

# National profiles for Dental services

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## Version history and amendments

Action	Date	Notes
	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
Profile review	September 2005	Following the review of the profiles, the following profiles have been archived. <ul style="list-style-type: none"><li>• Dental Technician</li><li>• Specialist Dental Technician</li><li>• Highly Specialist Dental Technician</li><li>• Dental Laboratory Manager*</li><li>• Dental Laboratory Manager (Dental Teaching Hospital) *</li></ul>

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 reviewed 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.



<b>Profile Suite and Label</b>	<b>Dental services - Dental Technician</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Constructs models for examination and teaching aids, diagnostic treatment planning and primary appliance construction</li> <li>2. Constructs primary level appliances</li> <li>3. May book in laboratory workload and/or be responsible for storage of study model cases</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex or sensitive information/ Provide and receive complex, sensitive information; barriers to understanding</b></p> <p>Communicates information on design of models, appliances to consultants, students, other lab staff; barriers to understanding where dealing with patients</p>	3(b)–4(a)	21-32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Expertise within specialism underpinned by theory</b></p> <p>Technical knowledge acquired through degree in dental technology or HNC plus experience</p>	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Range of facts or situations requiring comparison of a range of options</b></p> <p>Skills for analysing treatment plans, lab prescription, material viability, fault finding for complex equipment, materials</p>	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities, some ongoing</b></p> <p>Plans and prioritises incoming work</p>	2	15
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, high degree of precision</b></p> <p>Construction of a variety of primary appliances, manipulating fine tools, wire components and materials</p>	4	42
6.	<b>Patient/Client Care</b>	<p><b>Provide specialist clinical technical services</b></p> <p>Constructs dental models for teaching purposes, retainers, primary appliances</p>	5(b)	30
7.	<b>Policy/Service Development</b>	<p><b>Follow policies on own role, may be required to comment</b></p> <p>Comments on proposed policy, service developments</p>	1	5
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment other than equipment used personally; safe use of expensive equipment</b></p> <p>Cleans and maintains; use of specialised laboratory equipment</p>	2(b)(e)	12
9.	<b>Human Resources</b>	<p><b>Demonstrate own activities to new or less experienced employees</b></p> <p>Demonstrates own duties to students, less experienced staff</p>	1	5
10.	<b>Information Resources</b>	<p><b>Record personally generated information</b></p> <p>Maintains patient records, files prescriptions, may store study models, book in laboratory workload</p>	1	4
11.	<b>Research &amp; Development</b>	<p><b>Occasionally participate in R &amp; D; equipment testing</b></p> <p>Assists in research projects, equipment testing</p>	1	5
12.	<b>Freedom to Act</b>	<p><b>Standard operating procedures, someone available for reference/ clearly defined occupational policies, work is managed, rather than supervised</b></p> <p>Follows laid down procedures, supervisor available, clinical work checked/ works independently can refer to line manager for advice</p>	2–3	12-21



13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</b> Stands at lab bench casting impression; lifting casts, bags of plaster	2(a)(d)	7
14.	<b>Mental Effort</b>	<b>Frequent prolonged concentration</b> Ongoing concentration on production of appliances, models	4(a)	18
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare</b> Limited contact with patients	1	5
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions</b> Fumes from materials, abrasives; equipment vibration	3(a)	12
<b>JE Score 340-360</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Dental services - Oral Health Practitioner (Dental Hygiene/Dental Therapy)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>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</li> <li>2. Provides oral health advice and instruction</li> <li>3. Provides clinical supervision, training to students, trainees</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive routine information requiring tact and persuasion; barriers to understanding</b> Communicates condition related oral hygiene information to patients/clients, deals with nervous patients with phobias, children, clients with learning disabilities	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Expertise within specialism underpinned by relevant practical experience</b> Knowledge of range of oral health procedures; acquired through training to degree level or to diploma level plus experience to degree equivalent level	5	120
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Range of facts or situations, requiring analysis, comparison of range of options</b> Selection of appropriate techniques for oral health treatment, adapt treatment to suit clients with specific needs	3	27
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan, organise straightforward tasks, some ongoing</b> Plans e.g. visits to schools, dental health education programmes, domiciliary visits	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed physical skills, high degree of precision</b> Use of a range of precision dental tools and equipment/skills for dental interventions e.g. cutting cavities	3(b)-(4)	27-42
6.	<b>Patient/Client Care</b>	<b>Provide specialist clinical advice</b> Provides a range of oral health advice, instruction and dental education to clients with specific needs	5(c)	30
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment</b> Follows organisational and dental protocols, may comment on procedures	1	5
8.	<b>Financial &amp; Physical Resources</b>	<b>Handle cash, valuables; safe use of equipment other than that used personally; maintain stock control</b> May sell dental hygiene aids; assembles and dismantles dental equipment; orders stock	2(a)(b)(c)	12
9.	<b>Human Resources</b>	<b>Clinical supervision</b> Provides clinical supervision to students, entry level oral health practitioners, dental undergraduates	2(b)	12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Maintains patient records	1	4



