**Job Title: Dentist**

**Department:** Oranga Niho – Hauora Heretaunga

**Responsible to: Kaiārahi** Oranga Niho**/ Team Leader Dental**

**Purpose Statement:** To deliver appropriate and accessible oral health services that meet the needs of whānau and improve whānau well-being while meeting funder expectations

**Mission:** Mauri Ora ki te Mana Maori

Realising Whānau Potential

**Values: Kotahitanga:** We are kaupapa driven and work with each other and others to enhance Whānau potential

**Whānaungatanga:** We are customer/whānau driven and actively foster and form positive relationships, partnerships, alliances and connections

**Kaitiakitanga:** We exhibit custodianship and are stewards of our resources to advance the kaupapa

**Whakamana:** We are outcome focused and recognise, respect and uphold mana.

**Relationships: External**

HBDHB Oral Health Services, Schools, Other Oral Health Providers, Communities, Visitors, Hauora Heretaunga services, School Based Dental Services, Other Referral Agencies

**Internal**

Dental Team, Dental Director, Social Services, Oranga Hinengaro, Hauora Heretaunga, Management, Other TToH Services

**VCA Role:** Core Children’s Worker

**Structure:** Refer to Structure Chart

**Key Accountabilities**

***Kaupapa Te Taiwhenua o Heretaunga***

* Contribute to the delivery of effective, integrated, whānau-focused services as part of a team and individually
* Work with manager and colleagues in a respectful and professional manner at all times maintaining focus on the kaupapa, and doing what it takes to advance the kaupapa.
* Develop knowledge of the wider support network that TToH offers whānau, and promote whānau access to that support
* Understand and promote all aspects of the TToH Kaupapa
* Adhere to and apply TToH values in all aspects of TToH’s work
* Participate in TToH kaupapa activities, including karakia, waiata and marae noho
* Take opportunities for cultural development to advance understanding, competence and contribution to the kaupapa
* Participate in TToH systems including the Management Operating System and Tu Kahikatoa performance system, to maintain focus and achievement of performance deliverables
* Adhere to organisational and professional quality standards and work within team to promote continuous improvement of policies, procedures and practices
* Participate in regular peer supervision and/or professional supervision
* Work in a reflective manner and take opportunities for self-development

***Whānau Ora Practice***

* Develop understanding of the communities that TToH works with
* Be responsive to whanau needs and apply a holistic approach to aligning those needs, priorities and aspirations with the care and support they are offered
* Apply Te Ao Māori world view, tikanga and TToH values, to establishing trust, building rapport, and working with whānau
* Set high expectations of success in outcomes for whānau. Empower, motivate, and build whānau capability and connectedness; support whānau toward achieving independence
* Build and maintain knowledge and understanding of TToH values and internal/external channels of care and support available for whānau
* Work collaboratively with other TToH staff to enable the provision of flexible and integrated care and support for whānau
* Build long-term relationships between TToH and whānau through contract activities, values-based support and cultural connection

***Health and Safety***

* Work safely and keep others safe at work, maintaining familiarity with health and safety policy and procedures
* Promote and participate in health and safety, maintaining a safe workplace, and ensuring that any safety equipment is used correctly at all times
* Comply with established health and safety policies with regard to handling of instruments, infection control, storage of drugs and disposal of sharps and other potentially dangerous equipment and substances

***Team***

* Become a resource to the team. Work collaboratively; contribute and share knowledge, skills, abilities to achieve organisation and whānau goals
* Initiate and nurture effective working relationships with team members, experts and networks
* Manage workload in accordance with all relevant standards and contract requirements, meeting assigned milestones and targets
* Carry out assigned duties as directed by Team Leader, remaining flexible and able to carry out different tasks or work in different teams as required
* Prioritise attendance at Team meetings to ensure consistent messaging and understanding, and delivery of care and support to whānau or colleagues
* Provide support and training to others as part of in-service training in areas of expertise

***Clinical Responsibility***

* Deliver quality, user-friendly, clinical care, treatments and advice to whanau in a variety of clinic settings i.e. main, satellite, and mobile clinics
* Follow policy standards, protocols, procedures and guidelines of Community Dental Services, Dental Council New Zealand and N.Z. Dental Therapist Association
* Maintain and develop practice incorporating new knowledge and techniques
* Ensure that Dental services are compliant and current with internal and external quality, legislative, and accreditation requirements
* Peer review colleague’s work with a focus on sharing knowledge and practices
* Supervise Otago University dental student rotations and complete reports and reviews of students as required
* Use dental radiography appropriately to assist with best practice outcomes
* Ensure Health and Disability Services Consumers’ Rights are followed
* Maintain efficient and effective use of equipment and consumables.
* Maintain close working relationships with the hospital dental department and arrange timely access for clients to the hospital dental department when required
* Establish and maintain business relationships with dental laboratories and dental suppliers
* Participate in the development of a service strategy and operational plan
* Participate in a roster for the provision of afterhours dental service
* Help develop oral health education resources with an emphasis on health literacy
* Actively participate in promoting oral health messages to whanau and the wider community
* Develop and maintain networks with the Oranga Niho educators and clinicians to extend knowledge base, assist one another in improving the oral health status of the target population groups and stay informed of new oranga niho service developments on a national scale.
* Meet APC requirements and identify your continued professional development needs and ensure they are met.
* Ensure data collection, care plans, records and clinical documentation is accurate and completed to the required standards. Ensure all reporting requirements are completed appropriately.
* Establish and maintain correspondence and communication between colleagues, other professional networks and patients in a respectful and professional manner.

***Quality and Development***

* Participate with the team in continuous quality improvement processes.
* Participate in internal and external audit processes as required.
* Contribute to all service/contracted objective, targets, and outcomes.

***Sector Knowledge***

* Maintain knowledge, understanding and current developments of relevant sector to inform service delivery.
* Identify and understand the local trends and barriers for whānau through engagement and feedback.
* Understand and adhere to the Vulnerable Children’s Act.

***Other Duties***

* Carrying out additional duties from time to time as requested by management.

The key accountabilities of the role may change from time to time so that TToH is able to adapt to changes in the business environment.

**Person Specification:**

**QUALIFICATIONS:**

**Essential**

* Bachelor’s Degree in Dentistry
* Current Practicing Certificate
* Radiation License

**SKILLS AND EXPERIENCE**

**Essential:**

* Clinical examination and assessment skills
* Ability and willingness to upskill work colleagues and students
* Maintain a high standard of professionalism.
* The willingness and competency to treat a range of people and work in a variety of clinical work settings
* Knowledge of health and social issues and barriers affecting Māori health and well-being
* Proven experience working effectively with the community.
* Sound judgement, decision making and problem solving skills
* Strong interpersonal and communication skills.
* Ability to work alone as well as in a team situation.
* Ability to promote dental health messages into the community effectively

**Desirable:**

* Able to develop relationships and communicate effectively with a wide range of stakeholders.
* Have established relationships with relevant service networks
* Service sector relevant skills
* Maintain effective networks and profile within the Maori community.
* Understanding of Tikanga and Te Reo Maori
* Ability to manage and accommodate the concept of whanau support
* Ability to work under pressure and delegate responsibility
* Good administrative skills
* Able to prioritise workload effectively

**PERSONAL ATTRIBUTES**

**Essential:**

* Integrity
* Self-motivated
* Professional
* Able to work under pressure
* Committed
* Flexible
* Positive can do attitude
* Ability to carry out the physical aspects of the role
* Empathetic
* Strong commitment to organisational culture
* Community and outcome orientated
* Flexibility and openness to change.
* Demonstrates innovation and enthusiasm.