

# POSITION DESCRIPTION

## Dentist Level 3



### Working at Northeast Health Wangaratta

At Northeast Health Wangaratta (NHW), we value our employees. We offer leadership, vision and an environment with a strong sense of teamwork, integrity, accountability, and respect. We are committed to providing staff with continuing education, research and professional development opportunities. This ensures that our people are part of a skilled and knowledgeable workforce, delivering exceptional high quality safe patient care. When you choose to work at NHW, you are committing to aligning everything you do with our values – **Fairness, Excellence, Respect, Kindness, Integrity and Courage.**

#### Position Details:

Position Title:	Dentist Level 3
Enterprise Agreement:	General Dentists EBA 2018-2022
Position Classification:	DF5 – DF9
Who does this position report to:	Dental Practice Manager and Senior Dentist
Does this position manage or supervise others:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Workplace Location:	Wangaratta and Benalla and off-site locations for outreach services
Primary purpose of the position:	<p>The primary role of the <b>Dentist</b> – Level 3 is to be responsible for direct patient care within the scope of publicly funded dental services. The Dental Officer will provide clinical leadership to less experienced dentists and auxiliaries and provide other associated functions as directed by the Practice Manager and Senior Dentist.</p> <p>The Dentist will have advanced skills in managing most difficult clinical situations, those with more complex medical and social histories and those with disabilities.</p> <p>Require the ability to provide a broad range of efficient dental services, including extraction of simple impacted 3rd molars, infrequently requiring support to advice from more senior clinicians (eg. Minor soft tissue surgery such as biopsy, advanced endodontic procedures including more complex molar endodontics, fixed prosthodontics where appropriate, provision of simple orthodontic appliances).</p> <p>Require appropriate skills for the resolution of patient complaints. Should be able to act as a supervisor/mentor to employees with less experience and teach undergraduate students.</p> <p>Require a high level of understanding of public dental health principles and ability to work effectively within an interdisciplinary team to deliver the employer's model of care.</p>
Position Description reviewed:	November 2021

#### Key Accountabilities:

1. Provide direct patient care in accordance with NHW Clinical standards and policies.
2. Support the practices of value-based model of care, which focusses on prevention and minimal intervention.
3. Perform examination, investigation and treatment of patients as outlined by the organisation's model of care.

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4.	Undertake a clinical role associated with more advance diagnostic and treatment skills.
5.	Work collaboratively as a member of the dental team that includes dentists, dental practitioner students, oral health therapists, dental therapists, hygienists, dental prosthetists, and technicians, dental assistants and administrative staff.
6.	Ensure appropriate referral of patients for specialist services
7.	Independently provide a range of services to a broader client base, including those with disability and or more complex medical histories, with greater efficiency
8.	Develop and maintain effective communication and working relationships within the dental team and with other dental and general health care professionals to support inter-professional approaches to high quality patient care.
9.	Provide clinical support and advice to dental auxiliaries and less experienced dentists, including conducting clinical reviews.
10.	Provide mentoring and support to newly graduated clinicians to ensure they gain confidence and experience in a variety of dentistry fields and programs.
11.	Teach and supervise undergraduate students.
12.	Actively participate in the review and continuous improvement of the quality of clinic care including contribution to external accreditation processes.
13.	Maintain up-to-date knowledge of best practice approaches in public dentistry and promote evidence based approaches to clinical dental treatment and care.
14.	Provide high level skills in managing patient clinical complaints.
15.	Comply with dental record standards.
16.	Maintain a professional approach in relation to work duties including the provision of quality customer service
17.	Ensure optimal and consistent use of TITANIUM Electronic Patient Management System.
18.	Ensure implementation of and adherence to relevant policy and guidelines
19.	Ensure compliance with Waiting List Strategy protocol and guidelines.
20.	Ensure that DHSV Clinical Guidelines are used appropriately in provision of patient care
21.	Ensure that services are provided in a manner that meets compliance with relevant Acts and Standards.
22.	Contribute to and lead Peer Review in the absence of the Senior Dentist.
23.	Prescribe appropriately in relation to dental requirements, measured with annual and ad-hoc prescription audits and anti-microbial stewardship standards
24.	Ensure best practice in infection control and prevention of cross-infection.
25.	Promote a continuous improvement culture in line with "Hardwiring for Excellence"
26.	Maintain awareness of and compliance with ACHS Standards and EQUIP Accreditation requirements
27.	Undertake duties as directed by the Practice Manager and Senior Dentist