11.	<b>Research &amp; Development</b>	<b>Occasionally participate in R&amp;D/regularly undertake clinical trials; equipment testing</b> Carries out audits/Undertakes clinical trials, equipment testing	1-2(b)(c)	5-12
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed rather than supervised</b> Works autonomously within SOPs, work is managed rather than supervised, uses own initiative to complete treatment	3	21
13.	<b>Physical Effort</b>	<b>Frequent requirement for sitting, standing in restricted position; occasional moderate effort for several short periods</b> Sitting in a restricted position when carrying out treatment, standing for long periods; carries e.g. equipment for domiciliary visits	2(a)(d)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration required when treating patients	2(a)	7
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Deals with phobic children, elderly confused and patients with learning disability	3(a)	18
16.	<b>Working Conditions</b>	<b>Frequent exposure to highly unpleasant working conditions</b> Body fluids	4(b)	18
<b>JE Score 360-382</b>			<b>Band 5</b>	



<b>Profile Suite and Label</b>	<b>Dental services - Dental Technician Specialist</b>
<b>Job Statement</b>	1. Constructs complex functional, fixed and removable dental/oro-facial appliances 2. May supervise students on placement; provides advice to other staff

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex or sensitive information/ barriers to understanding</b> Communicates information on design of models, appliances to consultants, students, other lab staff/ barriers to understanding where dealing with patients	3(b)4(a)	21-32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across range of procedures underpinned by theory</b> 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	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of a range of options</b> Skills for analysing complex treatment plans, interpreting lab prescriptions, devising new appliances	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan and organise straightforward activities, some ongoing</b> Plans and prioritises incoming work	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, high degree of precision</b> Construction of appliances, prostheses, manipulating fine tools, wire components and materials with high degree of precision	4	42
6.	<b>Patient/Client Care</b>	<b>Provide highly specialist clinical technical services</b> Constructs range of highly complex dental appliances	6(b)	39
7.	<b>Policy/Service Development</b>	<b>Follow policies in own role, may be required to comment/ implement policies and propose changes to practices, procedures for own area</b> Comments on proposed policy, service developments/ implements regulatory changes	1-2	5-12
8.	<b>Financial &amp; Physical Resources</b>	<b>Safe use of equipment other than equipment used personally; Safe use of expensive equipment</b> Cleans and maintains; use of specialised laboratory equipment	2(b)(e)	12
9.	<b>Human Resources</b>	<b>Demonstrate own activities to new or less experienced employees/ professional/ clinical supervision</b> Demonstrates own duties to students, less experienced staff, supervises students	1-2(b)	5-12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Files prescriptions, maintains stock	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake surveys or audits, as necessary to own work/ regularly undertake R &amp; D activity; clinical trials; equipment testing, adaptation</b> Assists in research projects, equipment testing	1-2(a) (b) (c)	5-12



