

Dental Therapist

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Job Advert



DENTAL THERAPIST

Western Isles Dental Centre

Band 6 £37,831- £46,100 pro rata

Plus £1,279 Distant Islands Allowance pro rata

26 Hours per week

Permanent

NHS Western Isles have a vacancy for a Dental Therapist at the Western Isles Dental Centre in Stornoway. The postholder will be providing clinical treatments and GDC registration is essential. A full driving licence would be advantageous.

The successful applicant will be required to register with the PVG (Protecting Vulnerable Groups) Scheme. This post is not eligible for relocation expenses.

Please contact Margaret Ann MacLeod, Dental Services Manager, on 01851 707500 for an informal discussion about this opportunity.

All NHS Western Isles vacancies appear on the NHS Scotland website: <https://apply.jobs.scot.nhs.uk/> along with a job description.

Tha beàrnan-obrach NHS Eilean Siar uile gu léir a' nochdadh air làrach-lìn NHS na h-Alba <https://apply.jobs.scot.nhs.uk/> còmhla ri dealbh-obrach.

NHS WESTERN ISLES

AGENDA FOR CHANGE

1. JOB IDENTIFICATION

Job Title: Dental Therapist

Department(s): Dental

Job Holder Reference:

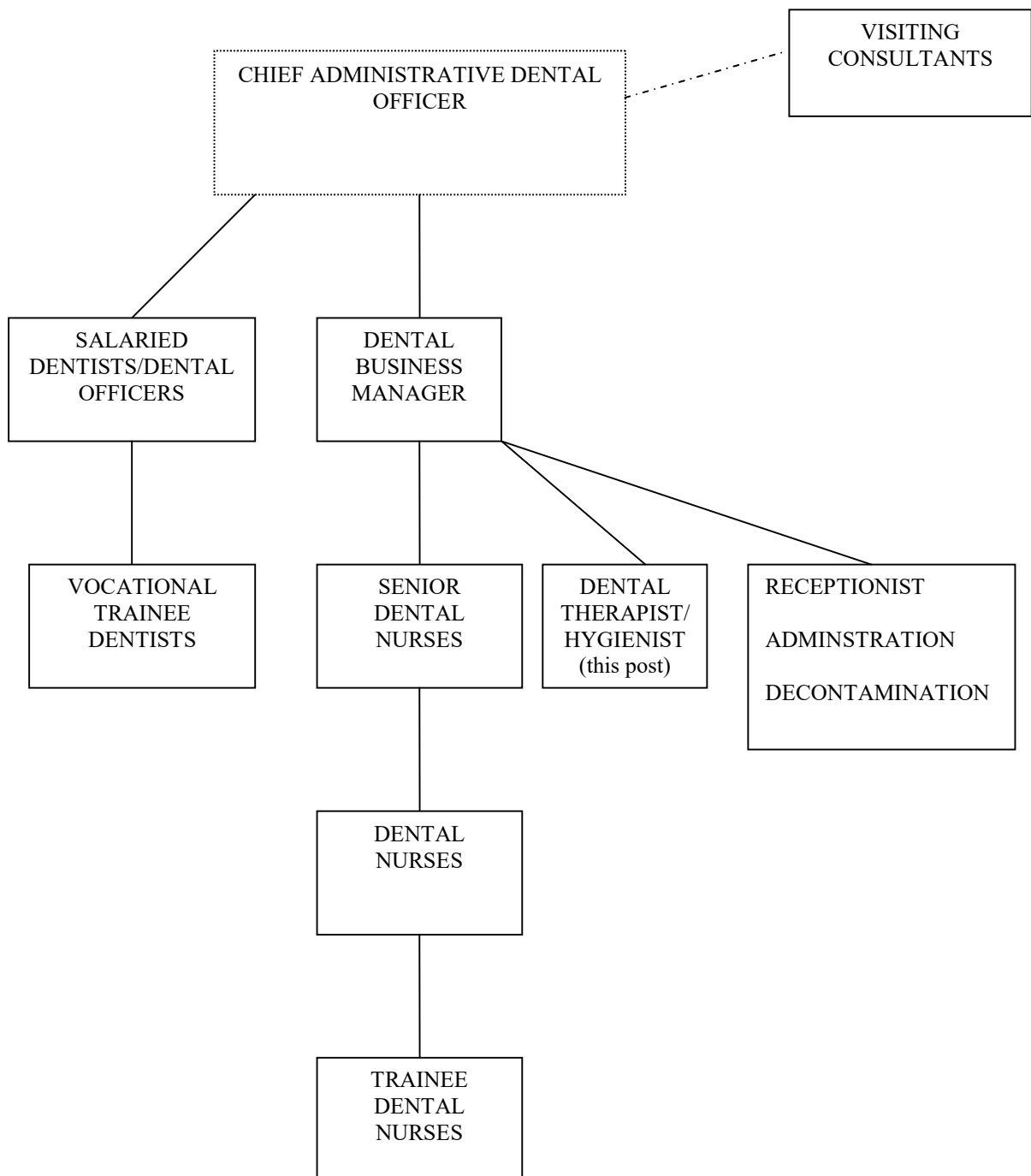
No of Job Holders: 3

2. PURPOSE

The Dental Therapist will work as part of a team in providing evidence based preventive and restorative dental treatment within NHS Western Isles. This will include treating patients and providing oral health education to individual patients and groups.

All patients seen by the Therapist will have a treatment plan provided by a registered Dental Officer.

N.B In the event of NHS Scotland being placed on an 'Emergency Footing' and or NHSWI declaring a 'Major Incident', or similar critical service demand, the role will be subject to change based on the exigencies of the service and post holder competence.



4. SCOPE AND RANGE

Patients are referred by a Dentist (PDS or GDS) and the postholder is responsible for the assessment and implementation of the Care Plan.

The postholder will manage their own particular caseload.

The postholder will undertake invasive and non-invasive procedures.

The postholder will work within codes of practice and professional guidelines.

