



Statewide Clinical Support Services (SCSS)

ROLE DESCRIPTION

Role Title:	Senior Practitioner, Dentist
Classification Code:	Dental Officer (DO-3)
LHN/ HN/ SAAS/ DHW:	Statewide Clinical Support Services (SCSS), CALHN, SA Health
Hospital/ Service/ Cluster:	SA Dental
Division:	Statewide Dental Services, SWDS
Department/ Section/ Unit/ Ward:	
Role reports to:	District Manager (DM)
Role Created/Reviewed Date:	May 2023
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

SA Dental is part of the Statewide Clinical Support Services (SCSS), providing a range of dental services for eligible children and adults at clinics throughout South Australia. SA Dental also works in partnership with the University of Adelaide to educate and train many of the states' dental professionals, including dentists and dental therapists.

- > Providing dental services to eligible clients who present with dental diseases and oral health problems of a complex nature
- > Significantly contribute to the implementation of Statewide Dental Services (SWDS) clinical direction and / or programs within the local district including monitoring and reporting on the achievement of clinical objectives and key performance indicators within the district.
- > Provide clinical leadership and contribute to the skill development of clinical staff to meet SWDS service requirements
- > Assist less skilled practitioners in the treatment of more complex cases
- > Provide advice to the Chief Dental Officer and Statewide Lead Clinicians in the development and implementation of policies, procedures and Clinical Practice Guidelines

Direct Reports:

N/A

Key Relationships/ Interactions:

Internal

- > Reports to the District Manager (DM)
- > Collaborates with the Director Clinic Operations, Chief Dental Officer, Statewide Lead Clinician, other Senior Practitioners
- > Subject to the incumbent's Scope of Practice, when working in a clinical capacity
 - provide guidance and direction to dental assistants

	<ul style="list-style-type: none"> > Develop, lead and evaluate improvement activities with staff
Clinical issues & evidence based practice	<ul style="list-style-type: none"> > Contribute to decisions on the suitability and appropriateness of materials, equipment and associated clinical practice > Provide high level judgement, advice and direction to clinicians i.e. regarding individual and cohorts of clients, dental materials, techniques, equipment, policy and procedure interpretation and application. > Provide professional clinical advice and support to tutors, the DM and School of Dentistry Discipline Coordinators in regard to issues concerning dental students
Professional Development & Supervision	<ul style="list-style-type: none"> > Significantly contribute to the identification of and response to the clinical professional development needs of new and current district staff. This will include responsibility for professional clinical leadership, consultancy, mentorship, peer supervision and training of other dental practitioners > Provide performance review and development (PR&D) to clinicians > Responsible for clinical performance activities in collaboration with the DM where unsatisfactory clinical performance has been identified > Provide professional clinical supervision of undergraduate Dental and BOH students including assessment and the provision of feedback > Seek guidance, professional direction and mentoring to assist with continuous professional development (CPD)
General and emergency oral health care	<ul style="list-style-type: none"> > Apply advanced professional expertise, competence, and experience to the provision of general and emergency dental care to eligible clients. This may include <ul style="list-style-type: none"> - Care to clients requiring increasingly complex practice skills and whose needs are beyond the scope of less skilled practitioners - Direct service provision at non-SADS sites eg special needs, correctional services > Increased depth and breadth of knowledge, skill and professional judgement is applied to achieve high level outcomes and KPI targets > Referral to other practitioners for care outside defined Scope of Practice > Ensure administration relating to client records, appointments, fees and recall systems occurs as required > Ensure a local strategy is in place for oral health education/promotion to eligible clients and groups
Teamwork	<ul style="list-style-type: none"> > Lead and support the team to work through clinical planning, issues and goals > Communication, consultation and collaboration with stakeholders underpin the planning, implementation and evaluation of initiatives, policies and practices > Collaborate with the Chief Dental Officer, Statewide Lead Clinician and DM to ensure SWDS clinical direction is reflected in district planning > Contribute and share evidence-informed knowledge with others > Lead clinical meetings and drive agenda topics to facilitate implementation of SWDS clinical direction in the district and initiatives to improve clinical outcomes > Provide high level clinical advice to other groups through participating on committees and other groups as required

