

# R.D. NETWORK NEWS

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## OUTSOURCING

Outsourcing is a term that is in vogue in the business world these days. As business downsize" (i.e. remove layers of management and reduce the overall size of their workforce), they find that there are many functions once performed "in house" that are more efficiently performed by outside contractors. These functions are "outsourced". That is, outside contractors are hired. The outside contractors may have their own free standing facility in which to perform the service or a consultant may perform the service within the client's domain .

The benefits of outsourcing are increasingly apparent in an ever more demanding and competitive marketplace. Outsourcing is a way of bringing the appropriate specialized skills to a task that is usually of a necessary but non-strategic nature. Outsourcing allows a company to lower its costs, turn a fixed cost into a variable cost, release capital investments for use in other areas, avoid future investments, and generally re-focus management. Capital expendi-

tures and continuing investments in technology and labor are cost prohibitive for many managers. By benchmarking, a company can compare the costs of self operation with what they could reasonably expect to pay for outsourcing.

Outsourcing is a viable, cost-effective solution for many companies. The R.D. NETWORK, INC. supports companies who choose this direction, whether for an interim period or as a long-term solution. If your strategic decision is to outsource dietitians, dietetic technicians, or certified dietary managers we can help you. Our consultants have a wealth of experience as managers and reps and can fill the gap during unexpected employee departures, promotions, maternity leaves and other absences, or layoffs. We can also provide a stand-in manager or rep during a start-up phase, when it's too early and expensive to hire your own employee or if you are having difficulty attracting the right person.

### OUTSOURCING ADVANTAGES

- ◆ Reduce operating and training costs
- ◆ Maximum coverage during holidays and sickness reduces the risk of regulatory non-compliance
- ◆ Guaranteed level of expertise and coverage with the backing and support of experienced specialists
- ◆ Ensures projects are delivered on time, within budget and meet or exceed expectations
- ◆ Cultural fit with client
- ◆ Can be part of a long-term strategy
- ◆ Long term savings

### R.D. NETWORK, INC. SPANS THE U.S. WITH NEW CLIENTS:

1. Wilcox Memorial Hospital - Lihue, HI
2. Hamilton County Nursing Home - Chattanooga, TN
3. RQA, Inc. - Phoenix AZ
4. Bon Secours Liberty Medical Center - Baltimore, MD
5. Continental Retirement Corporation- Youngstown, OH
6. Brandywine Hospital - Brandywine, PA
7. Southwestern Vermont Medical Center - Bennington, VT
8. Delaire & Berkley Heights Nursing Homes - Summit, NJ
9. Raymond Karsan Associates - Richmond, VA
10. BHC College @ Meadows Hospital - Lenexa, KS
11. Scotia Village - Laurensburg, SC



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## **Cultural Based Nutrition Assessment Tools**

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**Case #1:** A patient is a native of the Canary Islands. This patient is treated for a urinary tract infection with a regimen of antibiotics. The cultural habits of the Canary Islands *is to treat infections of this nature with the consumption of dairy products.*

**Case #2:** A Chinese woman delivers a baby in the hospital. She refuses the offerings of juices, gelatin, and salads because she believes they contain yin, or cold energy. Yang is hot energy believed to promote the healing process. The patient does not eat until her family brings in hot food.

The Joint Commission on Accreditation of Healthcare Organizations

states: "The impact of a person's culture is an important component of the assessment process....In order to fully assess the patient's status, the cultural impact on that patient's *response to illness, health promotion activities, health care teaching, and the inclusion or exclusion of family members or significant others must be understood.*"

Basic areas which should be explored regarding food are:

1. The meaning of food for cultural socialization;
2. Identification of specific food rituals;
3. Identification of diet practices to

- promote health & treat illnesses;
4. Identification of enzyme/vitamin deficiency, food intolerances;
5. Identification of common foods, preparation, ingredients used;
6. *Identification of food limitations that may cause deficiencies, induce stress.*

Call and ask R.D. NETWORK, INC. about their up-to-date registry which includes women, men, and minority candidates who can provide multilingual-cultural nutrition information and develop assessment data.