The postholder will work in various locations throughout the Western Isles including multi-surgery clinics, single surgery clinics, and mobile dental surgeries.

The postholder will be responsible for the effective and efficient use of resources including general supplies, pharmaceuticals, and equipment.

The postholder will continually improve their professional knowledge through CPD.

5. MAIN DUTIES AND RESPONSIBILITIES OF THE POST

Clinical

The postholder will :

- Establish lawful consent from patient or carer.
- Ensure a current medical history form is complete.
- Provide dental therapist services ensuring that the correct equipment is available at all times.
- Keep clinical areas and all equipment and instruments clean, tidy and sterile as appropriate according to Dental Department procedures and manufacturers instructions.
- Always ensure the care and welfare of patients in a friendly, helpful and courteous manner.

- Regularly give advice on oral hygiene and oral health education.
- Observe patient confidentiality at all times.
- Expand own role through annual CPD.
- Provide customised Oral Health advice
- Organise own workload to ensure that the interests of the patients are met.
- Be familiar with and comply with all Health and Safety policies and guidance including PPE, COSHH, Mercury Handling, Infection Control, Waste Management etc.
- Organise Oral Health Promotion activities.
- Be aware of and follow all the agreed staff and clinical policies and procedures including Risk Management, Control of Infection, COSHH, Health and Safety and Waste Management.

The postholder will provide Dental Therapist treatment to the following category of patients :

- Preschool and school children
 - Special needs adults and children
 - Dentally anxious patients
 - Adults referred by Dentists
 - Patients referred by Consultants
 - Bedridden and housebound patients including those in hospital
 - Children with phobias requiring behavioural management.

The postholder will provide clinical treatments encompassing the full extent of the remit of the dental therapist as described by the GDC (UK) in their scope of practice document ([Scope of practice \(gdc-uk.org\)](https://www.gdc-uk.org)).

Clinical issues would where necessary and appropriate, be escalated to a Senior Dental Officer or the Director of Dentistry.

