



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

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HSE HR Circular 07/2008

07th February 2008

**To: Each Assistant National Director, PCCC
Each Assistant National Director, Human Resources**

Re: Senior Dental Hygienists

Dear Colleague,

The grade of Dental Hygienist (basic) was introduced to the health services a number of years ago. Detailed consideration has been given to claims on behalf of such Dental Hygienists for the introduction of a career structure, as has been applied to other grades within the dental services, i.e., Dental Surgeons and Dental Nurses, within the context of the original Dental Health Action Plan.

The grade of Dental Hygienist had remained as the only grade within the dental services where senior posts were not developed. Examination of the position has involved considerable discussions with Principal Dental Surgeons throughout the HSE. These discussions, facilitated by an independent consultant, have also taken on board the views from the Dental Hygienist vocational group. Throughout the process it was recognised that the role of the Hygienist had developed over the years. On the basis of service needs, and in particular, the current and future clinical component of the role of Hygienist a post of a Senior Dental Hygienist is being introduced in each Local Health Office area within the HSE. The agreed job profile and qualifications for the role of the Senior Dental Hygienist is attached.

The salary scale for the post of Senior Dental Hygienist is as follows:

Proposed Senior Dental Hygienist Salary Scale

01/12/06

€	€	€	€	€	€	€	€	€	€	€	€
42,304	44,012	45,606	47,266	48,952	50,664	52,575	53,698	55,483	57,069	58,691	60,168 LSI

It has been agreed that these positions will be filled in the first instance through internal competition and successful candidates will be assimilated to the new scale in accordance with the provisions of Circular 10/71.

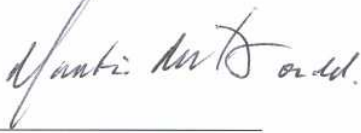
In order to ensure consistency in implementation it is agreed that the successful candidates will be appointed from an effective date of 1/4/2006 in recognition their contribution to the development of the role in recent years. It has been agreed that these posts may be filled on a whole-time, part-time or flexible working basis having regard to service need/demand and existing working arrangements.

The funding associated with the implementation of the report has been included in the HSE Vote and enquiries in this regard should be addressed to the Assistant National Director/Finance in your Area.

Should you have any specific queries regarding this agreement please contact Mr. Sé O'Connor, HSE – EA, 63/64 Adelaide Road, Dublin 2 (01 – 662 6966).

Please arrange for implementation as soon as possible.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "Martin McDonald". The signature is written in dark ink and is positioned above a horizontal line.

Martin McDonald
National Director of Human Resources

Senior Dental Hygienist – Job Profile

To perform all of the duties of a Dental Hygienist (copy attached) in addition to all of the following duties which are appropriate to the post of Senior Dental Hygienist.

- To coordinate resources and Dental Hygiene service delivery consistent with Best Practice
- To consult with the Principal/Senior Dental Surgeons in the planning, development, implementation and evaluation of the Dental Hygiene services throughout the dental area.
- To participate in training and refresher courses relevant to the post of Senior Dental Hygienist i.e. Continuing Dental Education (CDE).
- To assist in the induction of Dental Hygienist and Dental Nursing staff
- In consultation with the Principle/Senior Dental Surgeons, to be involved in the initiation, organisation and delivery of health promotion and oral health promotion programmes.
- When required, to allocate specific tasks to the oral health promotion team and to Dental Hygienists
- In liaison with the Principal/Senior Dental Surgeon, Special Needs, to coordinate and provide appropriate care to special needs groups.
- Collaborate with work colleagues and other disciplines in order to enhance the multidisciplinary approach to patient care.
- Under the general guidance of the Principal/Senior Dental Surgeons, to ensure compliance by the Dental Hygiene staff with all policies, procedures and legislation in relation to all aspects of Health and Safety and Risk Management
- To provide cross cover for absent colleagues
- To undertake any duties which are approved by the Dental Council and which may require additional training and/or qualifications.

Dental Hygienist Basic Grade

In order to be eligible for this position each individual must be registered in the Register of Dental Hygienists maintained by the Dental Council of Ireland or be entitled to be so registered.

Principle Duties and Responsibilities

1. Dental work carried out by a Dental Hygienist may only be carried out under the supervision of a registered Dentist who has first examined the patient and who has indicated to the Dental Hygienist the course of treatment to be provided. Subject to the foregoing conditions, a Dental Hygienist is permitted to carry out the following dental work:
2. Cleaning and polishing of teeth
3. Scaling of teeth (that is the removal of tartar, deposits accretions and stains from those areas of teeth that are exposed or which are directly beneath the free margins of the gums, including the application of medicaments thereto)
4. The application of the teeth and/or gums of appropriate prophylactic materials including solutions, gels and sealants.
5. Giving of advice on oral health and dental treatment services to individual or groups in consultation with the dentist.
6. Such other duties as may be directed from time to time by the dentist and which are approved by the Dental Council.
7. To provide a dental service within the parameters outlined in items 1 to 6 at the centres and times determined from time to time by the Principal Dental Surgeon for patients eligible for dental services which the H.S.E is or may be under obligation to provide.
8. To provide a dental service within the parameters outlined in items 1 to 6 for patients admitted to any institution maintained by the H.S.E.
9. To participate as required in any preventive programme
10. To complete such record cards and supply such reports and other information as may be required by P.D.S. from time to time.
11. To attend meetings as may be determined by the P.D.S. from time to time.
12. When required by the P.D.S, attend special training or refresher courses in dentistry (including dental public health) approved by the Minister.

Eligibility for appointment to Senior Dental Hygienist grade

With regard to the first filling of senior posts, a minimum of four years experience in the Public Sector as a Dental Hygienist would be required to be eligible for appointment and be registered or entitled to be registered in the register of Dental Hygienists maintained by the Dental Council of Ireland.

With regard to the subsequent filling of senior posts, a minimum of three years experience in the Public Sector as a Dental Hygienist would be required to be eligible for appointment and be registered or entitled to be registered in the register of Dental Hygienists maintained by the Dental Council of Ireland.