

Contents

Profile Title	AfC Banding	Page
Dental Technician	5	2
Oral Health Practitioner	5	3
Dental Technician Specialist	6	4
Oral Health Practitioner Specialist	6	5
Oral Health Practitioner Advanced	7	6
Dental Technician Advanced	7	7
Dental Laboratory Manager*	8a-c	8

* profile has been amalgamated with the two earlier dental laboratory profiles shown with an asterisk

Note: use of the word “specialist” in this document is a job evaluation profile convention and does not imply post holders are on a “specialist register”.

Note: All references to maxillo-facial equipment, techniques and procedures have been removed from the Dental Technician profiles. It has been agreed that Maxillofacial Prosthetist & Technologist (MPT) jobs should be treated as a separate occupational grouping for matching purposes and matched to generic Healthcare Scientist profiles [HSS.HCS].

Please refer to the front page of the generic Healthcare Science profiles for further information on matching maxillofacial prosthetist and technologist jobs.

Following the review of the profiles, the following profiles have been archived.

Dental Technician
Specialist Dental Technician
Highly Specialist Dental Technician
Dental Laboratory Manager*
Dental Laboratory Manager (Dental Teaching Hospital) *

National profiles for Dental Services & Oral Health Practitioners

Profile Label: Dental Technician

- Job Statement:**
1. Constructs models for examination and teaching aids, diagnostic treatment planning and primary appliance construction
 2. Constructs primary level appliances
 3. May book in laboratory workload and/or be responsible for storage of study model cases

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex or sensitive information/ Provide and receive complex, sensitive information; barriers to understanding Communicates information on design of models, appliances to consultants, students, other lab staff; barriers to understanding where dealing with patients	3(b)–4(a)
2. Knowledge, Training & Experience	Expertise within specialism underpinned by theory Technical knowledge acquired through degree in dental technology or HNC plus experience	5
3. Analytical & Judgemental Skills	Range of facts or situations requiring comparison of a range of options Skills for analysing treatment plans, lab prescription, material viability, fault finding for complex equipment, materials	3
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans and prioritises incoming work	2
5. Physical Skills	Highly developed physical skills, high degree of precision Construction of a variety of primary appliances, manipulating fine tools, wire components and materials	4
6. Responsibility for Patient/Client Care	Provide specialist clinical technical services Constructs dental models for teaching purposes, retainers, primary appliances	5(b)
7. Responsibility for Policy/Service Development	Follow policies on own role, may be required to comment Comments on proposed policy, service developments	1
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally; safe use of expensive equipment Cleans and maintains; use of specialised laboratory equipment	2(b)(e)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees Demonstrates own duties to students, less experienced staff	1
10. Responsibility for Information Resources	Record personally generated information Maintains patient records, files prescriptions, may store study models, book in laboratory workload	1
11. Responsibility for Research & Development	Occasionally participate in R & D; equipment testing Assists in research projects, equipment testing	1
12. Freedom to Act	Standard operating procedures, someone available for reference/ clearly defined occupational policies, work is managed, rather than supervised Follows laid down procedures, supervisor available, clinical work checked/ works independently can refer to line manager for advice	2–3
13. Physical Effort	Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods Stands at lab bench casting impression; lifting casts, bags of plaster	2(a)(d)
14. Mental Effort	Frequent prolonged concentration Ongoing concentration on production of appliances, models	4(a)
15. Emotional Effort	Exposure to distressing or emotional circumstances is rare Limited contact with patients	1
16. Working Conditions	Frequent unpleasant conditions Fumes from materials, abrasives; equipment vibration	3(a)
JE Score/Band	JE Score 340–360	Band 5

National profiles for Dental Services & Oral Health Practitioners

Profile Label: Oral Health Practitioner (Dental Hygiene/Dental Therapy)

- Job Statement:**
1. Performs a range of clinical, restorative or preventative procedures according to treatment plan which may be under direction of dentist or specialist practitioner in hospital, community or other settings; maintains associated records
 2. Provides oral health advice and instruction
 3. Provides clinical supervision, training to students, trainees

