

# HEALTH EMPLOYEES DENTAL PROSTHETISTS AND DENTAL TECHNICIANS (STATE) AWARD

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

## AWARD

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### 2. Definitions

Unless the context otherwise indicates or requires the several expressions hereunder defined shall have their respective meanings assigned to them.

“**Union**” means HSUeast.

“**Ministry**” means the Ministry of Health.

“**Hospital**” means a public hospital as defined under section 15 of the *Health Services Act 1997*.

“**Service**” unless the context otherwise indicates or requires means service or experience as a Dental Technician before and/or after commencement of this award in any one or more New South Wales public health organisations or any other organisation acceptable to the Ministry.

“**Industry Service**” unless the context otherwise indicates or requires means service before and/or after commencement of this award in any hospital and/or laboratory acceptable to the Ministry.

“**Employee**” means a person or persons employed in any hospital as defined.

“**Industrial Committee**” means the Public Health Employees (State) Industrial Committee.

### 3. Classifications

#### 3.1 Dental Technician

- (a) **Trainee Dental Technician** means a person appointed as such who is undertaking the Diploma of Dental Technology conducted by NSW TAFE or an equivalent course in Dental Technology.
- (b) **Dental Technician Level 1** means a person appointed as such who has successfully completed the Diploma of Dental Technology conducted by NSW TAFE or an equivalent course in Dental Technology.

- (c) **Dental Technician Level 2** means a Dental Technician who fulfils the following criteria:
- (i) having at least 3 years experience as a registered dental technician; and
  - (ii)
    - (a) successful completion of the first year of the Dental Prosthetics course conducted by NSW TAFE; or
    - (b) having qualifications deemed by the Ministry to be equivalent to the first year of the Dental Prosthetics course; and
  - (iii) demonstrating skills in excess of those required of a Dental Technician Grade 1; and
  - (iv) being proficient in, and spending the major part of their time engaged in, one or more of the following areas of work;
    - orthodontic appliances;
    - cast metal denture techniques;
    - crown and bridge;
    - osseo-integrated implant technology;
    - maxillo facial and complicated prosthetics, including over-dentures, oburators, precision attachments and magnets, occlusal splints, complete and partial dentures requiring complicated (that is crossbite, class II and class III jaw relationship) tooth arrangements in balanced occlusion.
- (d) **Dental Technician Level 3** means a dental technician who fulfils the following criteria:
- (i) having at least 6 years experience as a registered dental technician and maintains relevant registration; and
  - (ii) successfully completed qualifications deemed by the Employer to be equivalent to the Advance Diploma of Dental Prosthetics (these may include qualifications in ceramics, orthodontics, implants, crowns etc). Equivalency is to be assessed based upon the hours of study undertaken and the complexity of the course work; and
  - (iii) show a high level of competency in the exercise of all the skills of the recognised training in accordance with the position requirements.
- (e) **Senior Dental Technician Level 4** means a dental technician appointed to such a position and who undertakes the following duties/or role:
- (i) meets all the requirements of a dental technician level 3; and
  - (ii) manages a section/unit, which includes the responsibility of supervising the work and activities of other dental technicians/prosthetists.
- (f) **Specialised Dental Technician Level 5** means a dental technician appointed to such a position and who undertakes most of the following duties/ role:
- (i) master or highly skilled technician with technical skills and proficiency above that which would be expected of a fully proficient level 3;
  - (ii) specialist in an area of their profession and relied on for advice in this field;
  - (iii) undertakes complex independent scientific, technical or specialist work and analysis;

- (iv) contributes to the development of standards relating to the sector, program or profession;
- (v) develops technical or professional standards for the organisation;
- (vi) provides professional leadership, education and development of staff in area of professional expertise;
- (vii) routinely advises senior levels of the organisation on technical issues and solutions within a functional area; and
- (viii) manages complex and significant state-wide, in-house services provided by dental technicians. (Such services provided on a Local Health District(s)-wide basis would be managed by a technician at level 4.)