### Key Relationships:

Internal	External
1. NHW Dental Staff	1. External Health Providers
2. NHW Workforce	2. External Outreach facilities
	3. School and Kindergarten staff and students
	4. Parents and carers

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Key Selection Criteria:	
1.	Dental practitioner qualification recognized by the Dental Practice Board.
2.	Possess a current AHPRA Registration.
3.	Possess a Victorian Radiation Operators Licence.
4.	Demonstrate advanced skills in managing most difficult clinical situations, including those with more complex medical and social histories and those with disabilities.
5.	Ability to independently provide a broad range of efficient dental services.
6.	Ability to work as part of a team.
7.	Demonstrate appropriate skills for the resolution of patient complaints.
8.	Demonstrate the ability to communicate effectively with a variety of people including co-workers, patients, health professionals, school staff, parents and carer's having both written and verbal presentation skills.
9.	Ability to supervise/mentor employees with less experience and teach undergraduate students.
10.	Ability to work across 2 worksites geographically separate from each other and additionally, other locations where outreach services are provided.
11.	Demonstrate a commitment to Public Health Principles.
12.	Demonstrate commitment to professional development.
13.	Participate in the delivery of the Smile Squad dental program where appropriate.
In addition to the above, all staff must have an remain current for continued employment, the following:	
1.	Current Class C Driver's Licence
2.	A current National Police Check (renewed every 3 years)
3.	A current Employer Working with Children Check (renewed every 5 years)
Immunisation:	
It is a condition of appointment that all employees comply with our immunisation requirements during employment. This position is classified as Category A. Covid-19 Vaccination and yearly Flu Vaccination are required.	
Diversity:	
We encourage you to bring your 'whole self to work'. NHW is a safe and inclusive workplace. We value the visible and invisible qualities that make you who you are. We expect our workforce to align with our diversity expectations and programs. Working at NHW means you are on board with our journey, you will show respect, understanding and kindness to others regardless of ethnicity, sexuality, identity or any other protected attribute. We particularly acknowledge the traditional custodians of our land and pay our respects to elders past, present and emerging.	
Mandatory Training:	
It is a condition of appointment that all employees complete Mandatory Training and Clinical Competencies as required upon commencement, annually and in accordance with timelines specified in relevant health service policies and procedures.	
Performance & Accountability:	
A review of performance shall be undertaken within six months following commencement and annually thereafter. There is an expectation that staff will assume responsibility for completion of any learning requirements advised by the organisation.	
Quality and Risk Management:	
In order to help ensure continued employee, patient safety and quality of care:	

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- Understanding individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines at NHW
- Comply with requirements of the National Safety and Quality Health Service Standards, Aged Care Quality Standards and other relevant standards, regulations and legislative requirements.
- Contribute to organisational quality and safety initiatives and participate in the development and review of policies and procedures as appropriate
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public
- Maintain a safe working environment at all times
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and our workforce

Staff are required to abide by the Code of Conduct for NHW.

### Occupational Health & Safety and Wellbeing:

The safety, health and wellbeing of employees is a priority for NHW and I recognise the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals. I commit to:

- Comply with instructions given for their own safety and health and that of others, in adhering to safe work procedures
- Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation
- Reporting through the incident management system any near misses or incidents as they occur
- Not place others at risk by any act or omission
- Not wilfully or recklessly interfere with safety equipment
- Partaking in the promotion of the health and wellbeing of employees
- Contributing to an inclusive and health promoting environment
- Promoting our values and vision

An organisational culture that promotes positive mental health and wellbeing through supportive leadership, employee participation and shared decision making.

### Policies & Procedures:

Whilst the policies and procedures do not form part of your employment contract it is expected that you will comply with NHW's policies, procedures and reasonable instructions at all times during the course of your employment.

### Confidentiality:

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of NHW. Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information. Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

### Declaration:

As the incumbent of this position, I acknowledge that I have read this Position Description, understand its contents and agree to work in accordance with the contents therein. I understand that other duties may be directed from time to time.

I understand and accept that I must comply with the policies and procedures applicable to NHW. I also agree to strictly observe the NHW Code of Conduct and policy on confidentiality of commercial and patient information or such sensitive information that I may come across in the course of my employment.

