HAWKE'S BAY District Health Board Whakawateatia	**POSITION TITLE**	**Dental Therapist and/or Oral Health Professional Lead/Educator (Kaiwhakatika Niho)**		
	DIRECTORATE(S)	**Whānau & Communities Directorate**	**DEPARTMENT**	Allied Health
	REPORTING TO (operationally)	Educator -Manager of Oral Health Professional Lead – DAH Whānau & Communities	**REPORTING TO** (professionally)	Director of Allied Health Whānau & Communities

DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role delivers professional leadership and education for the oral health service, inclusive of hospital, and community services at Hawkes Bay DHB.
PURPOSE OF THE POSITION	• Provide professional leadership for the oral health therapy profession, with a focus on workforce development, safe and high-quality patient care and outcome focussed practice and integration that enables strategic development and organisational priorities. • Identifies, coordinates, develops and delivers planned education, meeting the learning and training needs of the oral health service both community and hospital. • Develops and monitors clinical assurance activities for oral health such as facilitating consistent standards of practice, ensuring effective use of evidence based, safe and competent practice and supporting managers across services on issues related to oral health. • This role works collaboratively with other Professional Leaders, Team Leaders, Managers and other related positions across the DHB and the wider health system to support and develop opportunities for the oral health service, inter-professional team work and greater integration of health services. • The role will also provide advice on organisational and workforce priorities where the role of the oral health service and aligned models of care would enhance the delivery of effective health services for our population. • Delivery of organisational Key Performance Indicator's (KPI's) including relevant Ministry of Health (MoH) target, financial budgets and service plans • To role model, participate and contribute to the delivery of the Hawke's Bay Health sector vision, values and behaviours.
KEY DELIVERABLES	**Leadership & Management - Te Ārahi me te Whakahaere** • Provide strategic leadership for oral health service matters, in conjunction with the Oral Health Manager to the Group Managers / Directors of Allied Health Whānau and Communities. • Represent the oral health profession (and wider Allied Health professions as required) through active participation in relevant local, sub-regional, regional and national forums. • Identify risks, complete mitigation plans, communicate risks to others and escalate as appropriate. This may include providing advice to services across the organisation. • Identify and communicate issues and trends related to oral health practice to relevant managers and other leaders as required. • Provide professional expertise to oral health manager in the recruitment of oral health therapy staff as required. • Contribute to workforce planning for the profession (across services and / or the sub region), and in collaboration with managers identifies future workforce needs for the profession, inclusive of strategies for recruitment, retention, succession planning and career development. • Demonstrate an awareness of health inequalities and supports workforce and service initiatives that contribute towards reducing these inequalities. • Create and foster a culture for continuous quality improvement. • Develops strategies for increasing the number of Maori and Pacific Oral Health Therapists & Dental Assistants in the workforce, to enable alignment to the population served. • Identify and support the development of emerging oral health leaders within the workforce for the profession. • Actively promote and support staff to work using an integrated approach across the continuum of care, promoting relationship centred practice. • Develop and maintain a dialogue with relevant professional bodies and agencies to highlight issues and opportunities in relation to professional practice. • Work in partnership with managers to address performance issues and/or feedback where Oral Health staff are involved, including reporting to registration board as required. • Provide timely and accurate reports as required. • Present a credible and positive profile for the profession both within and external to the DHB. • Ensure own and profession's compliance with organisational policies and procedures, particularly those that pertain to professional practice. • Contribute to relevant certification and accreditation activities.

