



Without Prejudice – For HSU Member Endorsement

HSU Oral Health Therapist Classification

Contents

Level 1 Oral Health Therapist	2
Level 2 Oral Health Therapist	4
Level 3 Senior Oral Health Therapist	5
Level 4 Advanced Oral Health Therapist.....	7
Level 4 Advanced Oral Health Therapist Clinician:	7
Level 4 Oral Health Therapist Educator	8
Level 4 Oral Health Therapist Clinical Manager	9
Sole Practitioner Allowance	10

Level 1 Oral Health Therapist

A. Definition:

1. A Level 1 Oral Health Therapist has either:
 - i) obtained general registration with Ahpra as a single registered Dental Therapist or Dental Hygienist.
 - ii) Obtained general registration with Ahpra as an Oral Health Therapist.
2. Employees at this level are newly qualified practitioners who are developing their professional skills and competencies.
3. Employees commencing with single registration as a Dental Therapist or Dental Hygienist will commence at Level 1 Year 1.
4. Employees commencing with a single registration as an Oral Health Therapist will commence at Level 1 Year 2.

B. Functions:

5. Level 1 Oral Health Therapists may perform the following functions:
 - i) Perform basic and routine clinical practice with ready access to profession specific point of care supervision, exercising developing professional judgement commensurate with years of experience until competency is obtained in that domain or task; and
 - ii) Demonstrate recognised knowledge and expertise obtained through relevant tertiary education; and
 - iii) Participate in quality or service improvement activities under the clinical practice and / or operational supervision of a Senior Oral Health Therapist or above;
 - iv) Manage their professional standards / accreditation / registration requirements.

C. Practice arrangements:

6. Sole practitioner: A Level 1 Oral Health Therapist is not generally required to undertake the role of sole practitioner, as defined in **clause XX of this Award**. This level is primarily focused on developing and enhancing the skills and knowledge of these new and emerging Oral Health Therapists in a safe and supportive environment.
7. A Level 1 Oral Health Therapist may undertake the role of a sole practitioner, and receive the sole practitioner allowance specified in **Section XX Monetary Rates, Table XX Allowances** provided all the following circumstances are met:
 - i) the employee demonstrates competency in providing safe and appropriate clinical care within their expected scope of basic and routine clinical practice

Without Prejudice – For HSU Member Endorsement

with competency having been assessed through profession-specific point-of-care supervision.

ii) the employer has conducted a risk assessment that the clinical care the employee is expected to provide is within their competency and experience and commensurate with the needs of the location in which they will be undertaking the role of sole practitioner.

iii) consultation with a Senior Oral Health Therapist or above is always available while the employee is performing the role of sole practitioner.

8. Working with students: A Level 1 Oral Health Therapist may work with students in a clinical setting, but does not provide clinical supervision to students.

D. Progression:

9. Progression within Level 1 is automatic and occurs annually on their determined anniversary date for incremental progression.

10. Oral Health Therapists will automatically progress to Level 2 Year 1 upon completion of 12 months at Level 1 Year 4.

Level 2 Oral Health Therapist

A. Definition:

1. Oral health therapists at this level are competent independent practitioners who have at least 2 years' clinical experience and work autonomously under minimal professional supervision.

B. Functions:

2. Level 2 Oral Health Therapists may be required to perform the following functions:
 - i) Undertake routine clinical practice with decreasing clinical point of care / practice supervision utilised, whilst operating at an increasing level of independent professional judgement commensurate with years of experience.
 - ii) Make more complex clinical decisions and solve problems under the clinical supervision of a Senior Oral Health Therapist or higher.
 - iii) Provide supervision to Level 1 Oral Health Therapists, Technical support staff and students on routine clinical tasks under operational supervision of an Oral Health Therapist Educator, Coordinator or Senior Oral Health Therapist.
 - iv) Participate in delivering, but not solely responsible for developing, educational activities to non-health professional staff.
 - v) Participate in clinical research activities.
 - vi) Participate in the development of local policies, procedures, standards, and practices in their work team / unit.
 - vii) Participate in quality improvement activities in their work team / unit.

