programs across Canada have come together as the [Partnership for Dietetic Education and Practice \(PDEP\)](#) to advance excellence in dietetic education and practice. PDEP works in those areas where the goals and achievements of the professional association, regulatory bodies, and educators depend on each other's work. PDEP released new competency standards for education and registration as a dietitian in Canada called the [Integrated Competencies for Dietetic Education and Practice \(ICDEP\)](#). NBAD approved the ICDEP in fall 2013 as the new competency standard for entry to practice in New Brunswick.

Following the release of ICDEP, a revision of the *Standards of Practice and Essential Competencies for Dietetic Practice* was completed in 2015. The document is now referred as NBAD *Standards of Practice* since the competency standard for entry to practice is defined in the ICDEP.

Together, the Act, Regulations, *Standards of Practice* and the *Code of Ethics* provide the legal framework for dietetic practice and for the provision of competent, safe, ethical professional services.

Purpose

The NBAD *Standards of Practice* describes the standards that must be met by all dietitians practicing in New Brunswick. The document plays a central role in how members remain registered with NBAD, thereby gaining the right to practice and use the protected titles of the profession. As self-regulated, autonomous professionals, each member of NBAD is accountable for practicing in accordance with the *Standards of Practice*, regardless of role, practice area or practice setting.

Application

The NBAD *Standards of Practice* will be used in the following ways:

Competence Program

The *Standards of Practice* is a key document developed by NBAD to guide the practice of its members and will facilitate dietitians in evaluating their practice and identifying competency areas requiring further development within the Quality Assurance Program.

Professional Conduct

The NBAD *Standards of Practice* and *Code of Ethics* are documents which dietitians must adhere to in their professional practice. Breaches of the provisions contained in either of these documents may constitute "professional misconduct" as that term is defined in the *Dietitians Act*.

Framework for the NBAD *Standards of Practice*

The NBAD *Standards of Practice* is based on five standards of practice, each of which includes competency statements and related performance indicator statements. The first two standards are applicable to all practicing dietitians. One or more of the remaining three standards are applicable to each dietitian depending on their particular practice. The standards are summarized below.

Standards of practice that apply to and must be maintained by all dietitians:

Standard 1: Professional Practice

Demonstrates professionalism.

Standard 2: Communication and Collaboration

Communicate effectively and practice collaboratively.



Standards of practice that apply to and must be maintained by each dietitian depending on their particular practice area(s):

Standard 3: Nutrition Care

Provide services to meet the nutrition-care needs of individuals.

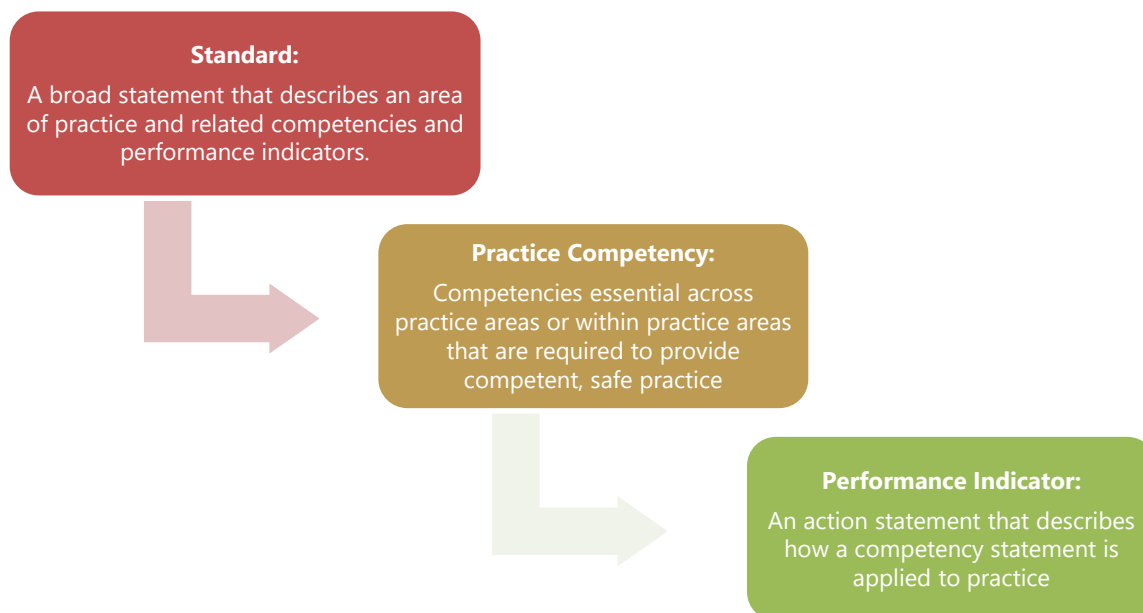
Standard 4: Population and Public Health

Promote the nutrition health of groups, communities and populations.