The postholder will participate in the following special projects within NHS Western Isles :

- Nursery toothbrushing scheme
- Pre-nursery toothbrushing scheme
- Toothbrushing for Schoolchildren
- Ante-natal dental advice
- Caring for Smiles

The postholder will work in the following unsupported environments :

- Domiciliary (which includes where agreed Care Homes)
- Hospital
- Mobile clinics at schools
- Single-handed Dental Surgeries

Administrative

- Accurately completing manual and electronic patient dental records
- Manage own clinical workload.
- Planning and organising clinics in different locations. This can result in last minute adjustments to plans.
- Ordering stores
- Photocopying, faxing and filing

Systems and Equipment

Responsible for the safe use of the following items of equipment :

Ultrasonic Scaler
Air Scaler
High speed rotary instruments
Low speed rotary instruments
Very sharp instruments
Syringes and Needles
Toxic Materials
Aspirators
Extraction forceps and elevators
Filling Materials
Windows Operating Systems
Exact – patient appointment and record system
Photocopier
Shredder
Answering Machine
Printer
Light Cure Unit
Chair side system
X-ray equipment

Emergency resuscitation kits – attend annual BLS training
Infection Control Policies
Health and Safety Policies including Lifting and Handling, Fire, Violence and Aggression etc
Autoclaves, sterilisation equipment and processes etc.

Decisions and Judgements

The postholder is registered with the General Dental Council (GDC).

If working under a referral, the clinical work of the Dental Therapist holding this post will only be undertaken on referral from a qualified dentist. However, the Therapist may return a patient to the dentist for further consideration if the planned treatment is considered inappropriate.

The postholder is expected to plan their workload to enable the completion of prescribed treatment with an acceptable time limit.

The postholder will decide on the cavity design, the appropriate materials, and the appropriate preventive prophylaxis.

The postholder will decide if a local anaesthetic is appropriate however a prescription must be obtained from a dentist for its use.

The postholder will use clinical judgement whether it is necessary to refer back to the Dentist.

The postholder is expected to plan, execute and monitor Oral health projects in consultation with the Chief Administrative Dental Officer (CADO).

The postholder will undertake Oral Health talks to groups and individuals as appropriate and is expected to formulate a program of visits to groups as well as appointments for individual advice.

The postholder has discretion in the content of the talks and is expected to liaise with the CADO to ensure that a consistent message is being given.

Dental triage necessitating the prioritisation of the patients needs with regard to clinical availability.

The postholder will use their own initiative and act independently within the bounds of existing knowledge and skills.

Communications and Relationships

The postholder will be expected to build relationships and maintain *effective* communications with :

- CADO
- Dentists and Consultants
- GPs and other Health professionals.
- Health Board staff
- Patients, relatives, carers etc
- Dental Business Manager

- Communication skills will be required to enable the postholder to enable patients and carers to undertake effective oral hygiene care.
- Communication skills are required to motivate patients to improve their oral health.
- Communication skills to overcome barriers to communication with young children and anxious patients.
- Communication skills are required to communicate complex clinical information whilst requiring empathy and reassurance.
- Communication skills are required to present to large groups i.e. Classrooms, nursery groups etc.
- Communication can be written, verbal or electronic.
- Liaise with schools, nursery groups etc on a regular basis to arrange visits for treatment or dental health education.
- Persuasive and motivational skills required in the treatment of patients.

Physical Demands of the Job

- Providing Dental Therapist services requires the post holder to be fit and able to carry out the aforementioned duties.
- Lifting boxes of supplies throughout the surgery and in and out of schools and nurseries.
- May be required to use patient mobility aids.

Physical Skills

The postholder will require the following skills :

- High manual dexterity for clinical work. ie. Using high and slow speed rotary instruments.
- Keyboard skills for data handling and clinical records.
- Driving skills to drive car to outlying areas.

Mental Effort

- Requirement for concentration when treating patients. This can be for 15mins to 60 mins per patient.
- Frequent and intensive level of concentration when carrying out intricate clinical interventions e.g. Cavity preparation, HPT etc

Emotional Effort

- Occasional exposure to patients who are distressed and / or anxious. This can also be young children or people with learning difficulties.