KEY DELIVERABLES	**Clinical Practice- Te Mahi Haumanu** • Where the role has a clinical component, demonstrates practice that meets the clinical pillar expectations of advanced allied health professional level roles or greater. • Demonstrates ability to independently organise workload and accept responsibilities for work outcomes. • Responsible and accountable for prioritising patients / clients/ tangata whaiora and their whānau to enable appropriate allocation of referrals and workload balance with staff in the team. • Carries out and support others with assessment, formulation and management of risks. • Demonstrates provision of and supports others with culturally safe practice with patients/ clients/ tangata whaiora and their whānau. • Carries out comprehensive oral health assessment of patients / clients/ tangata whaiora and their whānau, including those with diverse and complex presentations. • Formulates and delivers individualised oral health interventions at an advanced level, using appropriate clinical assessment, reasoning skills and knowledge of interventions. This is in partnership with patients / clients/ tangata whaiora and the clinical advice of the wider team. • Assesses the patients/ clients/ tangata whaiora understanding of treatment intervention/ goals and gains informed consent to treatment, taking into account any issues on capacity (e.g. cognitive functioning & mental health) • Regularly reassesses and evaluates the patients/ clients/ tangata whaiora performance and progress against agreed goals and adjust intervention as situations change. • Considers health literacy ensuring patients/ clients/ tangata whaiora and their whānau engagement, participation and understanding. • Identifies unmet needs of patients/ clients/ tangata whaiora and their whānau with potential solutions to address these needs. • Role model's relationship centred practice and demonstrates effective communication to establish a therapeutic relationship and focus on the agreed goals with patients/ clients/ tangata whaiora, their whanau, including the wider health team and external agencies. This includes relaying complex, sensitive and contentious information. • Demonstrates an awareness of health inequities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities for patients/ clients/ tangata whaiora and their whanau. • Demonstrates recognition that the knowledge, experiences and culture are integral to effectively addressing the patients / clients/ tangata whaiora and their whānau presenting health issue and/or restoring function. • Represents the service and or patients/ clients/ tangata whaiora at meetings, and intervention planning meetings to ensure the delivery of a coordinated and person-centred approach, and to treatment programme. s • Completes health record documentation consistent with legal, professional and organisational requirements. • Demonstrates awareness and knowledge of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. • Provides specialist advice, teaching and instructions to patients / clients/tangata whaiora, whanau, carers and other professionals to promote coordination of support being delivered. • Works in partnership with managers/team leaders to ensure staff are working within their scope of practice as per registration board, professional association or organisational policy expectations. • Demonstrates current understanding of the philosophy and theory underpinning oral health services. This includes exploring emerging theories of practice and the application of new models of working within the New Zealand healthcare system. • Responsible for providing oral health clinical leadership including providing clinical advice, support and guidance to team members • Promote effective communication among oral health therapists and assistants in order to share expertise and information. • Promote culturally safe / bicultural practice and competency for oral health working with patient/clients and whānau. • Work to identify and support opportunities for oral health therapists and assistants advanced clinical practice.
KEY DELIVERABLES	**Teaching & Learning - Ako Atu, Ako Mai** • Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional registration or professional body requirements. • Completes applicable training for effective delivery of the role. • Participates in own annual performance review and associated clinical assurance activities.