Standard 5: Management

Manage programs, projects and services related to dietetics.

The framework integrates standards of practice, practice competencies and performance indicators as outlined below.





STANDARD 1: PROFESSIONAL PRACTICE

Demonstrate professionalism.

Practice Competencies		Performance Indicators
1.1	Complies with federal, provincial / territorial and regulatory requirements relevant to dietetic practice.	1.1.1 Practices in compliance with applicable federal provincial / territorial and regulatory legislation, regulations, by-laws and policies.
		1.1.2 Practices in compliance with regulatory scope of practice, standards of practice and codes of ethics.
		1.1.3 Maintains client integrity, confidentiality and privacy.
		1.1.4 Obtains informed consent as required prior to providing services.
		1.1.5 Provides services considering the best interests of the individual and his needs.
1.2	Practices according to organizational requirements.	1.2.1 Provides services in compliance with designated role and job description within practice setting.
		1.2.2 Practices in compliance with applicable policies and directives specific to practice settings.
1.3	Practices within limits of individual level of professional knowledge and skills.	1.3.1 Reflects upon and articulates individual level of professional knowledge and skills.
		1.3.2 Addresses situations beyond personal capacity by consultation, referral, or further learning.
1.4	Addresses professional development needs.	1.4.1 Does self-assessment to identify learning needs.
		1.4.2 Develops and pursue a learning plan.
		1.4.3 Integrates learning into practice.
1.5	Uses a systematic approach to decision making.	1.5.1 Makes and justifies decisions in consideration of ethics, evidence, contextual factors and client perspectives.
		1.5.2 Applies ethical principles.
		1.5.3 Takes responsibility for decisions and actions.
1.6	Maintains a client-centered focus.	1.6.1 Respects client rights, dignity and uniqueness.
		1.6.2 Determines client perspectives and needs.



Practice Competencies		Performance Indicators
		<p>1.6.3 Integrates client perspectives and needs into practice activities.</p> <p>1.6.4 Identifies services and resources relevant to client needs.</p>
1.7	Manages time and workload effectively.	<p>1.7.1 Prioritizes professional activities and meet deadlines.</p> <p>1.7.2 Manages time and workload on a day to day basis.</p>
1.8	Uses technologies to support practice.	<p>1.8.1 Uses appropriate technology applications to seek and manage information relevant to practice.</p>
1.9	Ensures appropriate and secure documentation.	<p>1.9.1 Documents relevant information accurately and completely, in a timely manner.</p> <p>1.9.2 Maintains security and confidentiality of records.</p> <p>1.9.3 Applies organizational requirements for record keeping.</p> <p>1.9.4 Documents in accordance with legal and organizational requirements.</p>
1.10	Assesses and enhances approaches to dietetic practice.	<p>1.10.1 Reflects on and evaluates own current practice.</p> <p>1.10.2 Assesses quality of services provided and identifies opportunities for improvement.</p> <p>1.10.3 Recognizes the importance of new knowledge to support or enhance practice.</p> <p>1.10.4 Seeks new knowledge that may support or enhance practice activities.</p> <p>1.10.5 Proposes modifications to increase the effectiveness of practice activities.</p> <p>1.10.6 Engages in activities to gain new knowledge, skills and behaviors to meet professional competence goals.</p> <p>1.10.7 Applies new knowledge, skills and behaviors to practice.</p>
1.11	Contributes to advocacy efforts related to nutrition and health.	<p>1.11.1 Identifies and participates in advocacy opportunities and activities in dietetic practice.</p> <p>1.11.2 Identifies and participates in opportunities for advocacy relevant to practice setting.</p>



Practice Competencies		Performance Indicators
1.12	Applies current research and evidence based practice findings into services provided.	1.12.1 Evaluates current research and evidence based practice findings to determine the reliability and credibility of information.
		1.12.2 Determines applicability of current research and evidence based practice findings to practice setting.
		1.12.3 Applies research and evidence based practice findings to improve practice.

STANDARD 2: COMMUNICATION AND COLLABORATION

Communicate effectively and practice collaboratively.