C. Practice arrangements:

3. Sole practitioner: An Oral Health Therapist may be a sole practitioner as defined under clause 8 of this Award and consequently receive the sole practitioner allowance specified in Section B Monetary Rates, Table 20 Allowances.
4. Supervision of students: Level 2 Oral Health Therapists may provide clinical placement supervision to students as required.
5. Supervision of other Oral Health Therapists: For the purposes of skill development and demonstrating aptitude for progression to Senior Oral Health Therapist, an Oral Health Therapist with demonstrated competencies in their routine caseload may commence providing clinical supervision to other Oral Health Therapists within this level.

D. Progression within level:

6. Progression within this clinical level is automatic and occurs annually on their determined anniversary date for incremental progression.

Without Prejudice – For HSU Member Endorsement

7. Single registration Dental Therapists or Dental Hygienists cannot progress past Level 2 Year 2. Progression beyond this point commences on obtaining registration as an Oral Health Therapist with Ahpra.

Level 3 Senior Oral Health Therapist

A. Definition and requirements:

1. Level 3 Senior Oral Health Therapist demonstrate high-level knowledge and skills through the following:
 - i) generally performs complex tasks of with a high degree of independence and only requires occasional point of care supervision;
 - ii) demonstrates professional decision making and judgement on a day-to-day basis with a high degree of independence, when performing most tasks and duties;
 - iii) effectively and independently manages clinical caseloads; and
 - iv) applies evidence based clinical skills and decision making to complex cases.

B. Functions and indicators:

2. The indicators of meeting the requirements of a Level 3 Senior Oral Health Therapist include the following (**Note:** an employee is not required to meet all indicators):
 - i) Demonstrates highly proficient competencies in an area of clinical practice; or
 - ii) Demonstrates competency and experience in providing specialised education or supervision an area of clinical practice; or
 - iii) Has completed further education or research at a tertiary level; or
 - iv) Exercising independent professional judgement as required when solving problems and managing cases where principles, procedures, techniques, and methods require expansion, adaptation, or modification;
 - v) Working in an interdisciplinary manner; or
 - vi) Demonstrating skills, knowledge, and expertise in the provision of complex clinical services using new forms of technology, including but not limited to Telehealth; or
 - vii) Having obtained a relevant qualification, certificate or other training in a recognised clinical specialty or across multiple clinical areas which is commensurate for a Level 3 Senior Oral Health Therapist; or
 - viii) Demonstrating practice that complies with legal, regulatory, professional, and organisational requirements relating to complex matters; or

Without Prejudice – For HSU Member Endorsement

- ix) Providing clinical supervision and acting as a reference point for students, Level 1 and Level 2 Oral Health Therapists in complex matters or difficult situations; or
- x) Ability to apply high-level knowledge and skills to participate in, and contribute to, the development and implementation of educational activities within the work team / unit; or
- xi) Participating in identifying opportunities for improvement in clinical practice, develop, deliver ongoing quality improvement activities with other staff.

C. Progression:

3. Progression within this clinical level is automatic and occurs annually on their determined anniversary date for incremental progression.
4. Level 2 Oral Health Therapists may apply for personal regrade to Level 3 in accordance with **Clause XX Personal Regrade.**

Level 4 Advanced Oral Health Therapist

A. General:

1. Level 4 roles may be clinical, managerial or educational. Generally, employees are not expected to hold multiple portfolios simultaneously. Level 4 roles may be:
 - i) Advanced Oral Health Therapist Clinician; or
 - ii) Oral Health Therapist Educator (appointment only); or
 - iii) Oral Health Therapist Clinical Manager (appointment only).
2. Level 3 Senior Oral Health Therapists may apply for progression to Level 4 Advanced Oral Health Therapist Clinician in accordance with **Clause XX Personal Regrade.**
3. Progression within this level is automatic and occurs annually on the Advanced Practitioner's anniversary date, being the date of their appointment or the date the personal regrade took effect.