12.	Freedom to Act	<b>Clearly defined occupational policies, work is managed, rather than supervised</b> Works independently/ can refer to line manager for advice	3	21
13.	Physical Effort	<b>Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</b> Stands/ sits at lab bench casting impressions, making appliances; lifts bags of plaster	2(a)(d)	7
14.	Mental Effort	<b>Frequent prolonged concentration</b> Ongoing concentration on production of appliances, models	4(a)	18
15.	Emotional Effort	<b>Exposure to distressing or emotional circumstances is rare/ occasional distressing or emotional circumstances</b> Deals with patients with oro-facial abnormalities, terminally ill	1-2(a)	5-11
16.	Working Conditions	<b>Frequent unpleasant; occasional highly unpleasant conditions/ some exposure to hazards</b> Fumes from materials; abrasives; equipment vibration; body fluids	3(a)(b)- 4(a)	12-18
<b>JE Score 409-453</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Dental services - Oral Health Practitioner Specialist (Dental Hygiene/Dental Therapy)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>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</li> <li>2. Provides oral health advice and instruction to specific client groups with complex needs</li> <li>3. Provides clinical supervision to students, oral health practitioners; provides advice to other dental staff, other healthcare professionals</li> <li>4. Undertakes research or equipment testing or clinical trials</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex information requiring tact and persuasive skills; barriers to understanding</b> Communicates condition related information; deals with patients with complex needs	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across range of procedures underpinned by theory</b> 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	156
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of range of options</b> Selection and adaptation of appropriate complex techniques for oral health treatment to suit client with specific needs; interprets clients' condition	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan, organise straightforward tasks, some ongoing</b> Plans e.g. visits to schools, dental health education programmes, domiciliary visits, clinical research programme	2	15
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed physical skills, high degree of precision</b> Use of a range of precision dental tools and equipment/ skills for dental interventions e.g. cutting cavities	3(b)-4	27-42
6.	<b>Patient/Client Care</b>	<b>Provides specialist clinical advice</b> Provides specialist advice to clients with complex needs concerning treatment	5(c)	30
7.	<b>Policy/Service Development</b>	<b>Implements policies, propose changes to practices, procedures for own area</b> Implements oral health policies for own area	2	12
8.	<b>Financial &amp; Physical Resources</b>	<b>Handle cash, valuables; safe use of equipment other than that used personally; maintain stock control</b> May sell dental hygiene aids; assembles and dismantles dental equipment; orders stock	2(a)(b)(c)	12
9.	<b>Human Resources</b>	<b>Clinical supervision</b> Clinical supervision of students, oral health practitioners, dental undergraduates	2(b)	12





10.	<b>Information Resources</b>	<b>Record personally generated information; storage of data</b> Maintains client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertakes research; regularly undertakes clinical trials; equipment testing</b> Undertakes research, clinical trials or equipment testing	2(a) (b) (c)	12
12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed rather than supervised</b> Works autonomously within SOPs, work managed rather than supervised	3	21
13.	<b>Physical Effort</b>	<b>Frequent requirement for sitting, standing in restricted position; occasional moderate effort for several short periods</b> Sitting in a restricted position when carrying out treatment, standing for long periods, carrying equipment for domiciliary visits	2(a)(d)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration when treating patients	2(a)	7
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Deals with phobic children, elderly confused and patients with learning disability	3(a)	18
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant working conditions</b> Body fluids	4(b)	18
<b>JE Score 425-440</b>			<b>Band 6</b>	



<b>Profile Suite and Label</b>	<b>Dental services - Oral Health Practitioner Advanced (Dental Hygiene/Dental Therapy)</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>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</li> <li>2. Provides oral health advice and instruction to specific client groups with multiple complex needs</li> <li>3. Provides clinical supervision to students, oral health practitioners; provides advice to other dental staff, other healthcare professionals</li> <li>4. Undertakes research or equipment testing or clinical trials</li> <li>5. Manages a team of oral health staff</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<b>Provide and receive complex/highly complex/ information requiring tact and persuasive skills; barriers to understanding</b> Communicates condition related information; deals with patients with complex/multiple complex presentations	4(a)–5 (a)	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<b>Specialist knowledge across range of procedures underpinned by theory</b> 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	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<b>Complex facts or situations requiring analysis, interpretation, comparison of range of options</b> Selection and adaptation of appropriate complex techniques for oral health treatment to suit client with specific needs; interprets clients' condition	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<b>Plan complex activities or programmes, requiring adjustments</b> Plans and delivers dental health services	3	27
5.	<b>Physical Skills</b>	<b>Highly developed physical skills, accuracy important, manipulation of fine tools, materials/ highly developed physical skills, high degree of precision</b> Use of a range of precision dental tools and equipment/ skills for dental interventions e.g. cutting cavities	3(b)–4	27-42
6.	<b>Patient/Client Care</b>	<b>Provide specialist clinical advice</b> Provides specialist advice to clients with complex needs concerning treatment	5(c)	30
7.	<b>Policy/Service Development</b>	<b>Implements policies for own work area; impact beyond own area</b> Implements oral health policies for own area and proposes changes in oral health working practices, impact across different care environments	3	21
8.	<b>Financial &amp; Physical Resources</b>	<b>Handle cash, valuables; safe use of equipment other than that used personally; maintain stock control</b> May sell dental hygiene aids; assembles and dismantles dental equipment; orders stock	2(a)(b) (c)	12



