

**EXPANDED-FUNCTION DENTAL AUXILIARY
QUALIFICATION STANDARD
Veterans Health Administration**

1. COVERAGE. Following are the overall requirements for appointment as an EFDA (Expanded-Function Dental Auxiliary) in VHA.

2. SECTION A. BASIC REQUIREMENTS

a. **Citizenship.** Citizen of the United States. (Noncitizens may be appointed when it is not possible to recruit qualified citizens in accordance with chapter 3, section A, paragraph 3g, this part.)

b. **Education.** Graduate of a dental auxiliary education program that included education and training in expanded functions acceptable to the appropriate VA Professional Standards Board. The program, such as a dental assistant or dental hygiene education program, must be accredited by the Council on Dental Education of the ADA (American Dental Association) and approved by the appropriate State accrediting agency at the time the program was completed.

c. **Licensure or Certification.** Individuals employed as EFDAs must possess active, current, full and unrestricted licensure as a dental hygienist from a State, Territory or Commonwealth, (i.e. Puerto Rico) of the United States or the District of Columbia; or evidence of certification from the American Dental Assistants Association as a CDA (Certified Dental Assistant). EFDAs who have, or have ever had, any license(s) revoked, suspended, denied, restricted, limited, or issued/placed in a probationary status may be appointed only in accordance with the provisions in paragraph 16 of chapter 3, section B, this part.

d. **Physical Standards.** See VA Directive and Handbook 5019.

e. **English Language Proficiency.** EFDAs appointed to direct patient-care positions must be proficient in spoken and written English as required by 38 U.S.C. 7402(d), and 7407(d).

3. SECTION B. GRADE REQUIREMENTS. In addition to the basic requirements specified above in section A, the following qualifications criteria must be met in determining the appropriate grade assignment of candidates.

a. **Junior Grade.** The candidate must meet *one* of the following:

(1) For candidates who are licensed dental hygienists, none beyond basic requirements.

(2) Candidates who are CDAs (certified dental assistants) must possess *one* of the following:

(a) One year of progressively responsible experience in expanded functions or 2 years of progressively responsible experience as a dental assistant that did not include expanded functions.

(b) One year of experience as an instructor in an ADA-accredited dental auxiliary education program which included instruction in expanded functions.

(c). Two years of progressively responsible experience in a related health care occupation such as licensed practical nurse, health technician, independent medical corpsman, medical technician, or radiology technician.

(d) Bachelor's degree in a related health care occupation such as nursing, physician assistant, medical technology, or physical therapy; or a bachelor's degree in a related health science such as physiology, biology, or biochemistry.

b. Associate Grade

(1) The candidate must meet *one* of the following:

(a) Bachelor's degree in dental hygiene, or its equivalent.

(b) Bachelor's degree in a related health care occupation as defined above, or a bachelor's degree in a related health science as defined above, and 1 year of progressively responsible experience in expanded functions or as an instructor in an ADA-accredited dental auxiliary education program which included instruction in expanded functions.

(c) Completion of an ADA-accredited 2-year dental hygiene education program and 2 years of progressively responsible experience in expanded functions.

(d) Completion of an ADA-accredited 1 year dental assistant education program and 3 years of progressively responsible experience in expanded functions.

(2) The required experience for Associate grade must have included:

(a) Demonstrated competence in performance of expanded functions which are exceptionally difficult or responsible, and

(b) Demonstrated skill in observing and identifying patients' physical needs and in providing emotional support to patients, or

(c) Experience in a dental facility that delivers full comprehensive dental care including services in dental specialties.

c. Full Grade. See section C below.

4. SECTION C. DEVIATIONS

- a. The appointing official may authorize a waiver of the grade requirements for Junior or Associate grade for EFDAs whose accomplishments, performance, and qualifications warrant such consideration based on demonstrated competence to meet the requirements of the proposed grade.
- b. Under unusual circumstances, the appointing official may authorize appointment of an EFDA at Full grade when it is determined that the scope and complexity of the assignment and level of responsibility warrants this grade.

Authority: 38 U.S.C. 7304; 7402.

RESPONSIBLE OFFICE: Human Resources and Administration/Operations, Security and Preparedness (HRA/OSP) (006), Office of the Chief Human Capital Officer (OCHCO) (05), Recruitment and Placement Policy Service (059)