Position Title:	Dental Teacher
Campus:	Ballarat
Directorate:	Operations
Department:	Oral Health
Reporting to:	Director – Oral Health
Direct Reports:	Latrobe students
Classification and Code:	Dentist Level 4 – Training (DG8AT)
Enterprise Agreement:	General Dentists' 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	***Compassion***	***Accountability***	***Respect***	***Innovation***
We are stronger together.	*We show that we care.*	*We do what we say and say what we do.*	*We appreciate and value all people.*	*We adapt and innovate to achieve best outcomes.*
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

The Dental Teacher is responsible for delivering high-quality clinical education and supervision to dental and oral health therapy students within Grampians Health teaching clinics.
The role supports the development of competent, safe, and professional practitioners by integrating evidence-based clinical practice with a strong focus on person-centred care.

Key Responsibilities

Clinical Education & Supervision

- Deliver structured clinical teaching in clinical environments
- Provide direct supervision of students to ensure safe, appropriate patient care
- Support students to develop competence in evidence-based dentistry and oral health therapy

Student Development & Support

- Foster a positive and supportive learning environment
- Provide timely, constructive feedback to support student progression
- Identify learning needs and implement strategies to address skill or knowledge gaps
- Encourage accountability and professional behaviour in students

Patient Care

- Ensure patient care provided by students meets Grampians Health clinical standards
- Deliver advanced clinical care where required to support student learning endodontics, crowns and surgical needs
- Maintain accurate and compliant clinical documentation

Assessment & Quality Improvement

- Participate in student assessment processes, including competency evaluation and professionalism reporting
- Contribute to continuous improvement of teaching programs and clinical service delivery
- Engage in reflective practice to enhance teaching effectiveness
- Attend/ or send feedback for teacher meetings

Governance & Compliance

- Comply with all Grampians Health policies, procedures, and clinical standards
- Adhere to infection prevention, risk management, and safety requirements
- Maintain confidentiality and uphold professional obligations in all interactions

Key Selection Criteria

Essential

- Current registration with AHPRA as a Dentist
- Demonstrated clinical experience and commitment to evidence-based practice (require 3 years fulltime at an Australian Dental chair practising)
- Strong communication and interpersonal skills
- Ability to work collaboratively within a multidisciplinary team

Desirable

- Experience in clinical teaching, supervision, or mentoring
- Experience in public oral health or student training environments

Key Capabilities

- Ability to provide high-quality, strong clinical skills in all aspect s of General dentistry
- Demonstrate a reflective, patient-centred clinical care approach
- Strong teaching, coaching, and feedback skills
- Ability to manage clinical risk and ensure safe student practice
- Commitment to continuous improvement and reflective practice

Professional Requirements

- Maintain/Evidence Continuing Professional Development (CPD) in line with AHPRA requirements
- Maintain professional indemnity insurance
- Comply with all mandatory training and credentialing requirements
- Working with Children Check and a current satisfactory police records check.
- Formally recognised tertiary qualification in Dentistry

Values & Behaviour

Employees are expected to demonstrate the Grampians Health values of:

- Collaboration
- Compassion
- Accountability
- Respect
- Innovation

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 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 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.