

政府牙齒衛生員協會的信頭

**Letterhead of Government Dental Hygienists' Association**

Secretary for the Civil Service  
Government Secretariat  
Central Government Offices  
West Wing  
Lower Albert Road  
Hong Kong

Fax: 2524-6164

20 October 1999

Dear Sir,

**Review of Civil Service Starting Salaries For Dental Hygienist**

Our Association is glad to see the release of the Civil Service Starting Salaries Review 1999 (Report No. 36 of the Hong Kong Standing Commission on Civil Service Salaries and Conditions of Service), which has the aim of ensuring that the civil service pay is broadly comparable to that of the private sector.

After a detailed study of the recommendations, there are some irregularities related to the dental hygienist grade which we would like to point out. The nature of our duty required us to be registered with the Dental Council of Hong Kong. In order to be registerable with the Dental Council of Hong Kong, we need to have one-year full time training in Prince Philip Dental Hospital - the only institution in Hong Kong providing such training. One of the entry requirements is that the applicant has at least two years experience as dental surgery assistant (Appendix 1). It is, therefore, quite illogical and ridiculous that the proposed starting salary for dental hygienist (point 3) is lower than that of dental surgery assistant (point 4) (Appendix 2 & 3).

Moreover, in the past twenty years, the Department of Health has faced both recruitment and retention difficulty in dental hygienist grade - for the simple reason that the salary scale of the civil service is not attractive compared with that of the private sector. This problem will be aggravated if the recommendations of the Civil Service Starting Salaries Review 1999 is followed. This, in turn, will lead to a setback in the execution of the Audit Report's recommendation of employing more dental hygienists in the Government Dental Service.

We sincerely hope that there will be a more thorough and fair assessment of our grade such that it will be reflected in the starting salary. Since the entry requirement for dental hygienist trainee is at least 2 years experience as dental surgery assistant plus the one-year training programme, we propose that our starting salary be at least 3 points above that of dental surgery assistant - i.e. point 7 or above. Only this can reflect the true nature of our duty and training requirement.

The supporting letters from Hong Kong Dental Hygienists' Association (Appendix 4) and the Instructor in Dental Hygiene of Prince Phillip Dental Hospital (Appendix 5) are enclosed.

Thank you for your attention.

Yours sincerely,

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(Ms. Cheung Mei Wah, Cindy)

Chairperson

Cc Director of Health  
Con i/c DS  
Con DS (Ops)  
Staff Relations & Subvention  
Grades Consultative Committee  
Hong Kong Dental Hygienists' Association  
Instructor in Dental Hygiene of PPDH  
Hong Kong Chinese Civil Servants' Association  
Michael Ho (LegCo)

## **A CAREER IN DENTAL HYGIENE**

The dental hygienist is a member of the Dental Team who specializes in the area of preventive dentistry. He/she works under the direction of the team leader, the dentist.

The course of training lasts for one year and leads to the award of the Certificate of Proficiency in Dental Hygiene. This Certificate is registerable with the Dental Council of Hong Kong. It is a legal requirement that dental hygienists must be registered with the Dental Council before being allowed to practise.

Graduates of the course will have acquired the specialized knowledge, skills and attitudes to help people to attain and maintain optimum dental health.

### **SCOPE OF WORK**

- \* Dental health promotion and education
- \* Oral hygiene instruction
- \* Diet counselling
- \* Applying preventive materials to teeth (e.g. fluoride; fissure sealant)
- \* Cleaning and polishing teeth
- \* Polishing tooth restorations
- \* Taking dental X-rays

### **ENTRANCE REQUIREMENTS**

Admission to the Dental Hygiene course is on a competitive selection basis. Candidates must submit an application form and attend a personal interview with a selection board. To be eligible candidates must:

- \* be at least 18 years of age
- \* have good general health
- \* be competent in Cantonese and English
- \* have 5 passes in the HKCEE, inc:
  - English Language (syllabus B), and
  - a science subject (preferably human biology)
- \* have a Certificate in Dental Surgery Assisting or at least 2 years experience as a Dental Surgery Assistant

### **RECOMMENDED CHARACTERISTICS**

- \* Interest in people and a career in a health profession
- \* Pleasant personality and common sense
- \* Manual dexterity
- \* Ability to communicate effectively with the public and members of the dental team
- \* Desire to help others
- \* Ability to attend to detail, work accurately, and manage time effectively
- \* Ability to take the initiative and handle responsibility

### **THE COURSE**

The course is one-year long and is full-time, Monday to Friday. All teaching is in English. Course material is presented through lectures, seminars, laboratories, clinical practice, independent study and field trips. Subjects studied include:

- \* General histology, pathology, anatomy and physiology
- \* Dental histology, pathology, anatomy and physiology
- \* Microbiology
- \* Diet and nutrition
- \* Preventive dentistry
- \* Dental health education
- \* Behavioural science
- \* Theory of clinical practice

Students have regular opportunities to apply knowledge and practice various skills. Most clinical practice sessions are held in the Department of Periodontology and Public Health, but students also gain experience in other specialist departments of the Prince Philip Dental Hospital.

