

<b>Position title</b>	<b>Dentist</b>
<b>Reports to</b>	<b>Oral Health Clinical Coordinator</b>
<b>Award agreement</b>	<b>Victorian Stand-Alone Community Health General Dentists Multi-Employer Enterprise Agreement 2018-2022</b>
<b>Classification</b>	<b>Dentist Level 1 to Level 3</b>

### About Your Community Health

Your Community Health is a progressive, high quality, independent community health service. It provides a wide range of community-based health and social support services including primary care, allied health, oral health, mental health, harm reduction, social support and health promotion services. Our three comprehensive health centres are located in Darebin, but we are here for everyone in the diverse communities across Melbourne. We work in partnership with our communities and other services using a combination of outreach, home-based and centre-based activities and co-located services.

More information is available at: [www.yourch.org.au](http://www.yourch.org.au)

<b>Vision</b>	Health and wellbeing for everyone
<b>Purpose</b>	We partner with people and communities to deliver health and wellbeing services and promote equity
<b>Our organisational values</b>	<p><b>Courage</b></p> <ul style="list-style-type: none"> <li>We are progressive</li> <li>We are creative and resourceful</li> <li>We challenge the status quo for the benefit of our communities</li> </ul> <p><b>Empathy</b></p> <ul style="list-style-type: none"> <li>We are caring and inclusive</li> <li>We celebrate and value diversity</li> <li>We work collaboratively and respectfully</li> </ul> <p><b>Integrity</b></p> <ul style="list-style-type: none"> <li>We are ethical, honest, reliable and fair</li> <li>We listen and are accountable to our communities</li> <li>We earn and build trust</li> </ul> <p><b>Achievement</b></p> <ul style="list-style-type: none"> <li>We are outcomes-focused</li> <li>We are adaptable and always learning</li> <li>We continuously improve</li> <li>We are creative and resourceful</li> </ul>

## Statement of Inclusivity

Your Community Health is committed to providing an inclusive and accessible environment where people and communities of all identities and backgrounds (including but not limited to, ethnicity, faith, socio-economic circumstance, sexual orientation, gender identity, ability, bodies, migration status, age and Aboriginal and Torres Strait Islander descent) are accepted, safe and celebrated. We achieve this through the guidance of our values and principles.

Your Community Health understands the need to ensure that meaningful inclusion is built into the organisational DNA and to create an environment that attracts team members that reflect the communities we serve.

Your Community Health look to actively encourage members applications from of the LGBTIQ+, Aboriginal and Torres Strait Islander peoples, Disability, culturally and linguistically diverse communities and those with lived experience in areas in which we work. We work to address barriers in full participation.

## About the Oral Health team

Sitting within the Primary Care Directorate, the Oral Health Team provides a comprehensive range of dental services and support programs to anyone, through a combination of outreach, client-based and centre-based activities. Our Oral Health Service operates across three sites (Northcote, Preston and East Reservoir) 6 days per week. As part of YourCH we are passionate and enthusiastic staff working towards our vision of a health and wellbeing for everyone and creating an environment that is inclusive and representative of the communities in which we serve.

## Position Purpose

The Dentist will work to their full scope of clinical practice full scope of clinical practice and accordance with the guidelines, policies and procedures defined by Your Community Health; and where applicable Dental Health Services Victoria. The Dentist encourages positive attitudes towards dental health and aims to ensure the standard of client care is maintained at the highest possible level commensurate with Your Community Health policy and available resources.

## Position Responsibilities

### Quality management

- Ensure dental services are and provided in accordance with legislation, standards and policy.
- Ensure services are delivered in accordance with relevant infection control practices participating in relevant audits and improvements.
- Actively engage in formal professional relationship with dentists, seeking advice and assistance as required.
- To liaise effectively to ensure appropriate referrals and consultation takes place with the Your Community Health Oral Health team, other Your Community Health services, the Royal Dental Hospital, other dental services and other relevant local agencies.
- To ensure the maintenance of adequate client records and statistics.
- Facilitate operation of OPG clinic and take dental panoramic radiographs on prescription, if within scope of practice and licencing requirements as per the practitioners DHHS Radiation Use Licence Schedule.
- Participate in planning and evaluation of unit services and program.
- Identify and make recommendations on opportunities to improve processes, workplace health and safety, quality and service delivery outcomes within Your Community Health.