Occasional exposure to verbal abuse from patients

Working Conditions

- Frequent exposure to body fluids (e.g. blood, saliva, sputum), mouth odour and hazardous materials e.g. Mercury.
- Management of distressed patients or relatives / carers.

Most Challenging / Difficult Parts of the Job

- Working to tight time schedules.
- Treating dentally anxious patients including young children and the elderly.
- Treating patients with learning and physical disabilities.
- Motivating patients, parents of children, and carers to improve oral health care.

STANDARD ELEMENTS

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Confidentiality

Comply with all approved NHSWI Policies and Procedures.

Comply with NHSWI Communication Strategy and Media Strategy.

This involves taking the necessary precautions when transmitting information only disclosing it to those

who have the right and need to know it.

All personal health information is held under strict legal and ethical obligations of confidentiality.

NHS staff must follow guidance (NHS Code of Practice on Protecting Patient Confidentiality) before disclosing any patient information. All staff must respect confidentiality of all matters that they may learn

relating to their employment, other members of staff, patients and their families.

Health and Safety:

Assist in maintaining own and others' health, safety and security.

This involves:

- a) Complying with Board health and safety policies, procedures and participating in mandatory training.
- b) Maintaining a safe working environment and reporting any issues of concern as appropriate.

NHS Western Isles attaches the greatest importance to the health and safety of its employees. It is the Board policy to do all that is reasonable to prevent personal injury and hazard to health by protecting staff and others including the public from foreseeable hazards compatible with the provision of proper services to patients. The Board expects its entire staff to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions at work. More detailed information is given in departmental safety policies where appropriate. Ensure own actions support

equality, diversity and rights. This involves: a) Acting in ways consistent with the Board's policies and procedures.
b) Treating those you come into contact with equitably and with respect.
c) Recognising the need for aids or adaptations.

JOB DESCRIPTION AGREEMENT

I, (Print Name)..... confirm that the job description(s) /person specification(s) attached have been discussed with me and are an accurate and up-to-date account of the duties and responsibilities and skills/qualifications required to undertake the post.

Job Holder's Signature:

Head of Department Signature:

Date:

Date:09.04.2024

Person Specification

FACTOR	ESSENTIAL	DESIRABLE
EDUCATION & TRAINING	<ul style="list-style-type: none"> • Qualification in Dental Therapy or dual Dental Therapy/Dental Hygiene qualification • Registration with the General Dental Council • 	Completion of Vocational Training programme (1 year) or equivalent experience
SKILLS & KNOWLEDGE	<ul style="list-style-type: none"> • Computer literate 	<ul style="list-style-type: none"> • Experience of R4, Exact or other dental clinical/administrative software
WORK EXPERIENCE	<ul style="list-style-type: none"> • Experience in Salaried Dental Service or equivalent experience in General Dental Practice 	
DISPOSITION	<ul style="list-style-type: none"> • Good team worker • Decisive • Able to work to referral • Dependable • Good time management • Self assured 	<ul style="list-style-type: none"> • calm, efficient
INTERESTS	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Interest in Local Community
OTHERS	<ul style="list-style-type: none"> • Hepatitis B immunity status • Flexible working 	<ul style="list-style-type: none"> • Current Drivers Licence and access to a vehicle

A Place to Live

The quality of life in the Western Isles, particularly for those with families, is outstanding: a safe space to bring up children, stress-free commutes with jaw-dropping views, and the opportunity to stroll along our pristine beaches or explore our dramatic scenery on your days off.

Community spirit is at the heart of the Western Isles. It is close-knit and welcoming, residents are proud of the place where they live and are keen to support young and old. The islands have a strong cultural identity stemming from their distinctive history.

Although the islands are remote, you can still keep connected with the wider world. There are frequent transport links to the mainland via ferries and three island airports – Barra, Benbecula, and Stornoway. The Air Discount Scheme (cheaper flights for islanders) and Road Equivalent Tariff (subsidised ferry fares) ensure transport is affordable. High-speed internet is widely available and allows islanders to stay connected globally.

