

Update for HSE Members

HSE Committee AGM Thursday 13th October 2022



Review of Building Momentum

Revised terms have been accepted by IDA members in a ballot.

Pay increases due:

- 3% with effect from 2nd February 2022
- The equivalent of 1% increase through sectoral bargaining backdated to the 1st February 2022
- 1% or €500 a year (whichever is the greater) from 1st October 2022
- 2% from 1st March 2023
- 1.5% or €750 a year (whichever is the greater) from 1st October
 2023



Working on Behalf of Members

Issues we have represented members on recently:

- Reversal of 'Haddington Road' hours
- Sectoral bargaining fund
- 'Pandemic' bonus payment
- Sessional Rates
- CPD Protected time & Funding
- Staffing crisis

What are we doing?



Dentists call for Government intervention to help recruitment

Updated / Thursday, 12 May 2022 15:26

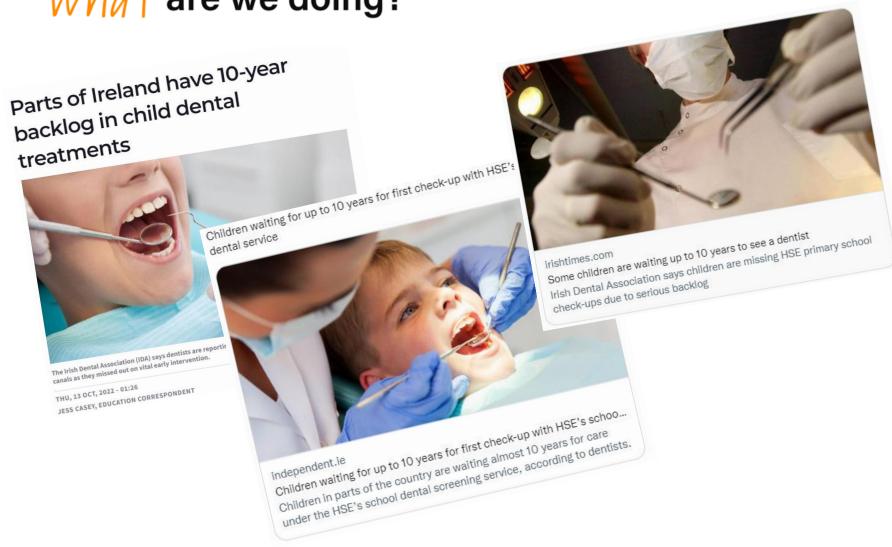








What are we doing?





Presenting the problem.

RECRUITMENT &
RETENTION OF
DENTISTS AND
DENTAL TEAMS
AT ALL TIME
LOW



LACK OF DENTAL PERSONNEL TO MEET DEMAND. VISAS FOR DENTAL NURSES AN ISSUE LACK OF DENTAL GRADUATES CAUSING LABOUR SHORTAGES



CORK AND DUBLIN
GRADUATES ONLY
35% OF DENTAL
GRADUATES
ADDED TO
REGISTER
ANNUALLY

INVESTMENT AND EXPANSION OF DENTAL SCHOOLS (TCD AND UCC) URGENTLY NEEDED



PLANNED
DEVELOPMENT OF
NEW DENTAL
SCHOOL IN UCC
HAS NOT
PROGRESSED
SINCE 2019

PUBLIC DENTAL SERVICE IS UNDERFUNDED AND UNDERSUPPLIED



LACK OF INVESTMENT AND CAREER PATHWAYS

Pre-Budget submission 2023

Recommendations



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Measures to address the staffing crisis in dental practices

4

To amend the critical skills list for non-EEA visa applicants to include dentists and dental nurses

Recommendation 3 - 4

Solving the Dental Care Crisis.

3: Measures to address the staffing crisis in dental practices

The Association has a number of suggestions to alleviate the current crisis in the recruitment of dental staff in private practices, a problem which is exacerbating the difficulties in accessing care for many patients and results in longer waiting times for dental appointments.

As recently as May 2022, the Minister for Health s. Stephen Donnelly T.D. accepted that there is a need for specific workforce planning for oral health and reaffirmed the Covernment's commitment to the development of a dental workforce plan. We believe the Covernment urgently needs to engage with the Association in order to introduce a dental workforce plan dentists, unseen, hygienists and support staffing dentists, nurses, hygienists and support staffing.

We have heard from members – in both the private and public sectors - for a number of years that they are encountering increasing difficulties in recruiting dental team members, including dentists, hygienists and dental nurses. This issue is gaining increasing prominence and is having a real impact on our members ability to run their practices and clinics efficiently, and on patients' ability to access vital healthcare.

Last year (September 2021), we surveyed our members in private practice in order to assess the extent of the staff shortage Issue. The majority of respondents (80%) said they had tried to recruit dental team members in the previous 12 months. However, one-third of dental practices that were recruiting staff have not made a hire due to a shortage of suitable candidates.

