**Role Description**

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| **Job ad reference** | MI561509 | **Closing date** | Sunday 19/05/2024 |
| **Role title** | Oral Health Therapist - Senior | **Classification** | HP4 |
| **Status** | Permanent full time | **Salary** | $4769.60 - $5132.40 per fortnight |
| **Unit/Branch** | Oral Health Services | **Contact name** | Elisabeth Collins |
| **Division/Hospital** | North West Hospital and  Health Service (NWHHS) | **Contact number** | 07 4744 4407 |
| **Location** | Mount Isa  *Service delivery may require this role to work across other locations within the NWHHS.* | | |

**Your opportunity**

Deliver a broad range of complex oral health services and health promotion activities to eligible stakeholders/clients as a dental/oral health therapist in a multidisciplinary team over a large geographical area encompassing urban, rural and remote, and/or Indigenous communities within the North West Hospital and Health Service (NWHHS) in accordance with organisational goals.

Provide professional clinical leadership, practice supervision and mentoring as a member of a multidisciplinary team within the NWHHS.

Contribute to quality and service improvement initiatives within the NWHHS and for dental/oral health therapist professions to continually improve client care.

**Your role**

***KEY ACCOUNTABILITIES***

**Clinical Practice/ Service Delivery**

* Deliver a broad range of complex dental/oral health therapyclinical services (involving examination, treatment, diagnosis and case management), leadershipand health promotionactivities on a daily basis, in a work area,within a multidisciplinary team, in accordance with professional and ethical standards.
* Deliver complex dental/oral health therapy practices within a work area with a high degree of independence and minimal need for indirect clinical practice supervision on a daily basis, applying effective clinical management skills to manage and prioritise a broad and frequently advanced clinical workload.
* Apply initiative and exercise independent professional judgement and problem-solving skills to a complex and varied caseload beyond that of routine day-to-day practice, adapting clinical practices of a critical nature to reflect a broad understanding of valid and reliable evidence, gained through professional development or formal qualifications to:
  + Contribute to the design, implementation and evaluation of interventions to influence best clinical practice standards, procedures and protocols to reflect the varied and unique needs of the NWHHS.
  + Contribute to the development of practices, procedures and protocols that support the continuum of care engaging cross-discipline referencing where relevant.
  + Accept referrals from less experienced staff.
* Apply and maintain a high level of current professional knowledge and skills with demonstrated active participation in continuing professional development and learning opportunities.

**Communication / Team Participation**

* Utilise well-developed communication skills on a daily basis to:
  + Provide advice to professional and operational supervisors, relevant service managers and other stakeholders to improve service delivery.
  + Liaise, advise and advocate, as required, with stakeholders, clients and their families, in individual and/or group settings.
  + Frequently liaise with culturally diverse and Indigenous peoples using culturally specific protocols in individual, group and/ or community settings.
* Actively participate and work cooperatively and effectively, within a multidisciplinary team, on a daily basis, with health professionals and other Queensland Health staff.

**Leadership / Work Unit Management**

* Monitor and report on clinical practices and outcomes, and actively participate in the identification, development and implementation of quality and service improvement initiatives that enhance the delivery of efficient and safe dental/oral health therapy services and continually improve client care.
* Provide clinical and operational leadership within a multidisciplinary team, including:
  + Provide and maintain clinical practice supervision and mentoring to less experienced dental/oral health therapists and other team members to ensure the maintenance of professional clinical standards within the NWHHS.
  + Innovate and advocate to advance a best practice and equitable dental/oral health therapy service delivery within the NWHHS.
* Provide direction and leadership to assistant / support staff.
* Actively participate in a working environment supporting quality human resource management practices including employment equity, anti-discrimination, workplace health and safety and ethical behaviour.
* Follow defined service quality standards, occupational health and safety policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
* Keep People Safe: Comply with reasonable Work Health and Safety instruction and cooperate with reasonable policy and procedures, including the Duties of Workers, Section 28, Work Health and Safety Act 2011 (QLD).
* Implement and monitor the organisation’s quality standards, occupational health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
* Effectively engage with people and communities from Aboriginal and Torres Strait Islander and cultural and linguistically diverse backgrounds.
* Deliver culturally responsive and safe care in line with the *Queensland Health Aboriginal and Torres Strait Islander Cultural Capability Framework 2010-2033* and *Queensland Health Workforce Diversity and Inclusion Strategy 2017-2022.*
* Demonstrate a commitment to meeting or exceeding professional and National Standards (e.g. NSQHS Standards) to achieve the delivery, leadership, and governance of Quality Care Every Day as outlined in the [Framework for Clinical Governance](https://qheps.health.qld.gov.au/__data/assets/pdf_file/0040/2669287/NWHHS-Clinical-Governance-Framework-2021-v5.pdf) and the [Safety and Quality Roles and Responsibilities Matrix](https://qheps.health.qld.gov.au/northwest/clinical-support/quality/accreditation-quality).

**Your employer – North West Hospital and Health Service**

The North West Hospital and Health Services (NWHHS) is responsible for the public sector health services in the North West region. The NWHHS covers an area of approximately 300,000 square kilometres and services many of the remote communities within North Western Queensland and the Gulf of Carpentaria.

The Health Service is responsible for the promotion and wellbeing of people within the service area and ensuring that health services are of a high quality, accessible to all and effective.