### **3.2 Dental Prosthetist**

- (a) **Dental Prosthetist Level 1** means a dental prosthetist who fulfils the following criteria:
  - (i) having at least 6 years experience as a registered dental technician;
  - (ii) having successfully completed all qualifications of the Diploma of Dental Technology and the Advanced Diploma of Dental Prosthetics;
  - (iii) possesses and maintains relevant registration; and
  - (iv) shows a high level of competency in the exercise of all the skills of the recognised training in accordance with the position requirements.
- (b) **Senior Dental Prosthetist Level 2** means a dental prosthetist appointed to such a position who has developed specialised skills through additional study or the development of specialised skills/techniques and who undertakes the following duties:
  - (i) meets all the requirements of a dental prosthetist level 1; and
  - (ii) has a specialised area of practice such as dealing with special needs patients or trauma patients with complex prosthetics requirements; and
  - (iii) may manage a section/unit, which includes the responsibility of supervising the work and activities of other dental technicians/prosthetists.
- (c) **Specialised Dental Prosthetist Level 3** - means a prosthetist appointed to such a position and who undertakes most of the following duties/ role:
  - (i) master or highly skilled prosthetist with technical skills and proficiency above that which would be expected of a fully proficient level 2 ;
  - (ii) specialist in an area of their profession and relied on for advice in this field;
  - (iii) undertakes complex independent scientific, technical or specialist work and analysis;
  - (iv) contributes to the development of standards relating to the sector, program or profession;

- (v) develops technical or professional standards for the organisation;
- (vi) provides professional leadership, education and development of staff in area of professional expertise;
- (vii) routinely advises senior levels of the organisation on technical issues and solutions within a functional area; and
- (viii) manages complex and significant state-wide, in-house services provided by dental prosthetists (Such services provided on an Area-wide basis would be managed by a prosthetist at level 2.)

#### **4. Transition Arrangements**

- (a) Existing dental technicians will have their current duties and qualifications assessed against the classification descriptors provided in clause 3, in order to appropriately transfer employees into the dental prosthetist classification structure. There will be no reduction to employees' rates of pay arising from this transition and existing incremental dates will be maintained.
- (b) Dental technicians who obtained prosthetist qualifications under the previous award provisions will have their qualifications recognised and, if appropriate, their current grade as a dental technician maintained. However employees who have not yet commenced nor completed the prosthetist qualification will no longer have this qualification recognised for progression to level 2 or beyond in the technicians stream of the classification structure. Employees who have partially completed this qualification can only rely upon the qualification to progress as a prosthetist, not as a technician.
- (c) Progression to level 3 in the technicians' structure, and to level 1 in the prosthetist structure, will require completion of relevant qualifications, the exercise of the relevant skills and the possession of any relevant license or registration.
- (d) The parties will work together to identify suitable qualifications for progression in the dental technician classification structure.
- (e) The award classification of Deputy Chief Dental Technician has been deleted but this classification and salary will be maintained for the current occupant.

#### **5. Previous Industry Service**

Previous industry service shall be taken into account in determining the commencing salary of an employee to be paid in accordance with rates set in the Health Professional and Medical Salaries (State) Award.

#### **6. Salaries and Allowances**

Salaries shall be in accordance with the rates contained in the Health Professional Medical Salaries (State) Award.

#### **7. Conditions of Service**

The Public Hospital (Professional and Associated Staff) Conditions of Employment (State) Award, as varied from time to time, shall apply to all persons covered by this award.

In addition, the Health Industry Status of Employment (State) Award, shall also apply to all relevant employees.

## **8. Gradings and Classification of Officers**

Nothing in clause 3-Classifications, or clause 4-Previous Industry Service, shall affect the right of the Union to apply to the Industrial Commission of New South Wales for the settlement of any dispute arising from the grading of an employee under this award.

## **9. Area, Incidence and Duration**

- (i) This Award rescinds and replaces the Health Employees Dental Technicians (State) Award published 24 March 2006 (358 IG 355) and all variations thereof.
- (ii) This Award shall apply to persons employed in classifications contained herein employed in or in connection with the New South Wales Health Service as defined in the *Health Services Act 1997*, or their successors, assignees or transmittes.
- (iii) The changes made to the award pursuant to the Award Review pursuant to section 19(6) of the *Industrial Relations Act, 1996* and Principle 26 of the Principles for Review of Awards made by the Industrial Relations Commission of NSW on 28 April 1999 (310 I.G. 359) and take effect on 19 March 2012.
- (iv) This award remains in force until varied or rescinded, the period for which it was made having already expired.

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