



POSITION DESCRIPTION – DENTIST

REPORTS TO:	Director Health Services
DIRECT REPORTS:	Dental Assistant(s)
HOURS:	Part Time or Full Time - negotiable
CLASSIFICATION:	Health Professional and Medical Salaries (State) Award, negotiated dependent on experience

POSITION CONTEXT: Katungul Aboriginal Corporation Regional Health and Community Services is a not for profit organisation providing culturally attuned, integrated health and community services on the Far South Coast of New South Wales. Katungul is managed by a CEO reporting to an elected Board of Directors.

The Dentist performs preventative and restorative oral procedures to ensure the highest standards of dental health and dental care for Aboriginal clients. This role includes the provision of culturally appropriate clinical dental care, oversight of laboratory conditions and requirements, and community health promotion and health education activities to improve oral health status.

KATUNGUL'S VALUES

1. TRUST

- Open and honest communication within our team and our community
- Creating a safe and supportive environment for all our staff and our people
- Remaining true to ourselves – our team, and the people we serve

2. LEADERSHIP

- Acting as role models for ourselves and for our entire community
- Leading by example and demonstrating unity in our decision-making
- Willingness to listen & encouraging others to achieve their goals & aims

3. RESPECT

- Showing tolerance, and treating one another with dignity and support
- Holding ourselves in high esteem and accepting the difference in others
- Exhibiting loyalty and pride in our values, and in our Aboriginal culture

4. PROFESSIONALISM

- Maintaining a strong work ethic, with passion and belief in what we do
- Persistently evaluating, reflecting, and improving ourselves and our service
- Displaying honesty, fairness and equality in all our interactions

5. COMMITMENT

- Showing true dedication and dependability in all our communication & actions
- Having confidence in one another, and in our ability to embrace new ideas
- Accepting responsibility for our actions and learning from our mistakes.

MAIN DUTIES AND RESPONSIBILITIES:

Specific Responsibilities

1. Clinical care

- Deliver and coordinate the full range of clinical and community outreach dental services to Aboriginal people using a strengths-based and trauma-informed approach, assessing, diagnosing and treating complex dental presentations often with complex precipitating factors.
- Exercise high levels of knowledge, experience, and clinical competency across the scope of general dentistry, in a complex clinical setting.
- Provide leadership, line management, educational and supervisory support to clinical and support staff in the Dental setting, in running Katungul Dental Services to a high level of cultural safety and competence, and clinical quality.
- Consider treatment methods and referral pathways for clients requiring escalation of care, and exercise competence and sensitivity in educating clients regarding treatment planning.
- Facilitate health promotion in the Clinical and Community Outreach Setting for the Community, across our service footprint.
- Collect and report on clinical dental data using Titanium, including allocating appropriate item numbers for Medicare Child Dental Benefit billing purposes
- Commit to work with the Dental Assistant, Clinical Team, Katungul staff and external agencies to improve client outcomes through collaboration and shared care

2. Laboratory and Equipment Maintenance

- Overall accountability for the function, safety and accreditation of Laboratory and Equipment in the Dental Setting
- Supervise cleaning and sterilisation procedures to ensure they occur in accordance with infection control guidelines
- Oversee and direct the Dental Assistant/s to undertake responsibility for keeping the clinic clean and hygienic, maintaining equipment and instruments, and recording data in accordance with infection control requirements
- Oversee and direct the Dental Assistant/s to monitor dental stores, materials and all equipment required for the clinic, including routine care and maintenance of equipment and instruments
- Keep all equipment functional and clean

3. Needs Assessments and Health Education

This is a clinical position requiring a full clinical load. Corporate management functions are the responsibility of the Director Health Services, however the Dentist will be expected to provide high-level input into service planning and evaluation of service performance regularly.

- Participate in clinical research/needs assessments to improve service planning and development
- Actively promote Health Checks for Katungul clients and community members
- Promote Katungul's preventative and community services to clients and assist with referrals
- Develop and carry out evidence-based health promotion initiatives related to dental health
- Promote the benefits of chronic disease prevention and management to clients and community
- Participate in events and activities relevant to the health and lifestyles of Aboriginal people
- Coordinate dental team activities
- Coordinate School dental visits with the fully equipped and accredited dental van

4. Accountability

- Ensure that dental clinic targets are achieved in line with funding agreements and National KPI's
- Work with the Director Health Services to address any anticipated or actual difficulty in achieving KPI's
- Submit regular and accurate service data in accordance with policy and funding requirements
- Provide regular reports to the Director Health Services regarding clinical health statistics (monthly report required)
- Participate in Health Services and Stream Meetings

General Responsibilities as an Employee of Katungul

- Be responsible to the Director Health Services
- Work within Katungul's policies and procedures
- Commitment to culturally appropriate service provision
- Provide services in a way that recognises the many factors that affect a person's health status
- Commitment to client-centred care, integrated service provision and trauma informed practice
- Be a positive role model to clients, staff and visitors
- Work as part of the team
- Participate in continuous improvement and accreditation activities
- Maintain any professional qualifications/registrations required as part of the position
- Keep records and client notes in a professional way
- Ensure that clients and stakeholders understand how to make a complaint
- To perform any other duties as required by the immediate supervisor or the CEO

SELECTION CRITERIA

Essential

1. Full Registration with the Dental Board of Australia, and at least two years postgraduate experience as a Dentist.
2. Proven advanced clinical skills and clinical reasoning abilities in managing most of the difficult clinical situations and complex presentations seen in Dental services.
3. Demonstrated ability to supervise staff, have excellent communication and interpersonal skills, act as a supervisor to staff and students and assume responsibility for providing clinical supervision, advice, and support to the Dental team.
4. Demonstrated capacity for undertaking responsibility for components of clinical governance and peer review, and the provision of in-service clinical development education programs for staff and students.
5. Excellent culturally appropriate verbal and written communication skills.
6. Ability to collect data and write reports, and willingness to comply with reporting requirements of the organisation.
7. Willingness to provide regular dental services across the Katungul service footprint.
8. Current Class C unrestricted NSW Driver Licence

Desirable

9. Be of Aboriginal and/or Torres Strait Islander descent
10. Previous work experience in a community setting, within an Aboriginal organisation or working with Aboriginal communities
11. A demonstrated understanding of the issues and barriers that impact upon the health outcomes of Aboriginal people
12. Willingness to perform some overnight and long-distance work across southern NSW

NOTE: All appointees to positions at Katungul ACRH&CS are required to obtain a Nationally Coordinated Criminal History Check (Police Check) and where applicable, a Working with Children Check. Employment is conditional pending the outcome of these checks.

CONDITIONS OF EMPLOYMENT:

- Terms and conditions of employment will be based on the Health Professional and Medical Salaries (State) Award.
- Some on-call work or after-hours work may be required in this position.
- This position will require travel to Katungul's other Branches, outreach locations and community settings. Possession of a current unrestricted Driver Licence and willingness to travel are essential.
- This position will require work within Katungul's medical clinics, where the Dentist is expected to follow Katungul's WHS policies and NSW Health Infection Control Procedures.
- This position will require work with vulnerable or at-risk clients. The Dentist is expected to follow Katungul's WHS procedures and Mandatory Reporting obligations at all times in order to ensure safety of staff and clients.
- The Dentist will be required to undertake annual infection control training.