9.	<b>Human Resources</b>	<b>Clinical supervision</b> Clinical supervision of students, oral health practitioners, dental undergraduates	2(b)	12
10.	<b>Information Resources</b>	<b>Record personally generated information</b> Maintains client records	1	4
11.	<b>Research &amp; Development</b>	<b>Undertake research; regularly undertake clinical trials; equipment testing</b> Undertakes research, clinical trials or equipment testing	2(a) (b) (c)	12
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Lead specialist within SOPs, may be department manager	4	32
13.	<b>Physical Effort</b>	<b>Frequent requirement for sitting, standing in restricted position; occasional moderate effort for several short periods</b> Sitting in a restricted position when carrying out treatment, standing for long periods, carrying equipment for domiciliary visits	2(a)(d)	7
14.	<b>Mental Effort</b>	<b>Frequent concentration, work pattern predictable</b> Concentration when treating patients	2(a)	7
15.	<b>Emotional Effort</b>	<b>Frequent distressing or emotional circumstances</b> Deals with phobic children, elderly confused and patients with learning disability; resolution of staffing issues	3(a)	18
16.	<b>Working Conditions</b>	<b>Frequent highly unpleasant working conditions</b> Body fluids	4(b)	18
<b>JE Score 497-525</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Dental services - Dental Technician Advanced</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Constructs full range of complex functional, fixed and removable dental/oro-facial appliances.</li> <li>2. Constructs models and appliances for R&amp;D, teaching purposes</li> <li>3. Co-ordinates work, provides professional guidance and advice, training to the other laboratory staff, students</li> </ol>

<b>Factor</b>		<b>Level descriptor and example job information</b>	<b>JE Level</b>	<b>JE Score</b>
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex, sensitive information; barriers to understanding</b></p> <p>Communicates information on design of appliances to consultants, students, other lab staff, patients with communication difficulties and/or requiring reassurance</p>	4(a)	32
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Highly developed specialist knowledge, underpinned by theory or experience</b></p> <p>Technical knowledge acquired through degree in dental technology or HNC plus experience plus training, experience in relevant speciality to master's level or equivalent</p>	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>Complex facts or situations requiring analysis, interpretation, comparison of range of options</b></p> <p>Skills for analysing complex treatment plans, interpreting prescriptions, devising new appliances</p>	4	42
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise straightforward activities, some ongoing</b></p> <p>Plans and prioritises incoming work</p>	2	15
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, high degree of precision</b></p> <p>Construction of appliances, prostheses, manipulating fine tools, wire components and materials with high degree of precision</p>	4	42
6.	<b>Patient/Client Care</b>	<p><b>Provide highly specialist clinical technical services</b></p> <p>Constructs full range of complex dental appliances</p>	6(b)	39
7.	<b>Policy/Service Development</b>	<p><b>Implement policies and propose changes to practices, procedures for own area/ Propose policy or service changes impact beyond own area</b></p> <p>Proposes changes affecting other lab. staff; implements policy changes/ impacts on other areas</p>	2-3	12-21
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Safe use of equipment other than equipment used personally; authorised signatory, small payments; safe use highly complex equipment</b></p> <p>Responsible for cleanliness, maintenance and security of specialised lab equipment; signs invoices in absence of manager</p>	2(b)(d) (e)	12
9.	<b>Human Resources</b>	<p><b>Day to day supervision; clinical supervision</b></p> <p>Allocates work in absence of manager; supervises work of, trains technicians, students</p>	2(a)(b)	12
10.	<b>Information Resources</b>	<p><b>Occasional/regular requirement to develop or create reports, documents, drawings</b></p> <p>Programmes lab equipment using CAD/CAM software</p>	2(b)/3(b)	9
11.	<b>Research &amp; Development</b>	<p><b>Regularly undertake R&amp;D activity; equipment testing, adaption/ major job requirement</b></p> <p>Contributes to research projects, equipment testing</p>	2(a) (c)- 3	12-21



12.	<b>Freedom to Act</b>	<b>Clearly defined occupational policies, work is managed, rather than supervised/ Broad occupational policies</b> Follows laboratory procedures: lead specialist, leads in absence of the manager	3-4	21-32
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods</b> Stands/sits at lab bench casting impressions, making appliances; lifts bags of plaster	2(a)(d)	7
14.	<b>Mental Effort</b>	<b>Frequent prolonged concentration</b> Ongoing concentration for long periods on production of appliances	4(a)	18
15.	<b>Emotional Effort</b>	<b>Exposure to distressing or emotional circumstances is rare/ occasional</b> Deals with patients with oro-facial abnormalities, terminally ill	1(-2(a))	5-11
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions; occasional/ frequent highly unpleasant conditions</b> Fumes from materials, abrasives; use of chemicals; equipment vibration; body fluids	3(a)(b)- 4(b)	12-18
<b>JE Score 486-534</b>			<b>Band 7</b>	



