

## Health Employees Dental Prosthetists & Dental Technicians (State) Award - New Structure & Salaries

**Document Number** IB2008\_058

**Publication date** 08-Oct-2008

**Functional Sub group** Personnel/Workforce - Industrial and Employee Relations  
Personnel/Workforce - Salaries

**Summary** The new Health Employees Dental Prosthetists and Dental Technicians (State) Award varies the classification structure, including a new classification of Dental Prosthetist and prescribed salaries.

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**Applies to** Area Health Services/Chief Executive Governed Statutory Health Corporation, Board Governed Statutory Health Corporations, Affiliated Health Organisations - Non Declared, Affiliated Health Organisations - Declared, Public Health System Support Division, Dental Schools and Clinics

**Audience** Administration

**Distributed to** Public Health System, Dental Schools and Clinics, Health Associations Unions, NSW Department of Health

**Review date** 08-Oct-2013

**File No.** 08/6354

**Status** Active

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**HEALTH EMPLOYEES DENTAL PROSTHETISTS AND  
DENTAL TECHNICIANS (STATE) AWARD  
NEW CLASSIFICATION STRUCTURE AND SALARIES**

A new consent award for Dental Prosthetists and Dental Technicians was made in the Industrial Relations Commission by Commissioner Bishop on 23 September 2008. At the same time, salaries for these classifications were varied in the Health Professional and Medical Salaries (State) Award. The new classification structure and salaries are provided at Attachment 1 and a copy of the new award is at Attachment 2.

**Classification Structure – Clause 3**

The new classification structure contained in Clause 3 of the Award differentiates between Dental Prosthetists and Dental Technicians, providing separate career paths.

The Award recognises the Advanced Diploma of Dental Prosthetics for progression to dental prosthetist level 1 and requires the parties to the Award to work together to identify suitable equivalent qualifications for progression within the dental technicians structure.

Levels 3 – 5 Dental Technician and levels 1 – 3 Dental Prosthetist are equivalent in structure and salary. The new level 5 Dental Technician and level 3 Dental Prosthetist are highly skilled employees in positions that meet the criteria in Clause 3 of the Award. Particular attention is drawn to the requirement positions at this level manage complex and significant state-wide services. Areas may not require any positions at this level.

The classification and salary of Deputy Chief Dental Technician at Sydney Dental Hospital has been 'grandparented' or maintained for the current occupant only. This classification will be deleted when the position is next vacated.

**Transition Arrangements – Clause 4**

Transition arrangements into the new classification structure are prescribed in clause 4 of the Award.

Areas must comply with the Award when assessing and grading positions. Particular attention is drawn to the Department's Policy Directive PD2005\_334 which prohibits Area's from making over-award payments.

It is understood that a number of dental technicians have been offered and are paid over-award payments prior to the making of this award. Where such payments have been made, they must be quarantined to existing employees and not extended to any other employees. Any contractual over-award payments must be 'grandparented' to current occupants of the relevant affected positions. Such over-award rates can only be increased by general HSU award increases.

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*Title: Health Employees Dental Prosthetists and Dental Technicians (State) Award - New Classification Structure and Salaries*

Where such payments have been linked to any dental officer rates of pay, this nexus can be maintained in terms of the dental officer rates effective at 1 July 2007 (increased in line with future general HSU award increases). The new dental officer rates effective 9 May 2008 can only be paid to dental officers.

## **Rates of Pay**

The rates of pay, together with the new Micropay and Supero codes are contained at Attachment 1 to this Information Bulletin.

Micropay and Supero Codes have not been created for the transferred employees who work a 35 hour week. If these codes are required, Areas should provide details of the effected employees (the basis of their entitlement, including the commencement date of employment). This information should be sent to the Director, Workplace Relations and Management Branch of the Department (email address [emprel@doh.health.nsw.gov.au](mailto:emprel@doh.health.nsw.gov.au) ).

## **Non Declared Affiliated Health Organisations**

Non-declared affiliated health organisations are not a party to the new Award. However, the Determination of Conditions of Subsidy requires (to the extent permitted by law) non-declared affiliated health organisations to provide to staff the same conditions of employment as those set out in industrial instruments applicable to staff employed in the NSW Health Service.