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive routine information requiring tact and persuasion; barriers to understanding Communicates condition related oral hygiene information to patients/clients, deals with nervous patients with phobias, children, clients with learning disabilities	4(a)
2. Knowledge, Training & Experience	Expertise within specialism underpinned by relevant practical experience Knowledge of range of oral health procedures; acquired through training to degree level or to diploma level plus experience to degree equivalent level	5
3. Analytical & Judgemental Skills	Range of facts or situations, requiring analysis, comparison of range of options Selection of appropriate techniques for oral health treatment, adapt treatment to suit clients with specific needs	3
4. Planning & Organisational Skills	Plan, organise straightforward tasks, some ongoing Plans e.g. visits to schools, dental health education programmes, domiciliary visits	2
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed physical skills, high degree of precision Use of a range of precision dental tools and equipment/skills for dental interventions e.g. cutting cavities	3(b)–(4)
6. Responsibility for Patient/Client Care	Provide specialist clinical advice Provides a range of oral health advice, instruction and dental education to clients with specific needs	5(c)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment Follows organisational and dental protocols, may comment on procedures	1
8. Responsibility for Financial & Physical Resources	Handle cash, valuables; safe use of equipment other than that used personally; maintain stock control May sell dental hygiene aids; assembles and dismantles dental equipment; orders stock	2(a)(b)(c)
9. Responsibility for Human Resources	Clinical supervision Provides clinical supervision to students, entry level oral health practitioners, dental undergraduates	2(b)
10. Responsibility for Information Resources	Record personally generated information Maintains patient records	1
11. Responsibility for Research & Development	Occasionally participate in R&D/regularly undertake clinical trials; equipment testing Carries out audits/Undertakes clinical trials, equipment testing	1–2(b)(c)
12. Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works autonomously within SOPs, work is managed rather than supervised, uses own initiative to complete treatment	3
13. Physical Effort	Frequent requirement for sitting, standing in restricted position; occasional moderate effort for several short periods Sitting in a restricted position when carrying out treatment, standing for long periods; carries e.g. equipment for domiciliary visits	2(a)(d)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration required when treating patients	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Deals with phobic children, elderly confused and patients with learning disability	3(a)
16. Working Conditions	Frequent exposure to highly unpleasant working conditions Body fluids	4(b)
JE Score/Band	JE Score 360–382	Band 5

National profiles for Dental Services & Oral Health Practitioners

Profile Label: Dental Technician Specialist

- Job Statement:**
1. Constructs complex functional, fixed and removable dental/oro-facial appliances
 2. May supervise students on placement; provides advice to other staff

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex or sensitive information/ barriers to understanding Communicates information on design of models, appliances to consultants, students, other lab staff/ barriers to understanding where dealing with patients	3(b)4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Technical knowledge acquired through degree in dental technology or HNC plus experience plus training, experience in relevant speciality to post-graduate diploma level or equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for analysing complex treatment plans, interpreting lab prescriptions, devising new appliances	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans and prioritises incoming work	2
5. Physical Skills	Highly developed physical skills, high degree of precision Construction of appliances, prostheses, manipulating fine tools, wire components and materials with high degree of precision	4
6. Responsibility for Patient/Client Care	Provide highly specialist clinical technical services Constructs range of highly complex dental appliances	6(b)
7. Responsibility for Policy/Service Development	Follow policies in own role, may be required to comment/ implement policies and propose changes to practices, procedures for own area Comments on proposed policy, service developments/ implements regulatory changes	1–2
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally; Safe use of expensive equipment Cleans and maintains; use of specialised laboratory equipment	2(b)(e)
9. Responsibility for Human Resources	Demonstrate own activities to new or less experienced employees/ professional/ clinical supervision Demonstrates own duties to students, less experienced staff, supervises students	1–2(b)
10. Responsibility for Information Resources	Record personally generated information Files prescriptions, maintains stock	1
11. Responsibility for Research & Development	Undertake surveys or audits, as necessary to own work/ regularly undertake R & D activity; clinical trials; equipment testing, adaptation Assists in research projects, equipment testing	1–2(a) (b) (c)
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised Works independently/ can refer to line manager for advice	3
13. Physical Effort	Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods Stands/ sits at lab bench casting impressions, making appliances; lifts bags of plaster	2(a)(d)
14. Mental Effort	Frequent prolonged concentration Ongoing concentration on production of appliances, models	4(a)
15. Emotional Effort	Exposure to distressing or emotional circumstances is rare/ occasional distressing or emotional circumstances Deals with patients with oro-facial abnormalities, terminally ill	1–2(a)
16. Working Conditions	Frequent unpleasant; occasional highly unpleasant conditions/ some exposure to hazards Fumes from materials; abrasives; equipment vibration; body fluids	3(a)(b)–4(a)
JE Score/Band	JE Score 409–453	Band 6