<b>Profile Suite and Label</b>	<b>Dental services - Dental Laboratory Manager</b>
<b>Job Statement</b>	<ol style="list-style-type: none"> <li>1. Manages work and staff of laboratory providing services and appliances to dental clinics, including quality control and personnel matters</li> <li>2. Constructs full range of complex functional, fixed and removable dental, oro-facial appliances</li> <li>3. Constructs innovative appliances and provides technical expertise to surgeons and medical staff</li> <li>4. Provide training for dental and medical SHOs, registrars, nursing staff, own staff</li> </ol>

Factor		Level descriptor and example job information	JE Level	JE Score
1.	<b>Communication &amp; Relationship Skills</b>	<p><b>Provide and receive complex, sensitive information; barriers to understanding/ provide and receive highly complex, sensitive or contentious information; barriers to understanding</b></p> <p>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</p>	4(a)–5(a)	32-45
2.	<b>Knowledge, Training &amp; Experience</b>	<p><b>Highly developed specialist knowledge, underpinned by theory and experience</b></p> <p>Technical knowledge acquired through degree in dental technology or HNC plus post graduate qualification in relevant speciality plus significant experience to master's equivalent level</p>	7	196
3.	<b>Analytical &amp; Judgemental Skills</b>	<p><b>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</b></p> <p>Skills for analysing complex treatment plans, re-designing treatment to deal with anatomical faults or distortions/ judgements to resolve differences in clinical approach</p>	4–5	42-60
4.	<b>Planning &amp; Organisational Skills</b>	<p><b>Plan and organise complex activities or programmes, requiring formulation, adjustment</b></p> <p>Plans and prioritises lab workload, adjusts for emergency work; plans training, conferences, research projects</p>	3	27
5.	<b>Physical Skills</b>	<p><b>Highly developed physical skills, high degree of precision</b></p> <p>Construction of appliances, prostheses, manipulating tools, wire components and materials with high degree of precision</p>	4	42
6.	<b>Patient/Client Care</b>	<p><b>Accountable for direct delivery of sub-division of a clinical, clinical technical or social care service</b></p> <p>Responsible for dental technical service to relevant dental clinics</p>	6(d)	39
7.	<b>Policy/Service Development</b>	<p><b>Responsible for policy implementation and development for more than one area of activity</b></p> <p>Responsible for developing lab policies and implementation</p>	4	32
8.	<b>Financial &amp; Physical Resources</b>	<p><b>Authorised signatory; hold delegated budget/ budget holder for department/ service</b></p> <p>Budget for stock, equipment, consumables; authorises expenses &amp; overtime</p>	3(a)(d)-4(a)	21-32



9.	<b>Human Resources</b>	<b>Line manager for a single function or department</b> Work allocation, involved in recruitment interviewing, appraisals, discipline and grievances; training of staff, other professionals	4(a)	32
10.	<b>Information Resources</b>	<b>Occasional/ regular requirement to develop or create reports, documents, drawings</b> Programmes lab equipment using CAD/CAM, COG software	2(b)– 3(b)	9-16
11.	<b>Research &amp; Development</b>	<b>Regularly undertake R &amp; D activity; equipment testing, adaptation/ co-ordinate, implement R &amp; D activity as job requirement</b> 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	12-32
12.	<b>Freedom to Act</b>	<b>Broad occupational policies</b> Manage lab and service provided, lead specialist	4	32
13.	<b>Physical Effort</b>	<b>Frequent sitting or standing in a restricted position</b> Stands/ sits at lab bench casting impressions, making appliances	2(a)	7
14.	<b>Mental Effort</b>	<b>Frequent prolonged concentration</b> Ongoing concentration on production of appliances	4(a)	18
15.	<b>Emotional Effort</b>	<b>Occasional / frequent distressing or emotional circumstances</b> Staffing issues; dealing with patients with oro-facial abnormalities, terminally ill	2(a)– 3(a)	11-18
16.	<b>Working Conditions</b>	<b>Frequent unpleasant conditions; occasional / frequent highly unpleasant conditions</b> Fumes from materials, abrasives; use of chemicals; equipment vibration; body fluids	3(a)(b)– 4(b)	12-18
<b>JE Score 564-646</b>			<b>Band 8a-c</b>	