Practice Competencies		Performance Indicators
2.1	Selects appropriate communication approaches.	2.1.1 Identifies and addresses barriers to communication.
		2.1.2 Adapts communication style to meet needs and level of understanding of individuals and groups.
		2.1.3 Uses appropriate medical, dietetics and practice setting-related terminology.
2.2	Uses effective written communication skills.	2.2.1 Edits written material for style, spelling and grammar.
		2.2.2 Writes clearly and concisely, in a manner responsive to the needs of the reader(s).
		2.2.3 Writes in an organized and logical fashion.
		2.2.4 Provides accurate and relevant information in written material.
		2.2.5 Ensures that written material facilitates communication.
		2.2.6 Adapts written materials to meet needs and level of understanding of individuals and groups.
2.3	Uses effective oral communication skills.	2.3.1 Speaks clearly and concisely, in a manner responsive to the needs of the listener(s).



Practice Competencies		Performance Indicators
		<p>2.3.2 Uses appropriate tone of voice and body language.</p> <p>2.3.3 Recognizes and responds appropriately to non-verbal communication.</p> <p>2.3.4 Facilitates two way communications.</p>
2.4	Uses effective interpersonal skills.	<p>2.4.1 Communicates in a respectful manner.</p> <p>2.4.2 Communicates empathically and demonstrates empathy to clients.</p> <p>2.4.3 Establishes rapport in communication.</p> <p>2.4.4 Applies counselling principles.</p> <p>2.4.5 Applies principles of negotiation and conflict management.</p> <p>2.4.6 Seeks effective ways to respond and provide feedback.</p> <p>2.4.7 Uses active listening techniques.</p>
2.5	Contributes to the learning of others.	<p>2.5.1 Assesses the prior knowledge and learning needs of others.</p> <p>2.5.2 Selects and implements appropriate educational strategies.</p> <p>2.5.3 Selects learning resources and their appropriate use in practice.</p> <p>2.5.4 Develops learning resources.</p> <p>2.5.5 Establishes and assesses learning outcomes.</p> <p>2.5.6 Develops and delivers effective group educational sessions.</p>
2.6	Contributes productively to teamwork and collaborative processes.	<p>2.6.1 Contributes to dietetics knowledge in collaborative practice.</p> <p>2.6.2 Uses expertise of other health care providers as it is a key element in dietetic practice.</p> <p>2.6.3 Facilitates interactions and discussions among team members.</p> <p>2.6.4 Contributes to shared decision making.</p>



STANDARD 3: NUTRITION CARE

Provide services to meet the nutrition-care needs of individuals.

Practice Competencies		Performance Indicators
3.1	Assesses nutrition-related risks and needs.	3.1.1 Uses appropriate nutrition risk screening strategies.
		3.1.2 Identifies relevant assessment data to collect to perform a nutrition assessment.
		3.1.3 Obtains perspective of client, family or relevant others.
		3.1.4 Obtains and interprets relevant medical, demographic, psycho-social and health behavior history.
		3.1.5 Obtains and interprets food and nutrient intake data.
		3.1.6 Identifies client learning needs related to food and nutrition.
		3.1.7 Obtains and interprets anthropometric data.
		3.1.8 Obtains and interprets biochemical data and results from medical tests and procedures.
		3.1.9 Obtains and interprets information from mealtime / feeding observations.
		3.1.10 Identifies signs and symptoms of nutrient deficiencies or excesses.
		3.1.11 Obtains and interprets nutrition-focused physical observation data.
		3.1.12 Identifies signs and symptoms of dysphagia.
		3.1.13 Identifies chewing, swallowing and feeding problems.
		3.1.14 Performs calculations to determine nutritional requirements.
		3.1.15 Identifies methods to integrate assessment findings and identify nutrition problems.
		3.1.16 Integrates assessment findings to identify nutrition problem(s).
3.2	Develops nutrition care plans.	3.2.1 Prioritizes nutrition care goals based upon risk and available resources.



Practice Competencies		Performance Indicators
		<p>3.2.2 Selects appropriate nutrition interventions.</p> <p>3.2.3 Selects appropriate textural and therapeutic diet modifications.</p> <p>3.2.4 Develops or modifies meal plans based on client's nutrition needs.</p> <p>3.2.5 Determines supplementation needs.</p> <p>3.2.6 Develops and implements strategies for disease prevention and management.</p> <p>3.2.7 Determines appropriate formula and feeding route for clients.</p> <p>3.2.8 Develops clients support and educational plans.</p> <p>3.2.9 Selects appropriate strategies for monitoring and assessment of nutrition care plan outcomes.</p>
3.3	Manages implementation of nutrition care plans.	<p>3.3.1 Identifies ways to implement nutrition interventions.</p> <p>3.3.2 Implements nutrition interventions.</p> <p>3.3.3 Identifies the roles of team members in supporting the implementation of a care plan.</p> <p>3.3.4 Identifies strategies to communicate nutrition care plan with client, interprofessional team and relevant others.</p> <p>3.3.5 Coordinates implementation of care plan with client, interprofessional team and relevant others.</p> <p>3.3.6 Provides nutrition education and counselling.</p>
3.4	Evaluates and modify nutrition care plan as appropriate.	<p>3.4.1 Evaluates client progress in achieving plan outcomes.</p> <p>3.4.2 Identifies factors impacting the achievement of outcomes.</p> <p>3.4.3 Identifies necessary changes to nutrition care plan.</p> <p>3.4.4 Implements changes to nutrition care plan.</p>



STANDARD 4: POPULATION AND PUBLIC HEALTH

Promote the nutrition health of groups, communities and populations.

