PANAP
Program for Accreditation of Nutrition Activities in Pakistan

A joint venture of
Pakistan Nutrition and Dietetic Society
&
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INTRODUCTION

Pakistan Nutrition Dietetic Society (PNDS) and Food and Nutrition Society of RLAK CHE have established a working group named PANAP i.e. Project for Accreditation of Nutrition Activities in Pakistan for setting standards of practice and education for nutritional activities in Pakistan. The aim of this activity is to standardize the quality of human nutrition related professional activities. This is to be done through determination and documentation of standards for diet related professions and initiation of a voluntary register of qualified professionals.

It is hoped that relevant public sector agencies would come forward to make laws to protect the titles. However till that happens potential employers could use this report as a source of reliable information about the profession and a yardstick to assess the suitability of professionals to provide nutrition and diet related services. The main purpose of this project is to enhance and assure availability of good quality nutritional care to public, professionals and corporate sector.

OBJECTIVES, STRATEGIES & FUTURE PLANS

Objectives

- To protect the title of Dietitians / Nutritionists so that only qualified people practice Nutrition and Dietetics in Pakistan.

- To prevent inappropriate use of professional titles. This is to ensure professional standards for safe, ethical and quality nutrition and dietetic practice.

- To determine scope, criteria and conditions of practice for Human Nutrition Professionals (HNP) in Pakistan and assurance of justified compensation and job satisfaction.

Strategies

Food and Nutrition Society of RLAK initiated work on accreditation of dietitians by organizing a workshop on “Development of Dietetics in Pakistan” on 28th November 2008 at the RLAK College of Home Economics, Karachi. Entry level Knowledge and skill competencies were identified by the workshop participants.
PANAP was formed as outcome of the 3rd Strategic planning meeting of PNDS held on Sunday 18th January 2009. Accreditation and certification for practicing Dietitians and Nutritionists was one of the areas pointed out in 1st and 2nd PNDS strategic meetings but not much progress was made in this area. Therefore the Food and Nutrition Society of RLAK and PNDS established a working group PANAP to initiate this task.

The group held weekly meetings, reviewed international accreditation standards and developed PANAP accepted standards of accreditation suitable to Pakistan. The following tasks were undertaken. Some have been completed while others are in progress:

- Developed a PNDS accepted definition of nutritionist and dietitian & decided to endorse four titles for HNP in Pakistan namely: Dietitian, Nutritionist, Nutrition Worker and Diet Technician.
- Determined standards of education and training required for these professionals.
- Developed a set of knowledge and skill competencies for entry level Dietitians/Diet Technicians and Nutritionists/Nutrition Worker in Pakistan.
- PANAP arranged a diagnostic test to identify areas of Knowledge and competencies of HNP who are currently working or potentially eligible to work as HNP that need further enhancement.
- PNDS has started conducting workshops on areas identified by PANAP diagnostic test.

**Future Plans**

In order to ensure quality, all HNP’s will have to pass a qualifying examination before they can be registered as HNP’s by PNDS. All HNP’s will be expected to renew registration every 3 years on the basis of continuing professional development (CPD) credit’s earned. It is hoped that policy would makers and health authorities would support PANAP in its endeavors.

**CATAGORIES OF HUMAN NUTRITION PROFESSIONALS**

The group discussed and defined categories of (HNP) Human Nutrition Professionals currently working in Pakistan and decided to endorse four titles for HNP in Pakistan namely: Dietitian, Diet Technician, Nutritionist, Nutrition Worker.

**Dietitian /Clinical Dietitian** is a person with qualifications (MSC, MS) & advanced training in nutrition and dietetics from the universities* Recognized by PNDS

- The dietitian applies the science of nutrition to the feeding and education of groups of people and individuals in health and disease.
Dietitians are health professionals who study and apply the principals of nutrition food management.

The scope of dietetic practice is such that dietitians may work in a variety of settings and have a variety of work functions like supervise preparation and service of food, develop modified diets, enteral & parenteral nutrition, participate in research, and educate individuals and groups on good nutritional habits.

Diet Technician is a person with basic qualifications (BSC/BS) and training in nutrition & dietetics (from the *universities recognized by PNDS), who works in a variety of settings supervised by a qualified nutritionist/Dietitian.

Nutritionist is a person with a post graduate degree (MSc, MS, PhD) in nutrition. The function of a nutritionist is to elicit, integrate, disseminate and apply scientific knowledge drawn from the relevant sciences, to promote an understanding of the effects of nutrition, and to enhance the impact of food on health and well-being of people.

