

Dietitian  
GS-630-09  
(Breastfeeding Promotion Specialist)

## INTRODUCTION

This position is located in the Diabetes Center of Excellence (DCOE), at the Phoenix Indian Medical Center, a 139 bed general medical and surgical hospital serving the local Indian Tribes and communities. PIMC serves as a referral center for 8 reservation hospitals and a variety of ambulatory care facilities within the jurisdiction of the Phoenix Area in the states of Arizona, California, Nevada and Utah.

The primary responsibility of this position is to promote and encourage breast-feeding of newborns as a method of diabetes prevention in the future.

## MAJOR DUTIES AND RESPONSIBILITIES

20% Coordinates the delivery of breast feeding promotion activities for all mothers of newborn babies at PIMC. Provides education and guidance to new mothers regarding the relationship of proper nutrition to diabetes and the benefits of breast-feeding as a means to lower the risk of diabetes when the newborn reaches later childhood and adult life.

10% Creates collaborative relationships with contracted hospitals in Phoenix, Phoenix Area Service Units and other IHS or tribal-affiliated entities where breast feeding promotion activities will lead to higher rates of breast feeding in the first two months of all Native American babies. This includes participation in PIMC, Area, community and State committees that relate to breast feeding promotion.

60% Provides diabetes prevention intervention for patients by coordinating and accessing all relevant breast-feeding services for patient's needs. Promotes the coordination, collaboration and continuity of care. Assesses the level of care needed and the effective use of resources. This includes the following activities.

Intake and Screening: Screens potential patients identified through women's clinics, obstetrical clinics, direct referrals or other mechanisms. Receives information from PIMC staff and from Service Units concerning contract facility and referral patients.

Comprehensive Assessment: Completes assessments, or coordinates patient assessments, with appropriate input from the health care team of the patient's condition and situation, including information on demographics, medical/physical status, functional status, mental/emotional/behavioral status, environment, finances and support system. Synthesizes information and determines needed services to promote breast-feeding.

Service Planning and Implementation: Develops with the patient/family and interdisciplinary team (including Service Units as appropriate) members, a care and service delivery plan based on identified needs and available provider and financial resources. Obtains needed services for patients through arrangements with service providers. Identifies gaps in available community services and resources. Serves as a resource person on issues concerning case management.

Monitoring and Coordination: Reviews charts and care plans and contacts patient/family members and service providers as necessary to determine services needed to assure breast feeding is the feeding of choice during the first two months of a newborn's life.

Reassessment: Reassesses the patient/family at appropriate intervals to determine if their condition or situation has changed, to evaluate the effectiveness of the care plan to meet goals and to determine if services continue to be cost effective. Revises goals and the plan of services accordingly. Maintains current records on the status of the patient, including assessment, service plan implementation and evaluation of care. Submits data reports at designated intervals, using a standard format for program monitoring and evaluation.

Termination of Case Management Services: Prepares patients and family for discharge from the breast-feeding promotion project. Arranges for any ongoing support/direct care services that the patient will need to continue breast-feeding as the feeding of choice.

Serves as an advocate for the patient and their families in the area of breast-feeding promotion.

5%

Performs other duties as assigned.

5%

#### FACTOR 1 – KNOWLEDGE REQUIRED BY THE POSITION

Professional knowledge of the principles, practices and procedures of the field of dietetics and its relationship to diabetes to provide education to new mothers of the effects of proper nutrition and the benefits of breast-feeding of newborns to lower the risk of childhood and adult diabetes.

Knowledge of early infancy nutrition and the various practices and procedures relating to the promotion of breast-feeding to coordinate and assess all relevant breast feeding services for patients.

Knowledge of institutional, community and regional health care systems to serve as an authority on matters pertaining to breast feeding promotion.

Knowledge of the operation of early infancy nutrition programs including Women, Infant and Children's (WIC) program and other local, State and national agencies related to breast feeding promotion.

Knowledge of diabetes mellitus and its risk factors.

Knowledge of a broad base of current practices for breast-feeding promotion in inpatient, outpatient and home situations.

Working knowledge of continuum of care resources available in the Indian Health Service, the Phoenix Metropolitan community and those available for other Phoenix Area Service Unit's patients at their local communities.

Knowledge of medical terminology and anatomy.

Working knowledge of the IHS computerized clinical and pertinent administrative information systems.

Skill in working and interacting with a variety of groups of health care professionals. Interpersonal skills to interact in a positive way with a wide variety of professionals and other staff to elicit support and cooperation.

Skill to establish and maintain effective working relationships with patients, family, provider agencies and providers from varied disciplines.

Must possess and maintain current registration with the Commission of Dietetic Registration of the American Dietetic Association.

#### FACTOR 2 – SUPERVISORY CONTROLS

The incumbent works under the general supervision of the director, Diabetes Center of Excellence, who assigns work based on program priorities and planning. The incumbent independently plans and carries out responsibilities, consulting with the supervisor in only extreme cases. Work is reviewed for effectiveness in meeting program goals and objectives.

#### FACTOR 3 – GUIDELINES

Guidelines include program policies and objectives, DHHS directives and other medical resource documents, that are not completely applicable to every situation. The incumbent is expected to use judgement in interpreting and adapting guidelines for application to specific cases of problems. The employee analyzes results and recommends changes.

#### FACTOR 4 – COMPLEXITY

The work requires coordination with a variety of medical disciplines, community resources and others. The work includes the assessment of various circumstances and making decisions that require interpretation, planning or changes in methods or techniques to ensure program success.

#### FACTOR 5 – SCOPE AND EFFECT

The purpose of the work is to maximize the use of breast-feeding as the feeding choice among all Mothers of newborn Native American babies as a method to decrease the rate of diabetes as the newborn enters later childhood and adult life. The objective is to decrease the rate of diabetes in

the community in the next 10 to 20 years, thus affecting the health and well-being of a substantial number of Native Americans.

#### FACTOR 6 – PERSONAL CONTACTS

Personal contacts include pregnant and post-partum women and their babies, medical care providers and other hospital staff and groups or individuals from outside PIMC. Contacts are not usually established on a routine basis, and each contact is based upon variables of each case.

#### FACTOR 7 – PURPOSE OF CONTACTS

The purpose of contacts are to establish rapport, influence and motivate new mothers to accept breast-feeding of their infants and to coordinate services and with others in the goal of meeting program objectives.

#### FACTOR 8 – PHYSICAL DEMANDS

The work requires walking, standing, bending and carrying of light items such and manuals and files.

#### FACTR 9 – WORK ENVIRONMENT

The work is usually performed in office settings, nursing units and at health care facilities in the Metropolitan area. The work requires frequent travel to local providers of services and occasionally may require travel to other Phoenix Area locations. Incumbent may be required to drive government vehicles and must therefore maintain a current and valid state driver's license.