Previously, in November 2017, the Association carried out a survey of Principal Dental Surgeons working the HSE public dental service. Nearly all of those who responded had sought to recruit saff over the previous 5 years. Of these, over half had experienced problems in attracting suitable candidates, while three-quarters believed there were less suitable candidates than in the previous 5 years.

The staffing crisis is linked to a lack of training and education places. The two dental schools graduate about 25 dental hygienists annually. This is completely inadequate and needs to be be increased to 75 over an agreed timeline.

4: To amend the critical skills list for non-EEA visa applicants to include dentists and dental nurses

We are seeking the reform of work permit rules for non-EEA citizens seeking work as dental nurses (currently prohibited) or as dentists (permitted in limited circumstances). We believe both professions should be added to the critical skills list for work permits.

Four years ago, in 2018, we made a submission to the Department of Justice to have dental nursing included on the critical skills occupation list for employment permit purposes. At that time, we noticed members were having real difficulties recruiting dental nurses. However, our submission was unsuccessful and in the intervening period the recruitment challenge has become more pronounced.



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Tackling the crisis in our public dental service

6

Increasing investment in our dental schools

Solving the Dental Care Crisis.

Increased dental employment levels and appropriately directed staff resource allocation are urgently required. We believe that a recruitment campaign needs to be commenced, at the direction of the Minister, to achieve a complement of 400 whole time-equivalent posts in the HSE public dental service. This is to address the difficulties apparent in the service and to enable the service to deliver on its stated objectives of preventing dental health difficulties, and caring for and treating children and other vulnerable groups.

The Orthodonito Service in the HSE is also suffering hugely as a result of the cutbacks and lack of resourcing, which have led to the creation of long waiting lists for screening and treatment. The number of Specialist Orthodonitsts recruited over the past decade has been completely inadequate when one considers the lengthy waiting lists for orthodonitic care.

HSE figures from February 2022, show that there are 13,294 patients on orthodontics walting lists, 11,088 of whom are waiting longer than a year with 5,076 waiting longer than 3 years.

6: Increasing investment in our dental schools

There is a well-established shortage of dentists as the competition within international labour markets intensifies and the availability of dentists.

There are more dentists on the register of the Irish Dental Council than at any other time previously, for the last 13-15 years, graduates from Irish dental schools have only made up about a third of those registering with the Dental Council each year.

The Dental Schools graduate about 90 dentists each year and about 65-70 of these were admitted to the programme either through the CAO system or other college entry methods such as the mature code applicants and special access processes.

The number of dental graduates for the three most recent years available - 2018, 2019 and 2020 - are available in the table below.

These figures are taken from the HEA's Student Records System (SRS).

Higher Education Institution	2018	2019	2020
Trinity College Dublin	40	45	42
University College Cork	38	50	47
TOTAL	78	95	89



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BRIDGING THE GAP

Continue 'Bridging the Gap' PR / Public Affairs campaign

TRAINING SCHEME

Lobby strongly for the reinstatement of a Foundation Training scheme

WORKFORCE

Develop our own workforce plan for the dental sector Invite Minister for Health to establish expert group

DENTAL SCHOOLS

Highlight the lack of undergraduate places in dental schools and lobby for increased places

DENTAL NURSING

Lobbying campaign to seek that dental nursing is removed from the ineligible skills list to allow non-EEAdental nurses apply for a work permit

amplifier: social media°













best **practice**°



Use digital channels strategically to **amplify and engage**.



Be **clear and concise** with your voice and opinion.



Ensure good content practices.



Build engagement levels.

amplifier: social media°



Duncan Smith TD < 2 @Duncan Smith TD ⋅ 2h

This should serve as a major wake up call for Govt. As one who benefited from a lot of public dental treatment first identified with primary school check ups, the resourcing of this scheme is vital. School dental services 'virtually non-existent' rte.ie/news/ireland/2... via @rte











rte.ie

School dental services 'virtually non-existent'

School dental screening services for children here are "virtually nonexistent" the Irish Dental Association has said, with backlogs of almos...



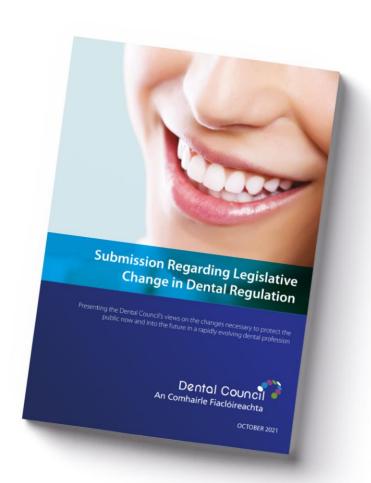


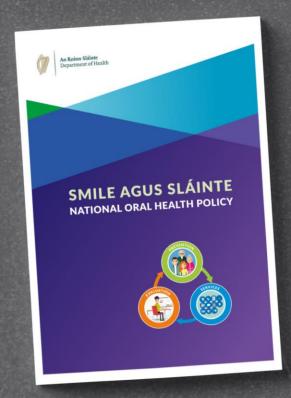




New Legislation

Inspection of Dental Practices, Incorporation and Mandatory CPD





Smile agus Sláinte What Next?