

Position Title: **Dentist**

Campus: Ballarat

Directorate: Primary & Community Care

Department: Dental Services

Reporting to:

Direct: Clinical Team Leader

Indirect: Operations Manager; Manager Dental; Executive Director – Primary & Community Care

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Graduate (DF1) OR Level 1-3 (DF2-DG7)

Enterprise Agreement: General Dentists' Victorian Public Sector Multi-Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
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 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, that 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

- 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.
- Provide professional and program support to other staff.
- Provide supervision, advice and support to less experienced staff and students.
- Support partnerships with local agencies and key stakeholders.
- Participate in the activities of the Grampians Region Oral Health Network.

KEY SELECTION CRITERIA

Qualifications and experience

- Formally recognized tertiary qualifications in Dentistry
- Current registration by Australian Health Practitioner Regulation Agency (AHPRA) as a Dentist
- Operator Licence to use Irradiating Apparatus as specified in the Health (Radiation Safety) Regulations
- Current Victorian Drivers Licence
- Working with Children Check

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
- An understanding of and commitment to the principles and systems of continuous improvement in the access to and delivery of dental services

Work Environment

- Advanced skills in the effective participation in a multi-disciplinary team
- Awareness of and sensitivity to the unique requirements of clients from different ethnic and cultural backgrounds
- Awareness of and sensitivity to the unique requirements of clients from disadvantaged groups

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.
- 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 an 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 by 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.