

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Dental Therapist / Oral Health Therapist		
Reports to	Manager Community Oral Health Service		
Location	Clinical Director Community Oral Health Service		
Department	District Wide		
Direct Reports	Nil		Total FTE Nil
Budget Size	Opex Nil		Capex Nil
Delegated Authority	HR Nil		Finance Nil
Date	5 February 2026		
Job band (indicative)	Allied Health Scientific and Technical MECA Core Salary Scale Step 1 to 7 \$77,087 to 107,600 based on previous experience		

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

The position is central to the delivery of Community Oral Health services, collaborating with patients and whānau, communities, colleagues and services.

Key Result Area	Expected Outcomes / Performance Indicators
	<ul style="list-style-type: none"> • To promote and maintain a high standard of evidence based autonomous primary oral health care for all patients, within the scope of practice, referring to other providers where appropriate. • To provide safe, timely, effective, efficient, equitable, patient and family/whanau centred oral health care across the full range of primary prevention, assessment and treatment methods. • To provide safe, timely, effective, efficient, equitable, patient and family/whanau centred oral health care across the full range of primary prevention, assessment and treatment methods. • To lead care, directing, delegating and where appropriate supervising provision of care by non registered staff.

	<ul style="list-style-type: none"> • To function across various areas and a range of both specific and broad practice including clinical administration functions for patient care, maintaining knowledge and skills in relevant systems. • To function across various areas and a range of both specific and broad practice including clinical administration functions for patient care, maintaining knowledge and skills in relevant systems. • To support a team approach to oral health care developing and maintaining positive relationships with patients, families colleagues and the community. • To participate actively in individual and team related quality improvement activities.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • demonstrates being good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected delivery of services.

Health & safety	<ul style="list-style-type: none"> • Exercises due diligence in Health and Safety matters and supports the successful implementation of Health and Safety strategy and initiatives. • Reports issues and takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Participates actively in continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are followed. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the Manager Community Oral Health Service

- Any event causing harm to patients, staff, members of the public or the organisation.
- Any matter where there is potential or actual risk of harm identified.
- Any complaint or significant negative feedback.
- Any significant quality or staff performance issue that may impact on service delivery or safety.

Relationships

External	Internal
<ul style="list-style-type: none"> • Patients, relatives • Families and whānau • NGO Māori Providers • NGO - Community • GP's and Primary care • Schools 	<ul style="list-style-type: none"> • Other Oral Health Service staff • Te Waka Hauora • Clinical Staff • Public Health Services

About you – to succeed in this role

You will have

Essential:

- Registered New Zealand Dental Therapist / Oral Health Therapist with an annual practising certificate.
- Driver's licence with no restrictions
- A sound knowledge of oral health promotion
- Basic knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint and Outlook

Desired:

- No practice restrictions relevant to this role.
- Knowledge of Titanium Oral Health Patient Management system

You will be able to Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Total commitment to patient-oriented care and quality standards
- High level of integrity, dependability and professional conduct
- Highly committed in regard to the responsibilities of autonomous practice including professional accountability, professional development, self-motivation, using initiative.
- Be flexible, versatile, and adaptable within a changing environment and changing priorities.
- Committed to supporting the team and contributing positively to the oral health team

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

From time to time, it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. If this occurs this will be discussed with you. This Position Description may be reviewed as part of the preparation for your annual performance and development review.