National profiles for Dental Services & Oral Health Practitioners

Profile Label: Oral Health Practitioner Specialist (Dental Hygiene/Dental Therapy)

- Job Statement:**
1. Performs a range of specialist clinical, restorative or preventative procedures according to treatment plan which may be under direction of dentist in hospital, community or other settings; maintains associated records
 2. Provides oral health advice and instruction to specific client groups with complex needs
 3. Provides clinical supervision to students, oral health practitioners; provides advice to other dental staff, other healthcare professionals
 4. Undertakes research or equipment testing or clinical trials

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex information requiring tact and persuasive skills; barriers to understanding Communicates condition related information; deals with patients with complex needs	4(a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Knowledge of range of oral health procedures acquired through training to degree level or diploma level plus experience to degree equivalent level plus specialist training and experience of specific client groups with complex needs or equivalent	6
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of range of options Selection and adaptation of appropriate complex techniques for oral health treatment to suit client with specific needs; interprets clients' condition	4
4. Planning & Organisational Skills	Plan, organise straightforward tasks, some ongoing Plans e.g. visits to schools, dental health education programmes, domiciliary visits, clinical research programme	2
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed physical skills, high degree of precision Use of a range of precision dental tools and equipment/ skills for dental interventions e.g. cutting cavities	3(b)–4
6. Responsibility for Patient/Client Care	Provides specialist clinical advice Provides specialist advice to clients with complex needs concerning treatment	5(c)
7. Responsibility for Policy/Service Development	Implements policies, propose changes to practices, procedures for own area Implements oral health policies for own area	2
8. Responsibility for Financial & Physical Resources	Handle cash, valuables; safe use of equipment other than that used personally; maintain stock control May sell dental hygiene aids; assembles and dismantles dental equipment; orders stock	2(a)(b)(c)
9. Responsibility for Human Resources	Clinical supervision Clinical supervision of students, oral health practitioners, dental undergraduates	2(b)
10. Responsibility for Information Resources	Record personally generated information; storage of data Maintains client records	1
11. Responsibility for Research & Development	Undertakes research; regularly undertakes clinical trials; equipment testing Undertakes research, clinical trials or equipment testing	2(a)(b)(c)
12. Freedom to Act	Clearly defined occupational policies, work is managed rather than supervised Works autonomously within SOPs, work managed rather than supervised	3
13. Physical Effort	Frequent requirement for sitting, standing in restricted position; occasional moderate effort for several short periods Sitting in a restricted position when carrying out treatment, standing for long periods, carrying equipment for domiciliary visits	2(a)(d)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration when treating patients	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Deals with phobic children, elderly confused and patients with learning disability	3(a)
16. Working Conditions	Frequent highly unpleasant working conditions Body fluids	4(b)
JE Score/Band	JE Score 425–440	Band 6

National profiles for Dental Services & Oral Health Practitioners

Profile Label:

Oral Health Practitioner Advanced (Dental Hygiene/Dental Therapy)

Job Statement:

1. Performs a range of specialist clinical, restorative or preventative procedures according to treatment plan which may be under direction of dentist in hospital, community or other settings; maintains associated records
2. Provides oral health advice and instruction to specific client groups with multiple complex needs
3. Provides clinical supervision to students, oral health practitioners; provides advice to other dental staff, other healthcare professionals
4. Undertakes research or equipment testing or clinical trials
5. Manages a team of oral health staff

