

Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay	POSITION TITLE	Dental Therapist and/or Oral Health Therapist		
	DIRECTORATE	Whānau and Communities	DEPARTMENT	Oral Health Services
	REPORTING TO (operationally)	Manager Oral Health Services	REPORTING TO (professionally)	Manager Oral Health Services
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Oral Health Service in Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay Staff reporting - 0 Direct - 0 Indirect			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> ▪ A Dental Therapist and/or Oral Health Therapist provides safe and clinically effective comprehensive assessment and intervention for tamariki / tangata whaiora and their whānau within the Oral Health Service ▪ To ensure and prioritise a focus on patient safety and quality of care and processes within the Oral Health Service for tamariki / tangata whaiora and their whānau ▪ Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans. ▪ To recognise and contribute to the delivery of the Hawke's Bay Health sector vision, values and behaviours. 			
KEY DELIVERABLES	<p>Clinical Practice - Te Mahi Haumanu</p> <ul style="list-style-type: none"> ▪ Takes professional and organisational responsibility for managing a caseload of tamariki/tangata whaiora and their whānau with increasing complexity, be able to independently adapt and make complex decisions regarding Dental therapy intervention. ▪ Utilises information available to prioritise tamariki/tangata whaiora and their whānau to enable appropriate allocation of referrals and workload with across the team. Demonstrates ability to organise workload and accept responsibilities for clinical outcomes and outputs. ▪ To manage, maintain and improve the dental health of a group of tamariki/tangata whaiora and their whānau. ▪ The dental care and intervention needs of the tamariki/tangata whaiora and their whānau are assessed and met by appropriate preventative, educative and treatment measures according to individual needs in partnership with the tamariki/tangata whaiora and their whānau with the clinical advice of the wider team when indicated. ▪ Dental therapy practice and dental care delivery is of high quality and based on an up to date knowledge and practice. ▪ Demonstrates provision of culturally safe and bicultural practice with tamariki/tangata whaiora and their whānau. ▪ Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice towards reducing these for the tamariki/tangata whaiora and their whānau. ▪ Completes health record documentation consistent with legal, professional and organisational requirements within the working day. ▪ Recognises and implements evidence based practice for oral health services alongside relevant clinical policies and practice guidelines. ▪ Provides teaching and coaching with tamariki, their whānau and other professionals to promote health literacy ensuring engagement, participation and understanding alongside accurate and consistent dental health messages ▪ Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. ▪ Identifies unmet needs of patients and identifies potential solutions to address these needs. ▪ Demonstrates an understanding of the roles and contributions of the members of the wider health teams, collaborating with the Oral Health Service. ▪ Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe tamariki/tangata whaiora interventions and maintaining service delivery. <p>Teaching and Learning - Ako Atu, Ako Mai</p> <ul style="list-style-type: none"> ▪ Maintains competency to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This must comply with professional registration requirements. ▪ Contributes to the supervision, education and assessment of Oral Health Students. ▪ Maintains an awareness of current research and evidence-based practice developments in clinical areas. ▪ Involved in the induction and training of newly appointed staff, role models Te Whatu Ora - Hawke's Bay values and behaviours. ▪ Completes mandatory training as applicable for the role. ▪ Leads, contributes to and participates in training within the team/service. ▪ Maintains an awareness of current developments in the clinical field and contributes to improving and implementing changes in practice. ▪ Participates constructively in an annual performance review and associated clinical assurance activities. 			