	• Participates in professional supervision in line with the organisation's requirements and/or professional body. • Provides and contributes to coaching, mentoring and clinical support and/or professional supervision. • Oversees student contracts for the profession, and works with managers/team leaders/tutors in facilitating clinical education and placements of students and contributes to supporting potential students. • Develops and maintains effective working relationships with teaching institutions, inclusive of providing recommendations for curriculum development, sharing information on practice changes, and working in partnership to enhance workforce readiness of graduates. • Utilise workforce plans to ensure that learning and development solutions are in place for oral health to support service delivery. • Ensures supervision and mentoring systems are in place, working well and are utilised. • Supports and encourages the profession and other health professionals in developing collaborative inter-professional learning opportunities. • Is involved in the induction of newly appointed staff.
KEY DELIVERABLES	**Service Improvement & Research - Te Whakapai Ratonga me te Rangahau**
	• Develops and monitors clinical assurance activities for the profession (inclusive of adherence) and makes recommendations for change where indicated, in collaboration with the director of allied health or equivalent. • Identifies and supports opportunities for innovative clinical practice in collaboration with others. • Supports changes in practice and/or models of care, in line with evidence-based practice (where available), research evidence and audit activity aligned with the strategic direction of the profession and organisation. • Actively leads profession to monitor, review and adapt practice where evidence does not support current practice including the cessation of practice. • Champions the oral health profession to pursue research and knowledge-building required for practice improvement. • Establishes working partnerships with consumers, other services / external organisations to promote safe and integrated working that improves the outcomes and experience of patients / clients and whānau. • Ensures profession specific (and inter-professional) protocols, pathways and policies are developed, maintained and aligned with evidence-based practice. Where appropriate seeks out, shares and develops these across services to promote integration and consistency in service delivery for client/patient/ tangata whaiora and whānau across the region. • Practises in a way that utilises resources (including staffing) in the most sustainable and cost-effective manner. • Actively participates in national, regional and sub-regional working groups/ clinical networks to identify and implement service improvements as appropriate. • Contributes to annual planning process, including identifying gaps in service and participating in work activity that may result from the planning process. • 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	HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are: • 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	**INTERNAL** • Allied Health Professionals, Professional Advisor & Director of Allied Health • Whānau and Communities Leadership Team, including Oral Health Clinical Director • Te Wāhanga Hauora Māori HBDHB • Clinical Director Oral Health • 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 **EXTERNAL** • Client /patient/ tangata whaiora and their whānau • Community Services and Agencies • All other Health Providers, including PHO, GPs Plunket, Tamariki Ora, Dentists & Māori Health Providers • New Zealand Dental Council

DELEGATION AND DECISION	• Works autonomously with a high degree of independence to achieve the plan and problem solve complex issues as they arise.
HOURS OF WORK	80 per fortnight
EMPLOYMENT AGREEMENT & SALARY	In accordance with the Allied, Public Health and Technical Multi Employer Collective Agreement (MECA) steps 11-12 per annum according to qualifications and experience pro-rated for hours worked.
DATE	Sept 2021
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A
SCOPE & COMPLEXITY	• Ensure smooth and effective pathway for tamariki / rangatahi / whānau /kaumatau/kuia 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 • 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 • Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways • Managing stakeholder relationships across the organisation

ESSENTIAL CRITERIA

Qualifications

- Qualified / Registered Oral Health Therapist or Dental Therapist holding a current Annual Practising Certificate

Experience

- Minimum 6 years practice working in an oral health or other relevant setting.
- Demonstrated leadership skills and success leading, motivating and developing others.
- Demonstrated commitment to quality, safety and clinical governance.
- Ability to contribute positively to the whole oralhealth team
- Evidence of on-going professional development.
- Knowledge of, and familiarity with, other health services including the differing paradigms in which they deliver health services.
- Demonstration of research and practice development
- Focus on delivering high quality care for the patient/client/whānau.

Business / Technical Skills

- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, PowerPoint, Internet resources and e-mail).
- Clean current full NZ driver's license.

Key Attributes

- Excellent written and verbal communication skills and collaborative ability
- Self-motivated in developing clinical and professional practice of self and others
- Positive attitude with problem solving focus
- Continuous improvement focus
- Enjoys working across teams and services – providing mentoring and expert advice
- Innovative and an ability to influence
- Ability to build constructive and effective relationships

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:

All staff must be vaccinated for Influenza and COVID-19Recent Additional vaccinations are required for Clinical Staff

DESIRABLE CRITERIA

Qualifications

- Post graduate qualifications and education relevant field (or working towards)

Experience

- Experience speaking and teaching to groups
- Advanced clinical experience and knowledge. Desirable for this to be across a range of health sector settings

Business / Technical Skills

- Project management skills
- Knowledge about how the organisation works and the culture of the organisation

OURHEALTH HAWKE'S BAY
Whakawāteatia

Our Vision and Values

Te hauora o te Matau-ā-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
ĀKINA IMPROVEMENT
RARANGATETIRA PARTNERSHIP
TAUWHIRO CARE

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.

RARANGA TE 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.