



Statewide Clinical Support Services (SCSS)

ROLE DESCRIPTION

Role Title:	Dental Therapist
Classification Code:	AHP 2 - DT
LHN/ HN/ SAAS/ DHW:	Statewide Clinical Support Services (SCSS), CALHN, SA Health
Hospital/ Service/ Cluster:	SA Dental
Division:	SWDS / ADH
Department/ Section/ Unit/ Ward:	
Role reports to:	District Manager (DM) / Hospital Unit Manager (HUM)
Role Created/Reviewed Date:	April 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.

The Dental Therapist is responsible for:

- > Providing dental services to eligible clients who present with dental diseases and oral health problems of a complex nature
- > Contribute to the implementation of Statewide Dental Services (SWDS) clinical direction within the local district / the clinical direction of the Adelaide Dental Hospital (ADH) within the relevant Unit.
- > Assist less skilled practitioners in the treatment of more complex cases
- > Create learning environments for undergraduate Dental and Bachelor of Oral Health students including tutoring
- > Provide mentoring and support to Dental Therapists

Direct Reports:

N/A

Key Relationships/ Interactions:

Internal

- > Reports to the District Manager (DM) or Hospital Unit Manager (HUM)
- > Liaises with the Senior Practitioner (SWDS) / Clinical Director (ADH)
- > Liaises with Dentist/s to practice within the 'Dental Therapist, Dental Hygienist and Oral Health Therapist Scope of Practice and Duties' Procedure.

	<ul style="list-style-type: none"> > Contribute to clinical orientation and induction of new staff > Assist the Senior Practitioner / Clinical Director in responding to the clinical professional development needs of district / unit staff. This may include contribution to the development of technical competence of individuals or groups > Assist the DM / HUM, Senior Practitioner / Clinical Director (ADH) and Senior DA in conducting performance review & development (PR&D) discussions for team members as required > Seek guidance, professional direction and mentoring to assist with continuous professional development (CPD)
Clinical direction & evidence based practice	<ul style="list-style-type: none"> > In collaboration with the Senior Practitioner / Clinical Director and DM / HUM contribute to the development of and provide leadership in the implementation of safety, quality and clinical improvement strategies > Apply sound evidence and judgement to monitor and report on own clinical performance and service quality and that of other dental team members and implement and guide improvement strategies as required to meet KPI's > Maintain professional expertise and competence in the use of dental materials, techniques, equipment, infection control and sterilisation procedures, and population oral health practices
Safer and better care	<ul style="list-style-type: none"> > Implement organisational clinical procedures and clinical practice guidelines > Provide advice, support and feedback to clinical staff to implement clinical procedures and clinical practice guidelines > In collaboration with the DM / HUM and Senior Practitioner / Clinical Director identify and share opportunities for improvement in professional tasks and participate in developing and leading improvement activities with staff
Teamwork	<ul style="list-style-type: none"> > Participate in a professional and multi-disciplinary team to achieve common goals > Contribute and share knowledge with others > Take ownership of team issues and goals
Communication and Interpersonal relationships	<ul style="list-style-type: none"> > Display respectful behaviour to clients and colleagues in accordance with the Respectful Behaviour Policy
Customer Focus	<ul style="list-style-type: none"> > 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

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- > A degree qualification in Oral Health (or a subsumed qualification) giving eligibility for registration with the Dental Board of Australia as a dental therapist / oral health therapist
- > 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 prioritise workload and meet deadlines
- > Demonstrated ability to apply independent professional judgement in the delivery of routine and more complex client care
- > Ability to discuss clinical performance and improvements with clinicians
- > Demonstrated ability to provide professional leadership, advice and guidance to staff, clients and professional groups within scope of practice
- > Proven ability to interpret, utilise 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.
- > Experience in giving instruction or feedback to staff

Knowledge:

- > Demonstrated high level of knowledge of routine oral health service provision.
- > Demonstrated sound understanding of the principles of public health

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > Graduate Certificate in Oral Health Science (Adult Scope) or equivalent post graduate qualification

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:
<ul style="list-style-type: none">> Appointment to this position will be subject to the granting of approved Credentiailling 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 <i>SA Health Criminal and Relevant History Screening Policy Directive</i>.> <i>For appointment in a Prescribed Position</i> under the <i>Child Safety (Prohibited Persons) Act (2016)</i>, 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 <i>'Prescribed Positions'</i> under the <i>Child Safety (Prohibited Persons) Act (2016)</i>, the individual's WWCCs must be renewed every 5 years from the date of issue; and for <i>'Approved Aged Care Provider Positions'</i> every 3 years from date of issue as required by the <i>Accountability Principles 2014</i> issued pursuant to the <i>Aged Care Act 1997 (Cth)</i>.

- > 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: Dr Stuart Marshall

Role Title: Acting/ ED SA Dental

Signature:



Date: 20/04/2023

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:

LOM

Version control and change history

Version	Date from	Date to	Amendment
V4	April 2023		Updated to new Role Description template - SCSS version Changes to NPC requirements
V3	June 2021	April 2023	Updated CALHN template
V2	July 2019	June 2021	Immunisation categories introduced

V1	May 2018	July 2019	Original - AHP classification introduced
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