	<ul style="list-style-type: none"> Participates in professional supervision in line with the organisational professional and regulatory requirements. <p>Leadership and Management - Te Ārahi me te Whakahaere</p> <ul style="list-style-type: none"> Attends and contributes positively to relevant department, clinical and team meetings, leading and facilitating such meetings as required. Directs and delegates work to Dental Assistants and support staff. Assists Oral Health Leadership Team in clinical assurance activities of service delivery. <p>Service Improvement and Research - Te Whakapai Ratonga me te Rangahau</p> <ul style="list-style-type: none"> Broadens research and development skills through participation in local audit and research projects as identified by other team leaders, professional leaders or Advanced or Expert AH professionals. Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include new care pathways / treatment protocols, interventions, standards of practice etc. Develops and /or participates in regional / sub regional professional networks as appropriate to area of work. Establishes working partnerships with both internal and external services / organisations to promote integrated working. Contributes to annual planning process, including identifying gaps in service and participating in activities that may result from the planning process. Practises in a way that utilises resources (including staffing) in the most cost effective manner to facilitate the optimal tamariki / whānau outcomes. Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children’s Act 2014, Privacy Act, ACC service specifications etc.). 		
HEALTH & SAFETY RESPONSIBILITIES	<p>Te Whatu Ora - ` Hawke’s Bay is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> Not to do anything that puts your own H&S at risk Not to do anything that puts others H&S at risk To follow all health and safety policies and procedures To follow all reasonable health and safety instructions (You have the right to cease work if you believe that you, or others, are at risk of serious harm). 		
KEY WORKING RELATIONSHIPS	<table border="1"> <tr> <td> <p>INTERNAL</p> <ul style="list-style-type: none"> Oral Health Service CW&C Leadership Team, including Oral Health Clinical Director Allied Health Professionals, Professional Advisor & Director of Allied Health Te Wāhanga Hauora Māori Te Whatu Ora - ` Hawke’s Bay Other teams relevant to supporting the Tangata Whaiora and whānau journey including Public Health Nurses, Population Health Oral Health Advisor and the Adolescent Oral Health Coordinator </td> <td> <p>EXTERNAL</p> <ul style="list-style-type: none"> Tamariki, whānau & tangata whaiora Education Providers, Schools and Early Childhood Centres including Kohanga Reo Community Services and Agencies All other Health Providers, including PHO, GPs Plunket, Tamariki Ora, Dentists & Māori Health Providers New Zealand Dental Council </td> </tr> </table>	<p>INTERNAL</p> <ul style="list-style-type: none"> Oral Health Service CW&C Leadership Team, including Oral Health Clinical Director Allied Health Professionals, Professional Advisor & Director of Allied Health Te Wāhanga Hauora Māori Te Whatu Ora - ` Hawke’s Bay Other teams relevant to supporting the Tangata Whaiora and whānau journey including Public Health Nurses, Population Health Oral Health Advisor and the Adolescent Oral Health Coordinator 	<p>EXTERNAL</p> <ul style="list-style-type: none"> Tamariki, whānau & tangata whaiora Education Providers, Schools and Early Childhood Centres including Kohanga Reo Community Services and Agencies All other Health Providers, including PHO, GPs Plunket, Tamariki Ora, Dentists & Māori Health Providers New Zealand Dental Council
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DELEGATION AND DECISION	Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare		
HOURS OF WORK	80 per fortnight		
EMPLOYMENT AGREEMENT & SALARY	In accordance with the Allied, Public Health and Technical Multi Employer Collective Agreement (MECA) Step 1 to Step 7 according to qualifications and experience pro rata for hours worked.		
DATE			
EXPENDITURE & BUDGET ACCOUNTABILITY	Nil		
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> Ensure smooth and effective pathway for tamariki/rangatahi/whānau/kaumatua referred to the service to ensure barriers to services are reduced Competent engaging and addressing cultural needs of the Consumer and whānau A strong emphasis on improving services & reducing inequities for Māori whānau, hapū and iwi Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways 		

ESSENTIAL CRITERIA

Qualifications

- Qualified / Registered Oral Health Therapist or Dental Therapist
- Current Annual Practising Certificate

Experience

- Minimum of 2-5 years clinical practice.

Technical Skills

- Post-graduate experience with demonstrated competencies in current practice
- Focus on delivering high quality intervention for the tamariki/tangata whaiora and whānau.
- Self-motivated in developing clinical and professional practice.
- Ability to organise, set priorities and monitor performance.
- Demonstrates an understanding of continuous quality improvement

Key Attributes

- Innovative, flexible and able to work autonomously and as part of a team.
- Ability to contribute positively to the team, with proven ability to function positively within a team, both cooperatively and independently
- Effective communication skills
- Positive attitude with problem solving focus

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role:

- Agility
 - Able to kneel
 - Able to squat
 - Able to raise arms above head
 - Able to reach arms out in front
- Fitness
 - Able to walk up 2 flights of stairs without stopping
- Strength
 - Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role:

Vaccinations as per the current employee immunisation policy, including annual influenza vaccination and COVID 19 in accordance with current mandate

DESIRABLE CRITERIA

Technical Skills

- Awareness of the principles of Relationship Centred Practice, with knowledge of / experience in coaching.



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGATE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.