Much emphasis is placed on the development of communication skills and students learn to plan, implement and evaluate dental health programmes for individuals and groups.

During teaching sessions students are frequently organized into pairs or small groups. Training takes place alongside other members of the dental team, both qualified and under-training, in an attempt to foster the team approach to providing health care.

### **COST OF TRAINING**

There are no course fees. However, candidates must be able to satisfy the selection board regarding their financial security throughout the training period.

Students must provide their own clinical shoes, protective glasses and stationery. Uniform, equipment etc. will be provided by the hospital.

### **EMPLOYMENT OPPORTUNITIES**

- \* General dental practice
- \* Government Dental Service
- \* Private Institutions (e.g. University Health Service; Private hospitals)
- \* Subvented Institutions (e.g. Dental hospital; charity organizations)

### **SALARY**

There is no salary during training.

In the public sector salaries are usually based on the Master Pay Scale (MPS), currently, MPS 7-19.

In the private sector salaries are usually higher, and are negotiable with the employer.

### **NEXT COURSE**

Courses are held at approximately 15 month intervals, therefore the starting date varies annually. For details of the next course, please contact either: *Personnel Department or Tutor-in-Dental Hygiene, Prince Philip Dental Hospital, 34 Hospital Road, Hong Kong. Please enclose a stamped addressed envelope.*

資歷組別 6 — 高級文憑、文憑及相連職系第三組

現行基準：總薪級表第 7 點(12,595 元)

建議基準：總薪級表第 3 點(9,785 元)

職系	基本職級	現行起薪點	建議的新起薪點
電腦操作員	二級電腦操作員	總薪級表第 8 點	總薪級表第 4 點
牙齒衛生員	牙齒衛生員	總薪級表第 7 點	總薪級表第 3 點
登記護士	登記護士	總薪級表第 9 點	總薪級表第 5 點
助產士	助產士	總薪級表第 9 點	總薪級表第 5 點

資歷組別 7 — 技術督察及相連職系

現行基準：總薪級表第 13 點(18,140 元)

建議基準：總薪級表第 11 點(16,095 元)

職系	基本職級	現行起薪點	建議的新起薪點
空氣調節督察	助理空氣調節督察	總薪級表第 13 點	總薪級表第 11 點
屋宇裝備督察	助理屋宇裝備督察	總薪級表第 13 點	總薪級表第 11 點
屋宇監督	助理屋宇監督	總薪級表第 13 點	總薪級表第 11 點
工程監督	助理工程監督	總薪級表第 13 點	總薪級表第 11 點
電氣督察	助理電氣督察	總薪級表第 13 點	總薪級表第 11 點
電氣技術員	電氣技術員	總薪級表第 13 點	總薪級表第 11 點
電子督察	助理電子督察	總薪級表第 13 點	總薪級表第 11 點
消防空氣調節主任	消防空氣調節主任[0]	總薪級表第 34 點	-----
漁船技術員	二級漁船技術員[0]	總薪級表第 13 點	-----
警察槍械主任	警察槍械主任	總薪級表第 34 點	總薪級表第 32 點
學徒督察	學徒督察[0]	總薪級表第 13 點	-----
工程督察	助理工程督察	總薪級表第 13 點	總薪級表第 11 點
電訊督察/電訊監督	助理電訊督察	總薪級表第 13 點	總薪級表第 11 點
海事監督	助理海事監督	總薪級表第 24 點	總薪級表第 22 點

[0]表示該職級已取消

## 資歷組別 2 — 中學會考證書職系第一組

現行基準：總薪級表第 3 點(9,785 元)

建議基準：總薪級表第 2 點(9,180 元)

職系	基本職級	現行起薪點	建議的新起薪點
飛行場督導員	飛行場督導員[0]	總薪級表第9點	-----
機場接待詢問主任	三級機場接待詢問主任[0]	總薪級表第6點	-----
繕校員	繕校員	總薪級表第3點	總薪級表第2點
外勤統計主任	助理外勤統計主任	總薪級表第7點	總薪級表第6點
文書主任	助理文書主任	總薪級表第3點	總薪級表第2點
牙科事務督察	牙科事務督察	總薪級表第7點	總薪級表第6點
牙科手術助理員	牙科手術助理員	總薪級表第5點	總薪級表第4點
地政督察	二級地政督察	總薪級表第4點	總薪級表第3點
海事督察	二級海事督察	總薪級表第5點	總薪級表第4點
殮房主任	殮房主任	總薪級表第8點	總薪級表第7點
私人秘書	二級私人秘書	總薪級表第4點	總薪級表第3點
警察通訊員	警察通訊員	總薪級表第6點	總薪級表第5點
郵務員	郵務員	總薪級表第5點	總薪級表第4點
社會保障助理員	社會保障助理員	總薪級表第7點	總薪級表第6點
物料供應員	二級物料供應員	總薪級表第3點	總薪級表第2點
福利工作員	福利工作員	總薪級表第7點	總薪級表第6點

[0]表示該職級已取消

**LETTERHEAD OF HONG KONG  
DENTAL HYGIENISTS' ASSOCIATION**

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3/F, Periodontology & Public Health, Prince Philip Dental Hospital,  
34 Hospital Road, Hong Kong

Tel: 2859 0299  
Fax: 2858 7874

Ms Cindy Cheung  
The Chairperson,  
The Government Dental Hygienists' Association  
P.Y.N.E.H. (Chaiwan Dental Clinic)  
1F, Main Block,  
3, Lok Nan Road,  
Chaiwan,  
Hong Kong.