Other NWHHS Centres are:

| **Hospitals:** | **Primary Health Facilities:** | **Community Services:** | **Multipurpose Health Service:** |
| --- | --- | --- | --- |
| Doomadgee | Burketown | Cloncurry | Cloncurry |
| Mornington Island | Camooweal | Doomadgee | McKinlay Shire |
| Mount Isa | Dajarra | McKinlay Clinic |  |
| Normanton  Normanton | Karumba | Mornington Island |  |
|  |  | Mount Isa |  |
|  |  | Normanton |  |
|  |  |  |  |

**North West Hospital and Health Service Vision and Values**

The North West Hospital and Health Service is responsible for providing high quality hospital and healthcare to the communities of North West Queensland.  We embrace the need for change and make it work efficiently for the people of our region and our staff.  The efficient delivery of our core hospital and health business services is guided by the North West Hospital and Health Service mission:

*To be Queensland’s leading Hospital and Health Service delivering excellence in remote healthcare to our patients*

Our Values:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Innovation** | **Respect** | **Engagement** | **Accountability** | **Caring** | **Honesty** |
| We make things happen | We listen and learn from each other | We work together to involve our communities | We own our actions and behaviours | We treat people with kindness and look after each other | We are true to ourselves and others |

**Mandatory qualifications/Professional registration/Other requirements**

* Possession of a qualification necessary for registration with Australian Health Practitioner Regulation Authority (AHPRA) as an Oral Health Therapist.
* **Licence to Operate Vehicle:** This position requires the incumbent to operate a class C motor vehicle and an appropriate licence endorsement to operate this vehicle is required.
* It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](https://www.health.qld.gov.au/__data/assets/pdf_file/0009/150120/hed-0116.pdf)):
  + Measles, Mumps, Rubella (MMR)
  + Varicella (chicken pox)
  + Pertussis (whooping cough)
  + Hepatitis B
  + Tuberculosis: All new employees, including agency nurses and doctors, appointed to roles at a Queensland Health facility that may be at high risk of exposure to drug-resistant cases of tuberculosis must be assessed for their risk of Tuberculosis (TB) using the relevant TB risk assessment process.
* It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19   
  ([Health Employment Directive No. 12/21](https://www.health.qld.gov.au/__data/assets/pdf_file/0022/1108453/hed-1221.pdf) and [Queensland Health Human Resources Policy B70](https://www.health.qld.gov.au/__data/assets/pdf_file/0024/1108446/qh-pol-486.pdf)).
* Your offer of appointment to this role is therefore conditional upon satisfactory documentary evidence of required vaccinations/immunity being provided prior to commencement and your consent and agreement to maintain vaccination/immunity as required by Queensland Health HR policies and Health Employment Directives.

**How you will be assessed?**

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under ‘Your Role’, the ideal applicant will be someone who can demonstrate the following:

*The Selection Panel will base their selection on the assessment criteria below:*

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| --- | --- |
|  | **Assessment Criteria** |
| **AC1** | ***Clinical Expertise***  Demonstrated well developed level of knowledge, expertise and skill in the delivery of complex dental/oral health therapy services and health promotion, with a high degree of independence and minimal need for indirect clinical practice supervision. |
| **AC2** | ***Clinical Ability***  Demonstrated ability to provide dental/oral health therapy services of a complex nature, where established principles, procedures and methods require some expansion, adaptation or modification. |
| **AC3** | ***Communication***  Demonstrated ability to provide advice regarding service delivery to a diverse range of stakeholders/clients, and service improvement opportunities. |
| **AC4** | ***Leadership***  Demonstrated ability to initiate, plan and evaluate local service improvement initiatives and provide clinical practice supervision. |
| **AC5** | ***Human Resource Management***  Demonstrated ability, or ability to rapidly acquire the knowledge to actively participate in a working environment supporting quality HRM practices and demonstrate support for these practices in the work unit. These practices include ethical behaviour, occupational health and safety, employment equity and anti-discrimination. |

**Your application**

Please provide the following information to the panel to assess your suitability:

* Your current CV or resume, including the names and contact details of 2 referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor
* A short response (maximum 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, taking into account the key responsibilities and key attributes of the position.

Once completed, your application should be submitted online.

If you unable to apply online please contact Employment Services on 1300 193 156.

**Additional Information**

* Applications will remain current for 12 months.
* Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
* Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.
* Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
* All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
* Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at <http://www.psc.qld.gov.au/library/document/policy/lobbyist-disclosure-policy.pdf>
* Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in section 571 of the *Workers’ Compensation and Rehabilitation Act 2003* (<http://www.justice.qld.gov.au/fair-and-safe-work/workers-compensation-and-rehabilitation/workers-compensation-and-rehabilitation-legislation/workers-compensation-and-rehabilitation-act-2003>).
* In accordance with Government requirements and Queensland Health’s commitment to a healthier workplace the Queensland Health Smoking Management Policy supports a smoke-free environment. Smoking is prohibited at all Queensland public hospitals and health facilities and for five (5) metres beyond their boundaries. Queensland Health employees may obtain assistance to quit smoking through staff program *Quit Smoking for Life* program.

Information is available at [Quit smoking for life!](https://qheps.health.qld.gov.au/smoke-free/quitsmoking)

**ORGANISATIONAL CHART:***NWHHS Oral Health Services*