

Course: Dental Hygiene Clinic

Topic: Elements of the Dental Hygienist Behind the Chair

Audience: 2nd year Dental Hygiene Students

Instructional Objectives: Upon completion of the lecture, the dental professionals should be able to:

1.1. 1. Discuss the eight integral contributions a dental hygienist makes to a dental practice. 2. Define the different types of employment possibilities within the field of dental

3. 4. 5.

Materials:

Compare and contrast the varying forms of insurance including personal malpractice insurance.

PowerPoint Computer Projector

hygiene.

Discuss the development of career planning for the dental hygienist. Establish the steps to professional and personal financial management.

References:

References

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2 minutes	<p style="text-align: center;">I. Instructional Set</p> <p>A. <u>Introduction</u></p> <p><i>“An Ordinary dental office with an extraordinary team will always be infinitely more successful than providing extraordinary dentistry delivered by an ordinary team”</i> - Howard Farren</p> <p>As dental hygiene students your primary focus has been on patient care, and the proper techniques to deliver the best patient care possible. Another integral aspect to the field of dental hygiene is to gain understanding of your rights and responsibilities to protect yourself and your patients.</p> <p>B. <u>Established Mood</u></p> <p>After completing today’s lecture, you will be better equipped as a hygienist to understand the different types of employment, career planning, financial management both personal and professional, and understand the varying types of insurance.</p> <p>C. <u>Gain attention/Motivate</u></p> <p>Is your only option as a dental hygienist to work in a private practice Monday-Friday 8am-5pm, or are there other options?</p> <p>D. <u>Established Rational</u></p> <p>By gaining a better understanding of employment arrangements, career and financial planning options you can begin to develop baseline goals for your future career as a dental hygienist.</p> <p>E. <u>Established Knowledge Base</u></p> <p>Have you ever talked to a veteran dental hygienist on the varying ways you can be employed? Did you know there are many ways to get paid? How will you support yourself if an injury occurs to your precious gems, your hands? These are all questions to keep in mind as you journey into the professional work field.</p> <p>F. <u>Instructional Objective</u></p>	<p>Slide #1- Introduction of myself and my prior education.</p> <p>Note: This quote is from Howard Farren, DDS MBA.</p> <p>Slide #2 Pic of Dental Hygienist in office setting</p> <p>Slide #3 Quote</p> <p>Q: What questions could you ask a veteran dental hygienist about employment options and career development? A: Answers will vary</p> <p>Slide #4 List the lesson plan objectives.</p>
2 minutes		

13minutes	<p>After today’s lesson you should be able to discuss the eight integral contributions a dental hygienist makes to a dental practice; define the different types of employment possibilities within the field of dental hygiene; discuss the development of career planning for the dental hygienist; establish the steps to professional and personal financial management; compare and contrast the varying forms of insurance including personal malpractice insurance.</p> <p style="text-align: center;">II. Dental Hygiene Employment</p> <p>A. Eight Integral contributions a dental hygienist makes to a dental practice.</p> <ol style="list-style-type: none"> 1. Patient relationships 2. Interact with peers to create an environment that supports collegiality and teamwork. 3. Demonstrate professional behavior 4. Recare systems 5. Production promotion through use of intraoral cameras 6. Periodontal intakes 7. Patient Care 8. Scheduling <p>B. Employment Arrangements for a dental hygienist.</p> <ol style="list-style-type: none"> 1. Employer- Employee relationship 2. Independent Contractor 3. Independent dental hygiene practice <p>C. Types of Employment</p> <ol style="list-style-type: none"> 1. Full-time 2. Part-time 3. Temporary 4. Job Sharing 5. Flex Time 6. Regular Hours 7. Staggered hours <p>D. Employment rights of a dental hygienist</p> <ol style="list-style-type: none"> 1. Safe work environment 2. Compensation equality 3. Family and medical leave 4. Elimination of discrimination <p>E. Methods of compensation</p>	<p>Slide #5 Eight integral contributions</p> <p>Slide #6 Slide #7</p> <p>Slide #8 Varying employment types</p> <p>Slide #9-#14</p> <p>Slide #15 Picture showing rights to employment</p> <p>Slide #16</p>
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	<ol style="list-style-type: none"> 1. Fixed salary 2. Salary plus commission 3. Compensatory time 4. Profit-sharing bonus 5. Fringe benefits 	Slide #17
10minutes	<p>F. Identify employment alternatives to private practice dental hygiene.</p> <ol style="list-style-type: none"> 1. Public health 2. Dental Consultant 3. Dental Sales 4. Teaching <p>III. Career Planning and Development</p> <p>A. Fringe Benefits</p> <ol style="list-style-type: none"> 1. Legally required 2. Optional <p>B. Job Burnout</p> <ol style="list-style-type: none"> 1. What is job burnout 2. Sources of burnout 3. Strategies to reduce burnout <p>C. Employment Contract</p> <ol style="list-style-type: none"> 1. Components <p>D. Difference between:</p> <ol style="list-style-type: none"> 1. A job 2. Career 3. Occupation 	<p>Slide #18</p> <p>Slide #19</p> <p>Q: Have you heard of fringe benefits, and the importance of them?</p> <p>A: Will vary</p> <p>Slide #20 Burnout</p> <p>Slide #21</p> <p>Slide #22</p> <p>Slide #23</p>
10minutes	<p>E. <u>Networking</u></p> <ol style="list-style-type: none"> 1. Benefits 2. Advantages 3. Disadvantages <p>IV. Professional and Personal Financial Management</p> <p>A. <u>Retirement options</u></p> <ol style="list-style-type: none"> 1. 401K 2. IRA 3. Stocks <p>B. <u>Budgeting</u></p> <ol style="list-style-type: none"> 1. Mortgage 2. Car 3. Daily expenses 	<p>Slide #24</p> <p>Slide #25</p> <p>Slide #26</p> <p>Slide #27</p> <p>Slide #28</p>
5minutes		