### Health promotion

- Work with our clients to increase their capacity to make choices that enhance their health and wellbeing.

### Service development

- Continuously improve the accessibility, range and level of services delivered.

### Partnerships

- Where appropriate provide leadership and support to other members of the Your Community Health oral health team.

### Organisational sustainability

- Work with other members of the Your Community Health Oral Health Program to ensure efficiency and effectiveness.
- Undertake professional development and continuing education in line with registration requirements.
- To attend meetings (Team, Site and Staff) as appropriate.
- Perform other duties as directed by Oral Health Clinical Coordinator, Oral Health Manager or Senior Dentist.

### Qualification, Registrations and Licenses

- Qualification in relevant General Dentistry discipline (essential).
- AHPRA registration as a General Dentist without restriction.
- Ionizing Radiation Apparatus Use License in Victoria for Intra-Oral Radiography (Licence to provide dental panoramic radiography is desirable).
- Current Driver's License

### Skills, Knowledge and Experience

- Demonstrated experience in General Dentistry
- Demonstrated ability to work to full scope of clinical practice.
- Understanding of and commitment to Community Health Principles.
- Understanding of Public Oral Health principles.
- Commitment to implement and develop public dental program models of care.
- Demonstrated ability to meet the service targets.
- Skills in oral health promotion.
- Well-developed assessment skills
- Demonstrated ability to treat clients who are physically and/or intellectually disabled or from another special needs group.
- Demonstrated sensitivity to the needs of non-English speaking background, marginalised and Aboriginal and Torres Strait Islander clients.
- Demonstrated ability to communicate effectively with a variety of people including staff, clients, and carers, and relevant health professionals.
- Ability to speak a relevant community language (desirable)

### Core Competencies

- **Knowledge & Technical Skills:** Demonstrates competence in own discipline, field or trade and mastery of job content and responsibilities.
- **Teamwork:** Actively seeks to work collaboratively with other members of the team. Fosters productive work relationships with other areas within and/or external to the Dental and Oral Health team.
- **Empathy and Cultural Awareness:** Demonstrates an interest in and an appreciation of a range of different cultures and actively seeks to understand and effectively address the issues and views of others.

### Expected behaviours for all YourCH team members and volunteers

- Support the provision of services that are inclusive, safe and high quality

- Maintain staff, volunteer and client confidentiality at all times
- Work in partnership with the community, clients and staff to achieve our vision
- Ensure an inclusive and safe workplace for clients, visitors, volunteer and staff
- Work in accordance with Your Community Health Policies and Procedures.

### General

- Your Community Health requires declarations and personal information relevant to employment. The collection and handling of this information will be consistent with the requirements of the Information Privacy Act 1988
- The successful applicant is required to provide evidence of eligibility to work in Australia.
- Employment is contingent on a satisfactory Police Records Check, valid Working with Children Check, and NDIS Worker Screening check clearance (where required). Where the preferred applicant has lived or worked overseas for a continuous period of 12 months or more within the past 10 years, they are required to provide an international police check for all countries that they have lived in for that period of time.
- Applicants who are not currently employed by Your Community Health are required to complete a Pre-existing Illness/ Injury Declaration Form.
- Management, in consultation with the staff member, reserves the right to modify this position description when required

### Relationship to Performance Development and Review Plan

This position description operates in conjunction with, and forms part of the relevant individual Performance Development Review Plan aligned to the organisational Strategic Plan. An initial performance review will take place six months following commencement of employment and then on an annual basis

**Your Community Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Disability, Culturally and Linguistically Diverse and LGBTIQ+ communities to apply.**