Level 4 Advanced Oral Health Therapist Clinician:

A. Definition:

1. An Advanced Clinician:
 - i) demonstrates advanced knowledge, skills and experience enabling the independent application of clinical knowledge, skills and experience which improve clinical techniques and provides a reference point for other clinicians, which may influence clinical practice and / or clinical governance systems.
 - ii) provides clinical supervision to clinicians up to and including Senior Clinician level on critical and complex cases;
 - iii) provides clinical leadership across speciality caseload
 - iv) provides advice to service managers on clinical service delivery, development, practice, or redesign;

B. Indicators:

4. Indicators of meeting the requirements above include but are not limited to the following:
 - i) Acts as a reference point for guidance and / or supervision for complex documentation requirements; or
 - ii) Provides clinical supervision to staff over a broad geographical area including through the application of technology, such as Telehealth; or
 - iii) Provides direction and specialised advice to more senior Dental staff on intervention strategies, practices, and evidence; or

Without Prejudice – For HSU Member Endorsement

- iv) Identifies opportunities for improvement in clinical practice, as well as develops and leads ongoing quality improvement activities within the team / unit; or
- v) Provides clinical guidance to other Oral Health Therapists and / or other team / unit staff members in a complex regulatory environment; or
- vi) Provides clinical leadership to influence, improve, expand or implement rural generalist service delivery models and / or the strategies or policies relevant for its delivery; or
- vii) Provides clinical leadership for implementation, expansion or review of virtual and / or digital services as part of the model of care available; or
- viii) Provides high-level clinical leadership in a complex and critical work environment or program as determined by a **Grading Committee established via Clause XX of this Award.**

Level 4 Oral Health Therapist Educator

A. Definition:

1. A student educator is responsible for the discipline specific clinical supervision, teaching, and co-ordination of education activities for students on clinical placements within one or more health facilities. This involves:
 - i) Liaising with education providers regarding educational outcomes of clinical placements and student education; or
 - ii) Evaluating placement quality within an area, region, network or zone; or
 - iii) Contributing to discipline specific workforce research or clinical placement improvement initiatives.

B. Functions:

2. A student educator may also be required to undertake research into adult education principles, models of best practice in training and education, and training program development as required in order to support and improve the delivery of training to students.

Level 4 Oral Health Therapist Clinical Manager

A. Definition:

1. Clinical managers are responsible for operational management and supervision of a small professional unit. Clinical managers provide advice and direction, and undertake clinical governance within the service, operating with a high degree of independence.
2. Clinical management requires basic managerial knowledge and competency, coupled with highly developed clinical expertise and a sound understanding of the service delivery and / or clinical redesign.

B. Functions:

3. Clinical managers may perform the following functions:
 - i) clinical leadership within a service, which includes the provision of clinical practice supervision, and education and training to Level 3 clinicians. Clinical managers are responsible for monitoring and reporting of professional standards, quality and service delivery outcomes.
 - ii) may provide input into strategic planning for a service and are responsible for ensuring the alignment of their professional unit's activities to the strategic direction of the service.
 - iii) responsible for managing allocated financial resources or equipment and assets in prescribed areas of service and in accordance with relevant delegation.

Without Prejudice – For HSU Member Endorsement

Sole Practitioner Allowance

- A. An oral health therapist at Level 1 or Level 2 shall be paid the sole practitioner allowance where they:
1. Undertake administrative or managerial responsibilities that would otherwise not be expected of a Level 1 or Level 2; **or**
 2. Are the only oral health therapist at the site; and are required to exercise independent professional judgement on a day to day basis without ready access to another oral health therapist for informal consultation, assistance and advice.