<b>Name:</b>	
<b>Signature:</b>	
<b>Date:</b>	

# POSITION DESCRIPTION – Jobs Demands Checklist

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The purpose of this section is to describe the physical and psychological risk factors associated with the job. Applicants must review this form to ensure they can comply with these requirements and successful applicants will be required to sign an acknowledgment of their ability to perform the job demands of the position.

<b>Position:</b>	Dentist – Level 3
<b>Department / Unit:</b>	Dental
<b>Workplace Location:</b>	Wangaratta and Benalla and off-site locations for outreach services

### Frequency Definitions:

<b>I</b> Infrequent - intermittent activity exists for a short time on a very infrequent basis	<b>C</b> Constant - activity exists for more than 2/3 or the time when performing the job
<b>O</b> Occasional - activity exists up to 1/3 of the time when performing the job	<b>R</b> Repetitive - activity involved repetitive movements
<b>F</b> Frequent - activity exists between 1/3 and 2/3 of the time when performing the job	<b>N</b> Not Applicable - activity is not required to perform the job

Demands	Description	Frequency					
		I	O	F	C	R	N
<b>Physical Demands:</b>							
Sitting	Remaining in a seated position to perform tasks			x			
Standing	Remaining standing without moving about to perform tasks		x				
Walking	Floor type: even / uneven / slippery, indoors / outdoors, slopes	x					
Running	Floor type: even / uneven / slippery, indoors / outdoors, slopes						x
Bend / Lean Forward from Waist	Forward bending from the waist to perform tasks				x		
Trunk Twisting	Turning from the waist while sitting or standing to perform tasks				x		
Kneeling	Remaining in a kneeling posture to perform tasks						x
Squatting / Crouching	Adopting a squatting or crouching posture to perform tasks		x				
Leg / Foot Movement	Use of leg and / or foot to operate machinery			x			
Climbing (stairs / ladders)	Ascend / descend stairs, ladders and steps						x
Lifting / Carrying	Light lifting and carrying (0 - 9 kg)	x					
	Moderate lifting and carrying (10 – 15 kg)						x
	Heavy lifting and carrying (16 kg and above)						x
Reaching	Arms fully extended forward or raised above shoulder		x				
Pushing / Pulling / Restraining	Using force to hold / restrain or move objects toward or away from the body	x					
Head / Neck Postures	Holding head in a position other than neutral (facing forward)			x			
Hand & Arm Movements	Repetitive movements of hands and arms			x			
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands				x		
Work At Heights	Using ladders, footstools, scaffolding, or other objects to perform work						x

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Driving	Operating any motor powered vehicle				x				
<b>Sensory Demands:</b>									
Sight	Use of sight is an integral part of work performance, eg: Viewing of X-Rays, computer screens, etc						x		
Hearing	Use of hearing is an integral part of work performance, eg: Telephone enquiries						x		
Smell	Use of smell is an integral part of work performance, eg: Working with chemicals						x		
Taste	Use of taste is an integral part of work performance, eg: Food preparation								x
Touch	Use of touch is an integral part of work performance						x		
<b>Psychosocial Demands:</b>									
Distressed People	Eg: Emergency or grief situations.						x		
Aggressive & Uncooperative People	Eg: Drug / alcohol, dementia, mental illness.						x		
Unpredictable People	Eg: Dementia, mental illness, head injuries.						x		
<b>Environmental Demands:</b>									
Dust	Exposure to atmospheric dust.	x							
Gases	Working with explosive or flammable gases requiring precautionary measures.	x							
Fumes	Exposure to noxious or toxic fumes.								x
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.	x							
Hazardous Substances	Eg: Dry chemicals, glues.								x
Noise	Environmental / background noise necessitates people raise their voice to be heard.	x							
Inadequate Lighting	Risk of trips, falls or eyestrain.								x
Sunlight	Risk or sunburn exists from spending more than 10 minutes per day in sunlight.								x
Slippery or Uneven Surfaces	Greasy or wet floor surfaces, ramps, uneven ground.								x
Inadequate Housekeeping	Obstructions to walkways and work areas cause trips and falls.								x
Biological Hazards	Eg: Exposure to body fluids, bacteria, infectious diseases.						x		
The area below is for any special comments or notes on significant physical or other demands required to perform this job:									
Nil									