

**The Scottish Government**

Health Workforce and Performance Directorate  
NHS Pay and Conditions of Service Team



Dear Colleague

**PAY AND CONDITIONS OF SERVICE FOR SCOTTISH  
PUBLIC DENTAL SERVICE STAFF AND DENTAL  
TRAINING GRADES**

**Summary**

1. This circular authorises changes in the pay and terms and conditions of service of staff in the Public Dental Service (PDS) and Dental Training Grades (DF1/2).

2. From 1 April 2014 the training grades known previously as Training Grade GPT1 and Training Grade DF1 will be renamed as Vocational Training Grade and Core Training 1 Grade respectively. These are changes in name only and are reflected in Annex A to this circular.

3. Salary scales, fees and allowances, where applicable, for the above mentioned staff groups will be **increased by 1% from 1 April 2014** as a result of the Scottish Government accepting the recommendations of the Review Body on Doctors' and Dentists' Remuneration (DDRB).

4. The allowances remain unchanged as in NHS Circular PCS(DD)2006/7 other than where specifically mentioned in the Annex to this circular.

**Dental Grades not covered by this circular**

5. Pay allowances and fees for Consultants in Dental Public Health are covered by PCS(DD)2014/1 which also details Intensity Supplements (old contract only), distinction awards and discretionary points, together with the fees for Dental Consultants who are appointed to serve as members of an Advisory Appointments Committee.

6. Basic salaries for Senior House Officers and SpRs in Dental Public Health from 1 April 2014, which mirror the DDRB recommendation for public health medicine and hospital medical and dental SpRs are set out at Annex D of NHS Circular No PCS(DD)2014/1.

14 March 2014

**Addresses**

For action

Chief Executives, Directors of Finance, Clinical Directors, Directors of Human Resources, NHS Boards, Special Health Boards NHS National Services Scotland (Common Services Agency) and Healthcare Improvement Scotland

For information

Members, Scottish Partnership Forum  
Members, Scottish Terms and Conditions Committee  
Members, Scottish Workforce and Governance Group  
Management Steering Group

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**Enquiries to:**

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## Action

7. Employers are asked to ensure that:
- the necessary arrangements are made to pay the salaries, fees and allowances notified in Annex A from 1 April 2014 as appropriate;
  - former employees are notified of any arrears of pay or expenses due to them; where their current address is in doubt, enquiries should be made to confirm it so that payment can be made.
  - Scottish Public Pensions Agency are notified of any increase in superannuable remuneration and contributions arising from the payment of arrears to former employees.
  - The name changes for the training grades detailed in paragraph 2 are implemented.
8. NHS Employers are asked to make their own arrangements for obtaining any additional copies of this Circular which is available on the SHOW website at <http://www.show.scot.nhs.uk/sehd/pcs.asp>

## Enquiries

9. **Employees** should direct their personal enquiries to their employing NHS Board or Special Health Board or NHS National Services Scotland (Common Services Agency).
10. **NHS Employers in Scotland** should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely

**SHIRLEY ROGERS**  
Health Workforce

**The Scottish Government**

Health Workforce and Performance Directorate  
NHS Pay and Conditions of Service Team



**DIRECTION**

Scottish Ministers, in exercise of the powers conferred on them by Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 and Section 105(7), paragraph 5 of Schedule 1 and paragraph 7 of Schedule 5 to, the National Health Service (Scotland) Act 1978, hereby gives to NHS Boards and Special Health Boards and NHS National Services Scotland (the Common Services Agency) the following Direction.

All staff groups referred to in NHS Circular PCS(DD)2014/2 shall be paid the appropriate rates thereto which were approved by Scottish Ministers on 14 March 2014 and with effect from 1 April 2014.

**SHIRLEY ROGERS**

Health Workforce  
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14 March 2013

**APPENDIX A**

**PUBLIC DENTAL SERVICE STAFF AND TRAINING GRADE DENTISTS**

1. New salary scale arrangements with effect from 1 April 2014 are set out in Annex A and supersede those set out in Appendix A to NHS Circular PCS(DD)2013/2 and Annex A to PCS(DD)2013/5.

**BANDING SUPPLEMENTS**

2. Non-pensionable multipliers apply to the basic pay of whole-time doctors and dentists in training grades (and flexible trainees working 40 hours or more a week in New Deal non-compliant posts) remain unchanged from PCS(DD)2013/2, and are detailed at Annex F of NHS Circular PCS(DD)2014/1

**ALLOWANCES**

3. The allowances remain unchanged as in NHS Circular PCS(DD)2006/7 other than where specifically mentioned in the Annex to this circular.

