**Position Title:** Dental Therapist

**Campus:** Grampians Health Campuses

**Directorate:** Operations

**Department:** Oral Health

**Reporting to:** Direct: Director – Oral Health

**Direct Reports:** Nil

## Appointment Terms/Conditions:

**Classification and Code:** Dental Therapist Level 1 – 2 (DT44 – DT51)

**Enterprise Agreement:** Dental Therapists, Dental Hygienists and Oral Health Therapists Victorian Public Sector Multi-Enterprise Agreement

## ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over $700m.

| ***Collaboration***<br><br>*We are stronger together.* | ***Compassion***<br><br>*We show that we care.* | ***Accountability***<br><br>*We do what we say and say what we do.* | ***Respect***<br><br>*We appreciate and value all people.* | ***Innovation***<br><br>*We adapt and innovate to achieve best outcomes.* |
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| Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible. | All people deserve to be treated with compassion, kindness and empathy. | Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments. | Our actions and words reflect our commitment to a safe and fair health service for all. | Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement. |

## POSITION PURPOSE

This position, along with the remainder of the Grampians Health Dental Service, participates in the provision of dental care to eligible patients in accordance with their identified needs. The position may be based at any of the dental clinics or regional clinics (on rotation).

As part of an inter-disciplinary dental team with a focus on population health, the position is responsible for the delivery of high quality and cost-effective dental services.

This position also operates within a multi-disciplinary environment incorporating a range of shared team process and multi-disciplinary and shared interventions, which recognize the breadth of client and community health needs beyond that of primary presentations, along with the need to engage with and become “Partners for Health” with individuals and communities to achieve an improvement in the health of the population.

## KEY ACCOUNTABILITIES

- Compliance with all GH (Grampians Health) Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.
- Participation in the GH integrated risk management and quality improvement systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- At GH we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst GH employees.
- GH is committed to a patient/client centred approach in the provision of health care and services, consistent with the GH values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.
- Dental Hygienists, Dental Therapists and Oral Health Therapists are members of the dental team. They are educated in and practise a sub-set of the activities included in the definition of dentistry.
- The members of the dental team work together within their particular areas of competence, to provide the best possible care for their patients.
- Practice within the scope of practice determined by Australian Health Practitioner Regulation Agency (AHPRA).
- Maintain register of CPD hours and comply with conditions applied to registration by Australian Health Practitioner Regulation Agency (AHPRA).
- Services delivered are effective, efficient, coordinated and client focussed.
- Ensure patient flow by ensuring efficient patient scheduling and time management.
- Provision of an advanced level of clinical care that is of a quality consistent with Grampians Health clinical standards and policies (inclusive of Infection Prevention and OH&S Policies and Procedures).
- Maintain patient records in accordance with Grampians Health Clinical Record Standards.
- Actively participate in the review of efficiency, effectiveness and appropriateness of dental services provided within Grampians Health clinics.
- Actively participate in quality activities and Key Performance Areas for the Dental Service

- Support partnerships with local agencies and key stakeholders.
- Participate in the activities of the Grampians Region Oral Health Network.

## KEY SELECTION CRITERIA

**Qualifications**

- Formally recognized tertiary qualifications in Oral Health Therapy/ or Dental Therapy
- Current registration by Australian Health Practitioner Regulation Agency (AHPRA) as an Oral Health Therapist/ Dental Therapy
- Operator Licence to use Irradiating Apparatus as specified in the health (Radiation Safety) Regulations
- Current Victorian Drivers Licence

**Technical/Professional Knowledge and Skills**

- Substantial knowledge of all aspects of dentistry, embracing contemporary approaches relevant to the target population.
- Demonstrated highly developed communication and interpersonal skills, including the ability to provide consultancy services on a broad range of issues related to dental services.
- Awareness of and sensitivity to the unique requirements of clients from different ethnic and cultural backgrounds

**Work Environment**

- Awareness of and sensitivity to the unique requirements of clients from disadvantaged groups
- Advanced skills in the effective participation in a multi-disciplinary team
- An understanding of and commitment to the principles and systems of continuous improvement in the access to and delivery of dental services

**Personal attributes**

- The ability to maintain effective work relationships and clinical effectiveness in an environment which is often pressured.

## ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.

- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary a NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

## OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.