Local Primary and Secondary Schools provide high quality education with the opportunity to learn through the Gaelic language. There is a network of excellent sport and leisure facilities in the Western Isles with annual cultural festivals and venues with live entertainment.

Key worker housing can be applied for through Hebridean Housing Partnership.

Useful Information

cne-siar.gov.uk Comhairle nan Eilean Siar (Western Isles Council - for more information on Schools, leisure and culture)
visitouterhebrides.co.uk (for more information on our islands and what to see and do)

A Place to Work

NHS Western Isles employs over 1000 staff over a number of sites, including:

- Ospadal nan Eilean Siar (Western Isles Hospital), Stornoway
- Ospadal Uibhist agus Bharraigh (Uist and Barra Hospital), Benbecula
- St Brendan's Hospital, Barra
- A number of GP and Dental Practices across the island chain
- A variety of community-based health services

Being part of a smaller team with a flat management structure provides the opportunity to widen your experience and be involved in a range of planning and decision-making that you might not otherwise experience in a larger setting. Our patients are our community, and there is opportunity to contribute to multi-disciplinary and holistic care to patients and families across healthcare settings.

Support and development are central to NHS Western Isles' ethos, and this involves working in partnership with the University of the Highlands and Islands, NHS Education for Scotland, and other higher education institutions. Our Professional Practice and Learning team will support and advise you on your learning journey. Many opportunities can now be accessed remotely through online learning. Regular clinical training is available and scenario-based learning is available in our recently-installed sim lab.

The Western Isles has a range of employment opportunities in the public and private sector for those that are relocating as a family. Please contact us and we can direct you to vacancies that might be suitable.

All staff are valued equally and we welcome and encourage those from diverse backgrounds to come and work for us.



NHS WESTERN ISLES BENEFITS

Pay

The NHS pay system is known as Agenda for Change (AfC) which applies to all staff excluding medical, dental and executive level managers.

The benefits include a standard working week of 37.5 hours, with pay enhancements to reward weekends, nights and overtime working. This ranges from time plus 88% to time plus 30% depending on your pay band and shifts you work.

Distant Islands Allowance is paid to all staff who live in the Western Isles. This is currently £1,279 per year.

Annual Leave

Annual leave entitlement is 27 working days, rising to 29 working days after 5 years' service and 33 days after 10 years' service. In addition to this, you are entitled to 8 statutory public holidays every year.

Work-life balance

We understand that balancing work and home commitments can sometimes be difficult.

Our policies offer:

- Flexible working including home working
- Paid parental leave
- Paid carer leave
- Paid bereavement leave
- Occupational sick pay scheme

Wellbeing

We recognise that your mental and physical wellbeing is important and we aim to support you in the workplace.

We have a 24-hour confidential helpline to support you and your family through any of life's issues or problems. This includes counselling, family issues, bereavement, financial wellbeing, relationship advice, legal information and more.

NHS Pension Scheme

All new employees will automatically be enrolled in the NHS Pension Scheme, or if you are an existing member your membership will continue.

Key features

- Benefits accrued on a Career Average Revalued Earnings (CARE) basis.
- Normal pension age the same as your State Pension Age.
- Pension accrual rate of 1/54th of pensionable earnings each year.
- Valuable death benefits for your dependents.
- Option to take part of your pension and continue working.

Further information on the benefits of the scheme, can be found at sppa.gov.uk.

Travel & Transport

We participate in the Cycle to Work scheme, enabling you the opportunity to buy a bike tax-free.

Those who need to travel a lot for work will be eligible for a leased car.

Right to Work in the United Kingdom

We will support those that are eligible for a certificate of sponsorship to apply for a work visa. Candidates who require a Certificate of Sponsorship can access further information on the UK Border Agency's new points based system that now governs the way individuals from outside the EEA can work in the UK at bia.homeoffice.gov.uk.