Dear Ms. Cheung,

**Re: Salary Restructure of Civil Servants**

As our Association is represent most of the Dental Hygienists in Hong Kong and we concern about the Starting Point on the Master Pay Scale (MPS) which is adjusting by the Government recently. So we think this could be affect us a lot if the Starting Point is restructured. We would like to make some comments based on the followings.

- It will affect our interested to join the Government Party as the starting point we cannot accept that is lower than the Dental Surgery Assistant. It will discourage our applicant who want to become a Government Dental Hygienist. We must study a full time one year certificate course to be a enrolled Dental Hygienist, but Government Dental Surgery Assistant only have two years on job training. It is not respect our profession and affect our professional image.
- Currently Dental Hygienists and Certificate Dental Surgery Assistants have the same starting point on the Master Pay Scale (MPS) justified by the fact that both train for one year (see enclosed brochure re: Certificate of Proficiency in Dental Surgery Assisting).
- The existing pay scale already highlighted that Dental Hygienist is underpaid and unfairly treated. Therefore, we think it is totally unacceptable if the starting point of Dental Hygienist is lower than that of Dental Surgery Assistant after adjustment. We are highly against this unacceptable Starting Salary.

The Hong Kong Dental Hygienists' Association will therefore fully support the Government Dental Hygienists' Association to negotiate with the HK Government and hope that Dental Hygienists can be treated fairly.

Yours Sincerely,

Maria M.H. Chiu  
Chairman in Hong Kong Dental Hygienists' Association

香港大學的信頭  
Letterhead of THE UNIVERSITY OF HONG KONG

August 23, 1999

Ms. Cindy Cheung  
The Chairperson,  
The Government Dental Hygienists' Association  
P.Y.N.E.H. (Chaiwan Dental Clinic)  
1F, Main Block,  
3, Lok Nan Road,  
Chaiwan,  
Hong Kong.

Dear Ms. Cheung,

**Re: Salary Restructure of Civil Servants**

According to the record of our graduates' employment status, the HK Government employed most of our graduates other than the General / Special Dental Practice in Hong Kong. Therefore, if the HK Government is going to adjust the starting point of Dental Hygienist, serving the Government, it will affect the prospect of our new graduates. As a result, I would like to make some comments based on the followings :

- Dental Hygienist is a member of the Dental Team who specializes in the area of preventive dentistry. He / She works under the direction of Dentist. It is a statutory requirement that Dental Hygienists are enrolled with the Hong Kong Dental Council before allowed to practise whilst registration as Dental Surgery Assistant is not necessary in Hong Kong.

The practice of Dental Hygiene in Hong Kong is governed by the "Ancillary Dental Workers (Dental Hygienists) Regulations : Chapter 156, Section 29" (see enclosed). Regulation 3 reads :

*"Any person who holds the United Kingdom Minister of Health's Certificate of Proficiency in Oral Hygiene, or holds any other certificate or diploma which, in the opinion of the Dental Council, is of an equivalent standard and has been gained following a course of dental training extending over a period of not less than nine months, may apply to the Dental Council for enrolment as a dental hygienist."*

- The School of Dental Hygiene of The Prince Philip Dental Hospital is the only training school that offer Dental Hygiene training course in Hong Kong, therefore anyone wishing to train as a Dental Hygienist has to attend this course.

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The existing Dental Hygienist training programme has been running in Hong Kong for nineteen years, with gradual modifications and refinements being made in an attempt to achieve international standards of training, and to keep abreast of professional / educational developments. This has resulted in an extremely intensive and stressful one-year course. For entrants to this one-year programme a dental background was considered to be essential, as no time existed in the very over-crowded curriculum to familiarize trainees with the basics of dentistry. Therefore; a Certificate in Dental Surgery Assisting or at least 2-years experience as a Dental Surgery Assistant is one of the compulsory entrance requirements (see enclosed leaflet re : A Career in Dental Hygiene).

- Currently Dental Hygienists and Certificate Dental Surgery Assistants have the same starting point on the Master Pay Scale (MPS) justified by the fact that both train for one year (see enclosed brochure re : Certificate of Proficiency in Dental Surgery Assisting).

The existing pay scale already highlighted that Dental Hygienist is underpaid and unfairly treated. Therefore, I think it is totally unacceptable if the starting point of Dental Hygienist is lower than that of Dental Surgery Assistant after adjustment. It is ironical to have people come to train for a career which on graduation has less financial reward, yet gives them greater legal and moral responsibility in direct patient care.

The School of Dental Hygiene will therefore fully support the Government Dental Hygienists' Association to negotiate with the HK Government and hope that Dental Hygienists can be treated fairly.

Yours sincerely,

Cordelia K.P. Chan  
Instructor in Dental Hygiene