

21 August 2023

Agenda for change, job change process within Dentistry

I wish to ask about the Agenda for change, job change process. I am aware that the process involves a 'Job change Process' form to be submitted to HR, this is then assessed by an independent panel, which should include trade side (Union) representation to decide if the band is changed or not.

My query is –

- 1. How many staff from the dental department across the Belfast Trust; that is to say, working within the legacy South and East Belfast Community service, the legacy North and West community service and the Royal dental hospital have requested for their job role to be reassessed under the Agenda for change, job change process?**

9 posts have been reassessed under the changed job process following requests from 10 post holders.

- 2. For those staff who have requested a job change what is the breakdown of their roles within dentistry? i.e. how many are admin staff, nursing, dental, hygienists, therapists, dental technicians?**

Admin Staff – 3 posts have been reassessed for 3 post holders
Dental Nursing – 1 post has been reassessed for 1 post holder
Hygienists – 1 post has been reassessed for 1 post holder
Therapists – No posts have been reassessed
Dental Technicians – 4 posts have been reassessed for 5 post holders

- 3. Within this group of staff who have applied to have their job role reassessed, how many have been successful in having their banding increased?**

The job banding has been increased for 8 posts / 9 post holders.

- 4. Within this group of people, what is the most, and least amount of time that those who have gone through the process have had to wait for their role to be assessed by a panel?**

Most amount of time – 6 Months
Least amount of time – 1.5 Months

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5. What is the average time taken for any staff within the trust (not exclusively dental staff) for their application for job change process to go to a panel?

During the period 1 April 2022 to 31 March 2023, the average time taken for a changed job application to go to panel based on when the full documentation required was received was 5.5 months.

May I also ask, can you tell me how many staff are employed by the BHSCT within the following roles and if possible to request a job description for the following roles please?

Dental Hygienist (tutor) based in the School of Dentistry

– 2 post holders are employed within BHSCT (job description attached).

Dental Hygienist (Staff) based in the School of Dentistry

– No record of a job description held on file.

Community dental Hygienist (based in the legacy south and east Belfast community)

– 2 Post holders employed within BHSCT (job description attached).

Community dental Therapist (based in the legacy North And West Belfast community)

– 1 Post holder employed within BHSCT (job description attached Oral Health Officer).