3minutes	<p style="text-align: center;">V. Insurance</p> <p>A. Common Dental Insurances</p> <ol style="list-style-type: none"> 1. Blue Cross Blue Shield 2. Delta Dental <p>B. Dental Codes</p> <ol style="list-style-type: none"> 1. Prophylaxis 2. Periodontal Maintenance 3. Scaling and Root Planning 4. Bitewings 5. FMX 6. Who's responsible for entering the correct codes <p>C. Mal-practice Insurance</p> <ol style="list-style-type: none"> 1. Individual Insurance 2. Office Mal-practice Plan <p style="text-align: center;">VI. Closure</p> <p>A. <u>Summary of Major Points</u></p> <p>I hope you now will have a better understanding to the integral role a dental hygienist plays within a dental practice. I hope you can take away that it is not only important to have the clinical skills to be successful, but to make wise educated decisions on your personal and professional financial growth, along with knowledge on the varying types of insurance.</p> <p><u>Provide a sense of accomplishment</u></p> <p>I hope you will feel more confident stepping into the field of dental hygiene with the knowledge in employment, finances, and insurance.</p> <p>B. <u>Assignment</u></p> <p>For a better understanding of our topic today you should</p> <ol style="list-style-type: none"> 1. Explore the articles listed 2. Search the web for educated peer review journals surrounded around the objectives. 	<p>Q: If a patient asks you if they should enroll in a dental insurance plan would you know how to guide them?</p> <p>A: Will vary</p> <p>Slide #29</p> <p>Slide #30</p> <p>Slide #31</p>
5minutes		

3. Ask other RDH their intake of the material we covered

VII. Critical Thinking Activity

Discussion Questions:

A dental hygiene student is in her last year of school and will be undergoing the interviewing process for her first job. From what you have learned in this lecture what are important questions regarding compensation and type of employment she will need to ask. Is it beneficial for her to inquire on the fringe benefits and if there is mal-practice insurance. What other factors may be of importance while developing her career plan.

Answer:

The dental hygiene student will need to come prepared to the interview with a legal pad and written questions to ask during the interview process. If interviewing for a private practice she will need to make sure she asks how she will be compensated and what fringe benefits are offered.

1. Hourly wage
2. Hourly plus commission
3. Daily pay
4. Salary (which is rare)
5. 401k- it is matching
6. Health Insurance
7. Yearly CE courses paid for
8. License renewal paid for

Prior to the interview it will be imperative to know your financial goals in whether you will need to work full or parttime.

Other areas that will need to be discussed are the expectations the office has on your job position.

1. Will you be in charge of setting up an MSDS manual.
2. Will you be responsible for ordering dental hygiene supplies?

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Test Questions

1. **Objective #1:** Discuss the eight integral contributions a dental hygienist makes to a dental practice.

Test Item: All of the following are examples of the eight integral contributions a dental hygienist makes to a dental practice EXCEPT one, which one is the EXCEPTION?

- A. Patient relationships, filing insurance claims, recare systems
- B. Create a positive environment, periodontal intakes, scheduling
- C. Professional behavior, patient care, production promotion
- D. Patient relationships, scheduling, periodontal intakes

2. **Objective #2:** Define the different types of employment possibilities within the field of dental hygiene

Test Item: Most states in 2022 permit dental hygienists to work under general supervision of a dentist. In the state of Georgia dental hygienist are only permitted to work under direct supervision of a dentist.

- A. The first statement is **False**, the second statement is **True**.
- B. The first statement is **True**, the second statement is **False**.
- C. Both statements are **True**
- D. Both statements are **False**

3. **Objective #3:** Discuss the development of career planning for the dental hygienist.

Test Item: All of the following are legally required fringe benefits Expect one, which one is the Expectation?

- A. Workers' Compensation Insurance
- B. Unemployment Insurance
- C. 401K
- D. Health Insurance

4. **Objective #4:** Establish the steps to professional and personal financial management.

Test Item: When it comes to personal finance, there are varying ways to budget. All of the following will aid in creating a successful budget Expect one, which one is the Expectation?

- A. Use the 50-20-30 rule
- B. Talk to a financial advisor
- C. Don't start a retirement account if your savings account is not established
- D. Create a monthly spending assessment

5. **Objective #5:** Compare and Contrast the varying forms of insurance including personal malpractice insurance.

Test Item: In 3-5 sentences describe the significance of having a personal malpractice insurance plan.

Answer Key:

1. A
2. B
3. C
4. C

5. While each dental office carries malpractice insurance, it is in the best interest of the dental hygienist to carry their own individual plan. If I, as dental hygienist were ever sued by a patient, my individual plan would cover up to one million dollars. Being a health care provider, it is indicative to have an insurance plan to safeguard the well-being of your future.