## **Supplementation**

Funding supplementation will be provided for existing positions based upon the HIE profile. Funding for any further positions will be based upon the appointment of additional employees.

Professor Debora Picone AM  
**Director-General**

Title: Health Employees Dental Prosthetists and Dental Technicians (State) Award - New Classification Structure and Salaries

## Attachment 1

Micropay Code	Supero Code	Position Description	FFPP on or after 9.5.08 \$ pw	FFPP on or after 9.5.08 \$ pa
<b>DENTAL TECHNICIANS</b>				
<b>Trainee</b>				
36.009.11	36DTT61	Stage 1 (first 6 months)	558.50	29142
36.009.12	36DTT62	Stage 2 (6 mths to 1 yr)	577.50	30133
36.009.13	36DTT63	Stage 3 (1 yr to 18 mths)	638.20	33300
36.009.14	36DTT64	Stage 4 (18 mths to 2 yrs)	661.80	34532
<b>Level 1</b>				
36.071.11	36DETE101	1st year	864.10	45088
36.071.12	36DETE102	2nd year	896.80	46794
36.071.13	36DETE103	3rd year	925.80	48307
36.071.14	36DETE104	4th year	951.40	49643
36.071.15	36DETE105	5th year	1017.00	53066
<b>Level 2</b>				
36.072.11	36DETE201	1st year	1017.00	53066
36.072.12	36DETE202	2nd year	1052.40	54913
<b>Level 3</b>				
36.073.11	36DETE301	1st year	1087.70	56755
36.073.12	36DETE302	2nd year	1156.40	60339
<b>Level 4</b>				
36.074.11	36DETE401	1st year	1212.60	63272
36.074.12	36DETE402	2nd year	1232.30	64300
<b>Level 5</b>				
36.075.01	36DETE501	1st year	1355.00	70700
36.075.02	36DETE502	2nd year	1418.20	74000
<b>Deputy Chief Dental Technician (Current Occupant Grandparented)</b>				
36.076.01	36DCDT01	1st year	1323.80	69074
36.076.02	36DCDT02	2nd year	1371.30	71552
<b>DENTAL PROSTHETISTS</b>				
<b>Level 1</b>				
36.077.01	36DP101	1st year	1087.70	56755
36.077.02	36DP102	2nd year	1156.40	60339
<b>Level 2</b>				
36.078.01	36DP201	1st year	1212.60	63272
36.078.02	36DP202	2nd year	1232.30	64300
<b>Level 3</b>				
36.079.01	36DP301	1st year	1355.00	70700
36.079.02	36DP302	2nd year	1418.20	74000

IRC 1765 of 2008 – Bishop C. – new award-effective 17.9.2008

**Attachment 2**

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

INDUSTRIAL RELATIONS COMMISSION OF NEW SOUTH WALES

**1. Arrangement**

<b>Clause No.</b>	<b>Subject Matter</b>
1	Arrangement
2	Definitions
3	Classifications
4	Transitional Arrangements
5	Previous Industry Service
6	Salaries and Allowances
7	Conditions of Service
8	Grading and Classification of Officers
9	No Extra Claims
10	Area, Incidence and Duration

**2. Definitions**

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

“**Union**” means the Health Services Union.

“**Department**” means the New South Wales Department 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 organizations or any other organisation acceptable to the Department.

“**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 Department.

“**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 Department 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.

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**Title: Health Employees Dental Prosthetists and Dental Technicians (State) Award - New Classification Structure and Salaries**

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- (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 an Area-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:

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**Title: Health Employees Dental Prosthetists and Dental Technicians (State) Award - New Classification Structure and Salaries**

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- (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.

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**Title: Health Employees Dental Prosthetists and Dental Technicians (State) Award - New Classification Structure and Salaries**

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- (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. No Extra Claims**

The parties to this award recognise that the award extinguishes all work value and special case claims up to the date of making of this award.

## **10. 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 section 16 of the Health Services Act 1997, or their successors, assignees or transmittes.

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***Title: Health Employees Dental Prosthetists and Dental Technicians (State) Award - New Classification Structure and Salaries***

- (iii) This Award takes effect from the first pay period commencing on or after 17 September 2008, and shall remain in force for a period of three years.

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