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex/highly complex/ information requiring tact and persuasive skills; barriers to understanding Communicates condition related information; deals with patients with complex/multiple complex presentations	4(a)–5 (a)
2. Knowledge, Training & Experience	Specialist knowledge across range of procedures underpinned by theory Knowledge of range of oral health procedures acquired through training to degree level or diploma level plus experience to degree equivalent level plus specialist training & experience of specific client groups with multiple complex needs to master's level equivalent	7
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of range of options Selection and adaptation of appropriate complex techniques for oral health treatment to suit client with specific needs; interprets clients' condition	4
4. Planning & Organisational Skills	Plans complex activities or programmes, requiring adjustments Plans and delivers dental health services	3
5. Physical Skills	Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed physical skills, high degree of precision Use of a range of precision dental tools and equipment/ skills for dental interventions e.g. cutting cavities	3(b)–4
6. Responsibility for Patient/Client Care	Provides specialist clinical advice Provides specialist advice to clients with complex needs concerning treatment	5(c)
7. Responsibility for Policy/Service Development	Implements policies for own work area; impact beyond own area Implements oral health policies for own area and proposes changes in oral health working practices, impact across different care environments	3
8. Responsibility for Financial & Physical Resources	Handle cash, valuables; safe use of equipment other than that used personally; maintain stock control May sell dental hygiene aids; assembles and dismantles dental equipment; orders stock	2(a)(b)(c)
9. Responsibility for Human Resources	Clinical supervision Clinical supervision of students, oral health practitioners, dental undergraduates	2(b)
10. Responsibility for Information Resources	Record personally generated information Maintains client records	1
11. Responsibility for Research & Development	Undertakes research; regularly undertakes clinical trials; equipment testing Undertakes research, clinical trials or equipment testing	2(a) (b)(c)
12. Freedom to Act	Broad occupational policies Lead specialist within SOPs, may be department manager	4
13. Physical Effort	Frequent requirement for sitting, standing in restricted position; occasional moderate effort for several short periods Sitting in a restricted position when carrying out treatment, standing for long periods, carrying equipment for domiciliary visits	2(a)(d)
14. Mental Effort	Frequent concentration, work pattern predictable Concentration when treating patients	2(a)
15. Emotional Effort	Frequent distressing or emotional circumstances Deals with phobic children, elderly confused and patients with learning disability; resolution of staffing issues	3(a)
16. Working Conditions	Frequent highly unpleasant working conditions Body fluids	4(b)
JE Score/Band	JE Score 497–525	Band 7

National profiles for Dental Services & Oral Health Practitioners

Profile Label: Dental Technician Advanced

- Job Statement:**
1. Constructs full range of complex functional, fixed and removable dental/oro-facial appliances.
 2. Constructs models and appliances for R&D, teaching purposes
 3. Co-ordinates work, provides professional guidance and advice, training to the other laboratory staff, students

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding Communicates information on design of appliances to consultants, students, other lab staff, patients with communication difficulties and/or requiring reassurance	4(a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory or experience Technical knowledge acquired through degree in dental technology or HNC plus experience plus training, experience in relevant speciality to master's level or equivalent	7
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of range of options Skills for analysing complex treatment plans, interpreting prescriptions, devising new appliances	4
4. Planning & Organisational Skills	Plan and organise straightforward activities, some ongoing Plans and prioritises incoming work	2
5. Physical Skills	Highly developed physical skills, high degree of precision Construction of appliances, prostheses, manipulating fine tools, wire components and materials with high degree of precision	4
6. Responsibility for Patient/Client Care	Provide highly specialist clinical technical services Constructs full range of complex dental appliances	6(b)
7. Responsibility for Policy/Service Development	Implement policies and propose changes to practices, procedures for own area/ Propose policy or service changes impact beyond own area Proposes changes affecting other lab. staff; implements policy changes/ impacts on other areas	2–3
8. Responsibility for Financial & Physical Resources	Safe use of equipment other than equipment used personally; authorised signatory, small payments; safe use highly complex equipment Responsible for cleanliness, maintenance and security of specialised lab equipment; signs invoices in absence of manager	2(b)(d) (e)
9. Responsibility for Human Resources	Day to day supervision; clinical supervision Allocates work in absence of manager; supervises work of, trains technicians, students	2(a)(b)
10. Responsibility for Information Resources	Occasional/regular requirement to develop or create reports, documents, drawings Programmes lab equipment using CAD/CAM software	2(b)/3(b)
11. Responsibility for Research & Development	Regularly undertake R&D activity; equipment testing, adaption/ major job requirement Contributes to research projects, equipment testing	2(a) (c)–3
12. Freedom to Act	Clearly defined occupational policies, work is managed, rather than supervised/ Broad occupational policies Follows laboratory procedures: lead specialist, leads in absence of the manager	3–4
13. Physical Effort	Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods Stands/sits at lab bench casting impressions, making appliances; lifts bags of plaster	2(a)(d)
14. Mental Effort	Frequent prolonged concentration Ongoing concentration for long periods on production of appliances	4(a)
15. Emotional Effort	Exposure to distressing or emotional circumstances is rare/ occasional Deals with patients with oro-facial abnormalities, terminally ill	1(–2(a))
16. Working Conditions	Frequent unpleasant conditions; occasional/ frequent highly unpleasant conditions Fumes from materials, abrasives; use of chemicals; equipment vibration; body fluids	3(a)(b)– 4(b)
JE Score/Band	JE Score 486–534	Band 7