Communication and Interpersonal relationships	> Display respectful behaviour to clients and colleagues in accordance with the Respectful Behaviour Policy
Customer Focus	> Demonstrate effective problem solving skills to provide a flexible service that meets the needs of the clients > Demonstrate empathy and understanding of clients from diverse, cultural, ethnic and social background > Assist managers in responding to clinical complaints or requests for information relating to specific clients or local issues

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- > Registrable as a dentist or dental specialist on the Dental Board of Australia
- > Hold a current Radiation licence with the EPA (SA)

Personal Abilities/Aptitudes/Skills

- > Demonstrated ability to work as part of a multi-disciplinary team, building positive relationships and working collaboratively with others
- > Demonstrated ability to communicate effectively, both written and oral
- > Demonstrated ability to make decisions in a timely manner, having regard to the available information
- > Demonstrated ability to apply a high level of independent professional judgement in the delivery of routine and more complex client care
- > Demonstrated ability to provide clinical leadership and influence clinicians in their provision of dental services
- > Ability to discuss clinical performance and improvements with clinicians
- > Demonstrated ability to provide direction and guidance to staff, clients, students and professional groups within Scope of Practice
- > Demonstrated ability to interpret, use and communicate evaluation data and research as a means of enhancing service delivery

Experience:

- > Demonstrated experience and competency in the provision of quality, contemporary general and emergency dental care of a more complex nature within Scope of Practice.

Knowledge:

- > Demonstrated advanced knowledge of routine oral health service provision.
- > Demonstrated commitment to understanding the principles of public health
- > Familiarity with the dental clinical and dental public health literature to help guide the development of clinical practice

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > Qualification in public health and/or management/leadership
- > Postgraduate qualification in dentistry

Personal Abilities/Aptitudes/Skills:

Experience:

- > Experience in the use of Titanium dental management information system

Knowledge:

- > Knowledge of SA Dental policies and procedures

Special Conditions:

- > This position is a minimum of 0.8 FTE which must be in a SWDS clinic. Non-clinical time for clinical leadership activities will be made available as required.
- > Appointment to this position will be subject to the granting of approved Credentialling and Scope of Practice
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > *For appointment in a Prescribed Position* under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For '*Prescribed Positions*' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for '*Approved Aged Care Provider Positions*' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- > Some out of hours work may be required
- > Must have a current and valid driver's licence
- > Must be prepared to work at any SA Dental location when required
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills, and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance, or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment, and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*.
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008*, and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards, and participating in quality improvement activities as necessary.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care, and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

SA Dental is part of the Statewide Clinical Support Services (SCSS), providing a range of dental services for eligible children and adults at clinics throughout South Australia. SA Dental also works in partnership with the University of Adelaide to educate and train many of the states' dental professionals.

Values

Statewide Clinical Support Services Values

Within SCSS our people are at the heart of what we do. We are committed to building a strong, vibrant culture and place to work, and to providing high-quality care to our patients and consumers that demonstrates our values in action. Our five core values are Integrity, Compassion, Accountability, Respect and Excellence (ICARE):

Integrity:	We are honest, consistent and act fairly. We make evidence-based decisions that are in the best interests of the South Australian community.
Compassion:	Patients and consumers are front of mind in everything we do, and we approach care for others with empathy and kindness. We provide an environment that is safe and caring and we will support each other at all times.
Accountability:	We take ownership of our responsibilities and actions. We own our mistakes and take proactive measures to find effective solutions. We demonstrate our values in our actions and behaviours
Respect:	We foster a culture that is respectful of our consumers, patients and each other. We value diversity and everyone's input and demonstrate trust in each other.
Excellence:	We complete and promote work of the highest standard. We challenge the normal way of doing things to ensure continuous improvement and we seek consumer input to represent the diversity of our community.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees.

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics and contribute to a culture of integrity within SA Health.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name: Mark Chilvers

Role Title: ED SA Dental

Signature:



Date: 30/05/2023

Role Acceptance

Incumbent Acceptance

I have read and understood the responsibilities associated with role, the organisational context and the values of SA Health as outlined within this document.

Name:

Signature:

Date:

Version control and change history

Version	Date from	Date to	Amendment
V3	May 2023		Updated to new Role Description template - SCSS version Changes to NPC requirements
V2	Aug 2020	May 2023	WWCC update & updated CALHN template
V1	Feb 2019	Aug 2020	Immunisation categories introduced