- Counsel individuals and groups on nutritional practices designed to promote health and prevent disease.
- Teach nutrition to those training to be nutritionists or dietitians as well as other health professionals
- Work with media to educate the public regarding the role of nutrition in health promotion and disease prevention
- Conduct basic or applied nutrition research as the primary investigator or as a member of a multidisciplinary team.
- Work with the government in developing policies related to nutrition
- Work with the food industry to develop nutritionally sound products and advertisements for their products.

Nutrition Worker is a person with an undergraduate degree with training in nutrition. A Nutrition worker may do the following tasks under the guidance of a nutritionist.

- May work as a data collector/editor in research projects.
- Provide basic nutrition education to mothers in the community regarding maternal and child nutrition.
- Assess nutritional status of persons using anthropometry.
- Obtain dietary information from persons using methods devised by the nutritionist.

*Currently the curricula of the three colleges of home economics i.e. Karachi, Lahore and Peshawar have the potential to fulfill most of the requirements for the registration of HNPs.
ELIGIBILITY CRITERIA & RANGE OF PROFESSIONAL ACTIVITIES PERFORMED BY HNP’s

DIETITIAN

Eligibility criteria for registration of nutrition professionals
+ Minimum Qualifications: MSC /MS (Nutrition & dietetics)

Range of Professional Activities
+ Manage food service in hospitals.
+ Supervise and train diet technicians and other food service workers.
+ Assess nutritional status of the patients and modify or adjust their diets accordingly to their nutritional requirements and specific diseases.
+ Treat and counsel in & out patients using special dietetic or nutritionally modified products.
+ To ensure that meals served are nutritious, appetizing and within the institution’s budget.
+ Plan meals for hospital patients and others who have special dietary needs.
+ Use enteral or parenteral nutritional support when required in critically ill patients.
+ Conduct and coordinate Nutrition related research work
+ Conduct & coordinate Nutrition Education Programs for Physicians, Nurses, technician and Nursing assistants.
+ Does periodical teaching of Food service workers on portion control, hygiene and nutrition related information required during preparation and service of patient meals.

Suggested Compensation
+ Entry level / basic remuneration package suggested by PNDS :Grade 17 or equivalent

DIET TECHNICIAN

Diet Technician is a person with basic qualifications (BSC/ BS) and training in nutrition & dietetics (from the universities recognized by PNDS), who works in a variety of settings supervised by a qualified nutritionist/Dietitian.

Eligibility criteria for registration of nutrition professionals
+ Minimum Qualifications: B.SC ( Nutrition & dietetics)
Range of Professional Activities

- Supervise personnel who work in cafeteria and serve food to the patients whether food is served in accordance with the instructions.
- Keeping an eye on personnel hygiene / food handling practices of the workers at cafeteria.
- Responsible for performing random patient meal checks at ward level at different meal times. And on tray line while assembling meals to ensure that food is served in proper order quality and condition/disease.
- Check/ receive complaints related to patient meal /food services and diet and communicate to the concerned people, and take appropriate measures within the scope of her duties.
- Assists the dietitian / diet consultant in ward rounds and implement necessary changes (observed during rounds) in patient’s menus and communicate to the personnel at food services.
- Assist the dietitian in all routine work, educational/research activities carried out within the hospital.
- Teach basic nutrition courses to Aid nurses/ Nursing assistance etc.
- Observe patient food intake and report progress and dietary problems to dietician.
- Plan menus and diets, guide patients and families in food selection, preparation and menu planning based upon nutritional needs and established guidelines under supervision of dietitian.
- Obtain and evaluate dietary histories of individuals to plan nutritional programs under supervision of dietitian.

Suggested Compensation

Entry level /basic remuneration package for dietitian: Grade 16 or equivalent

NUTRITIONIST

Eligibility criteria for registration of nutrition professionals

- Minimum Qualifications: MSC /MS/PhD (Nutrition & dietetics)

Range of Professional Activities

- Counsel individuals and groups on nutritional practices designed to promote health and prevent disease.
- Teach nutrition to those training to be nutritionists or dietitians as well as other health professionals
- Work with media to educate the public regarding the role of nutrition in health promotion and disease prevention
- Conduct basic or applied nutrition research as the primary investigator or as a member of a multidisciplinary team.
- Work with the government in developing policies related to nutrition
Work with the food industry to develop nutritionally sound products and advertisements for their products

**NUTRITION WORKER**

**Eligibility criteria for registration of nutrition professionals**
+ Minimum Qualifications: BSC /BS (Nutrition & dietetics)

**Range of Professional Activities**
+ May work as a data collector/editor in research projects
+ Provide basic nutrition education to mothers in the community regarding maternal and child nutrition
+ Assess nutritional status of persons using anthropometry
+ Obtain dietary information from persons using methods devised by the nutritionist