National profiles for Dental Services & Oral Health Practitioners

Profile Label: Dental Laboratory Manager

- Job Statement:**
1. Manages work and staff of laboratory providing services and appliances to dental clinics, including quality control and personnel matters
 2. Constructs full range of complex functional, fixed and removable dental, oro-facial appliances
 3. Constructs innovative appliances and provides technical expertise to surgeons and medical staff
 4. Provide training for dental and medical SHOs, registrars, nursing staff, own staff

Factor	Relevant Job Information	JE level
1. Communication & Relationship Skills	Provide and receive complex, sensitive information; barriers to understanding/ provide and receive highly complex, sensitive or contentious information; barriers to understanding Communicates information on design of appliances to consultants, students, other lab staff, patients with communication difficulties; communicates complex clinical /technical information at seminars, workshops, lectures	4(a)–5(a)
2. Knowledge, Training & Experience	Highly developed specialist knowledge, underpinned by theory and experience Technical knowledge acquired through degree in dental technology or HNC + post graduate qualification in relevant speciality plus significant experience to master's equivalent level	7
3. Analytical & Judgemental Skills	Complex facts or situations requiring analysis, interpretation, comparison of a range of options/ highly complex facts or situations requiring analysis, interpretation, comparison of a range of options Skills for analysing complex treatment plans, re-designing treatment to deal with anatomical faults or distortions/ judgements to resolve differences in clinical approach	4–5
4. Planning & Organisational Skills	Plan and organise complex activities or programmes, requiring formulation, adjustment Plans and prioritises lab workload, adjusts for emergency work; plans training, conferences, research projects	3
5. Physical Skills	Highly developed physical skills, high degree of precision Construction of appliances, prostheses, manipulating tools, wire components and materials with high degree of precision	4
6. Responsibility for Patient/Client Care	Accountable for direct delivery of sub-division of a clinical, clinical technical or social care service Responsible for dental technical service to relevant dental clinics	6(d)
7. Responsibility for Policy/Service Development	Responsible for policy implementation and development for more than one area of activity Responsible for developing lab policies and implementation	4
8. Responsibility for Financial & Physical Resources	Authorised signatory; hold delegated budget/ budget holder for department/ service Budget for stock, equipment, consumables; authorises expenses & overtime	3(a)(d)-4(a)
9. Responsibility for Human Resources	Line manager for a single function or department Work allocation, involved in recruitment interviewing, appraisals, discipline and grievances; training of staff, other professionals	4(a)
10. Responsibility for Information Resources	Occasional/ regular requirement to develop or create reports, documents, drawings Programmes lab equipment using CAD/CAM, COG software	2(b)–3(b)
11. Responsibility for Research & Development	Regularly undertake R & D activity; equipment testing, adaptation/ co-ordinate, implement R & D activity as job requirement Participates in research and development projects, development of new appliances/ major job responsibility/ co-ordinates technical procedures for R & D programmes	2(a) (c)–4
12. Freedom to Act	Broad occupational policies Manage lab and service provided, lead specialist	4
13. Physical Effort	Frequent sitting or standing in a restricted position Stands/ sits at lab bench casting impressions, making appliances	2(a)
14. Mental Effort	Frequent prolonged concentration Ongoing concentration on production of appliances	4(a)
15. Emotional Effort	Occasional / frequent distressing or emotional circumstances Staffing issues; dealing with patients with oro-facial abnormalities, terminally ill	2(a)–3(a)
16. Working Conditions	Frequent unpleasant conditions; occasional / frequent highly unpleasant conditions Fumes from materials, abrasives; use of chemicals; equipment vibration; body fluids	3(a)(b)–4(b)
JE Score/Band	JE Score 564–646	Band 8a–c