

Health Employment Directive No. 01/24

Effective Date:
11/03/2024

Supersedes:
n/a

Employment framework – Dental Hygienists

1. Compliance

Compliance with this health employment directive (HED) is mandatory.

2. Purpose

The purpose of this HED is to specify the conditions of employment for Dental Hygienists employed within Queensland Health and Hospital and Health Services to ensure consistency in the application of employee entitlements including:

- i. Employment arrangements; and
- ii. Remuneration for employee Dental Hygienists.

3. Legislative Provision

Section 51A of the *Hospital and Health Boards Act 2011* (the Act).

4. Application

This HED applies to all Dental Hygienist employees engaged under the Act in Hospital and Health Services and Queensland Health (the department).

5. Related documents

- *Public Sector Act 2022*
- [Health Practitioners and Dental Officers \(Queensland Health\) Award – State 2015](#)
- [Health Practitioners and Dental Officers \(Queensland Health\) Certified Agreement \(No.4\) 2022](#)
- [Mandatory training HR Policy G6 \(QH-POL-183\)](#)

Directive:

6. Terms and conditions of employment

The Director-General, in accordance with section 45(g) of the *Hospital and Health Boards Act 2011*, may establish the conditions of employment for health service employees.

Hospital and Health Services and the department must not engage Dental Hygienists in a manner contrary to this HED without the approval of the Director-General.



6.1 Governance framework – practice arrangements

Dental Hygienists must complete clinical mandatory training and induction as prescribed by Queensland Health. In addition, Dental Hygienist must complete the following modules within 14 days of commencement:

- Work health and safety
- Occupational violence prevention fundamentals
- Code of conduct.

Dental Hygienists must undertake duties according to the relevant standards, codes and guidelines of the Dental Board of Australia, including (but not limited to) the Code of Conduct and the Scope of practice registration standard and Guidelines.

6.2 Appointment

Dental Hygienists are appointed under the Act and are health service employees.

Dental Hygienists may be employed on a permanent or temporary, part-time or full-time, or casual basis.

6.2.1 Remuneration

Dental Hygienists who are appointed with an Advanced Diploma and have a minimum of four years' service as a Dental Hygienist will be engaged at HP3.0, as they do not hold the required relevant tertiary degree (or equivalent) qualification as outlined in the *Health Practitioners and Dental Officers (Queensland Health) Certified Agreement (No. 4) 2022* (HPDO4).

Dental Hygienists that hold a Bachelor of Dental Hygiene upon commencement will be engaged at the HP3 classification level as outlined in the HPDO4 and *Health Practitioners and Dental Officers (Queensland Health) Award – State 2015* (HPDO Award).

Dental Hygienists will be entitled to the same entitlements as a HP3 as detailed in the HPDO Award and HPDO4.

For the sake of clarity, all Human Resource policies, Health Employment Directives and Government Directives that currently apply to employees covered by the *Health Practitioners and Dental Officers (Queensland Health) Award – State 2015* will also apply to Dental Hygienists.

7. Definitions

Act	<i>Hospital and Health Boards Act 2011</i>
Hospital and Health Service (HHS)	A statutory body established under the <i>Hospital and Health Boards Act 2011</i> responsible for the provision of public sector health services for a geographical area, which includes one or more health facilities.
Dental Hygienist	Dental Hygienists must hold general registration as a dental practitioner with the Dental Board of Australia in the Dental Hygienist division. Dental Hygienists must practise within the definition of dentistry and their dental practitioner division, which may include assessment, diagnosis, treatment, management, education to prevent oral disease, promotion of healthy oral behaviours. periodontal or gum treatment, and preventive services for patients of all ages ¹ .

¹ Guidelines for scope of practice | Dental Board of Australia | 1 July 2020

8. History

HED No. 01/24 January 2024	Issued under section 51A of the <i>Hospital and Health Boards Act 2011</i> as a condition of employment for health service employees.
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9. Approval and implementation

Directive custodian

Chief Human Resources Officer

Approval by Chief Executive

Melissa Carter
A/Director-General

Approval date: 11/03/2024