Practice Competencies		Performance Indicators
4.1	Assesses food and nutrition related issues of groups, communities and populations.	4.1.1 Identifies information needed to assess food and nutrition-related issues of a group, community or population.
		4.1.2 Obtains and interprets food and nutrition surveillance, monitoring and intake data.
		4.1.3 Obtains and interprets health status data.
		4.1.4 Obtains and interprets information relating to the determinants of health.
		4.1.5 Obtains and interprets information related to food systems and food practices.
		4.1.6 Identifies relevant group, community or population assets and resources.
		4.1.7 Integrates assessment findings to identify priorities for population health approaches related to food and nutrition.
4.2	Develops population health plan.	4.2.1 Identifies appropriate goals and objectives for population health related to food and nutrition.
		4.2.2 Identifies appropriate strategies to meet goals and objectives for population health.
		4.2.3 Develops action plan for population health.
		4.2.4 Identifies strategies and timelines to monitor and evaluate effectiveness of action plan.
4.3	Implements population health plan.	4.3.1 Contributes to the coordination and delivery of population health activities related to food and nutrition.
4.4	Evaluates and modifies population health plan as appropriate.	4.4.1 Contributes to evaluating the effectiveness of population health activities for a group, community or population.
		4.4.2 Proposes modifications to population health activities to increase effectiveness.



Practice Competencies		Performance Indicators
		4.4.3 Evaluates effectiveness and recommends improvements for community based food and nutrition programs/services.

STANDARD 5: MANAGEMENT

Manage programs, projects and services related to dietetics.

Practice Competencies		Performance Indicators
5.1	Assesses strengths and needs of programs and services related to dietetics.	5.1.1 Utilizes strategic and operational planning principles to analyze goals, objectives and activities of programs or services related to dietetics.
		5.1.2 Identifies relevant assessment information.
		5.1.3 Obtains and interprets stakeholder perspective.
		5.1.4 Obtains and interprets financial information.
		5.1.5 Obtains and interprets relevant standards and compliance information.
		5.1.6 Obtains and interprets nutritional, cultural, physical and other demographic client information.
		5.1.7 Obtains and interprets stakeholder satisfaction information.
		5.1.8 Obtains and interprets human resource management information.
		5.1.9 Obtains and interprets technical / equipment resources information.
		5.1.10 Analyzes or integrates information to develop goals and objectives for food and nutrition services and programs.
5.2	Manages programs and projects.	5.2.1 Identifies appropriate goals and objectives for a program or project.
		5.2.2 Identifies strategies to meet goals and objectives for a program or project.
		5.2.3 Develops an action plan for a program or project.



Practice Competencies		Performance Indicators
		<p>5.2.4 Develops a budget for a program or project.</p> <p>5.2.5 Contributes to a marketing plan for a program, event, or product.</p> <p>5.2.6 Coordinates implementation of an action plan for a program or project.</p> <p>5.2.7 Provides orientation and direction to staff or volunteers.</p> <p>5.2.8 Provides training or education to staff or volunteers.</p> <p>5.2.9 Contributes to staff or volunteer recruitment activities.</p> <p>5.2.10 Contributes to organizational planning or development activities.</p> <p>5.2.11 Develops a plan to monitor expenditures, equipment and materials usage relative to budget and activity plan.</p>
5.3	Manages food services.	<p>5.3.1 Identifies the food service needs of a client group based upon their nutritional, cultural and physical characteristics.</p> <p>5.3.2 Identifies human, financial, technical and equipment resources required for the provision of food services.</p> <p>5.3.3 Creates and modifies menus using menu planning principles.</p> <p>5.3.4 Contributes to purchasing, receiving, storage, inventory control, and disposal activities for food products.</p> <p>5.3.5 Contributes to food production and distribution activities.</p> <p>5.3.6 Contributes to improvement initiatives related to food services.</p> <p>5.3.7 Contributes to activities related to compliance with health and safety requirements.</p> <p>5.3.8 Demonstrates knowledge of approaches to marketing food service.</p>