4. The Recruitment Allowance which is available to PDS dentists and was previously detailed in the Statement of Dental Remuneration (SDR) will now feature solely under PDS Allowances and will be removed from the SDR from 1 April 2014. For ease of reference details of this allowance are provided in Annex B.

1. TRAINING GRADES FROM 1 APRIL 2014

Grade	Salary Scales
Vocational Training	£30,934
Core Training 1	£33,655

2. PUBLIC DENTAL SERVICE

NHS Circular PCS(DD) 2013/5 introduced pay arrangements from 1 April 2013 for employees in the new Public Dental Service (PDS). It introduced three main pay bands: A (Dental Officer); B (Senior Dental Officer) and C (Clinical Managers, incorporating Specialist Dental Officers, Assistant Clinical Directors, Clinical Directors and Chief Administrative Dental Officers).

The salary scales in the Table below supersede those detailed in Appendix B to NHS Circular PCS(DD) 2013/2 and PCS(DD) 2013/5 Annex A.

Public Dental Service pay scales from 1 April 2014

		Pay Point	Pay Scale
Band A	Dental Officer	1	£38,476
		2	£42,752
		3	£49,164
		4	£52,370
		5	£55,577
		6	£57,714
Band B	Senior Dental Officer	7	£59,852
		8	£61,989
		9	£65,195
		10	£66,799
		11	£68,403
		12	£70,005
Band C	Assistant Clinical Director	13	£71,608
		14	£73,746
		15	£75,883
	Specialist Dental Officer	13	£71,608
		14	£73,746
		15	£75,883
		16	£78,021
	Clinical Director/Chief Administrative Dental Officers (Western Isles, Orkney and Shetland Health Boards)	13	£71,608
		14	£73,746
		15	£75,883
		16	£78,021
		17*	£80,158
	18*	£82,296	

The Service complexity weighting arrangements for Clinical Directors/CADOs remain unchanged.

2. Sessional fees are increased with effect from 1 April 2014 as detailed below:

Grade	Hourly Rates Payable from 1 April 2014 £
Dental Officer	28.97
Senior Dental Officer	38.43
Dental Surgeon employed as part-time hospital consultant	47.41

3. The allowance payable for occasional work should be increased to the rates shown for the sessional fees.

4. The fees for lectures have been amended and the rates from 1 April 2014 are set out below:

	With effect from 1 April 2014 £
Paragraph 170 (fees for lectures to non-medical and non-dental staff) for lectures given by administrative dental officers.	60.48
For lectures given by clinical dental officers	48.41
Paragraph 172 (fees for a lecture on a professional subject to a group of doctors and/or dentists)	77.38

## Recruitment Allowance

1. This allowance is payable to a Public Dental Service (PDS) dentist who is employed by an NHS Board in a designated or non-designated area within 3 months of completion of one year's vocational training or two year's general professional training or who is not currently employed, except by a locum, by an NHS Board. The conditions of entitlement for payment of this allowance are as follows:

(a) the dentist is employed either in a designated or non-designated area for at least 2 days a week by an NHS Board as a PDS dentist;

(b) the dentist understands that they must continue to be employed in a designated or non-designated area, as appropriate, for at least 2 days a week by an NHS Board as a PDS dentist for 3 years following receipt of the first payment;

(c) in the case of a dentist who is registered by virtue of section 15(1)(b) or (2A) of the Dentists Act 1984 (registration of nationals of a EEA State who hold an appropriate European diplomas) or is in any way a person in respect of whom a member State is prohibited by Community law from imposing such a requirement, evidence of suitable postgraduate experience as approved by NHS Education for Scotland.

2. A designated area is Orkney, Shetland and Western Isles NHS Boards.

3. A non-designated area is Berwickshire within NHS Borders, Kintore, Kemnay and Moray within NHS Grampian and all areas within NHS Highland except Argyll & Bute, Inverness city, Lochaber, Nairn, Arderseir, Badenoch and Strathspey.

4. Where a dentist cannot be employed as a PDS dentist by an NHS Board within 3 month of completion of training due to maternity or certified sick leave the 3 month period will start from the end of the period of maternity or certified sick leave.

5. The amount of allowance to be paid to a PDS dentist who is employed by an NHS Board within 3 months of completion of one year's vocational training or two year's general professional training is:

(a) £25,000 paid over a 2 year period at £12,500 per annum where employed in a designated area: or

(b) £10,000 paid over a 2 year period at £5,000 per annum where employed in a non-designated area.

6. The amount of allowance to be paid to a PDS dentist who is employed by an NHS Board who is not currently employed, except by a locum, by an NHS Board is:

(a) £15,000 paid over a 2 year period at £7,500 per annum where employed in a designated area; or

(b) £5,000 paid over a 2 year period at £2,500 per annum where employed in a non-designated area.

7. Only one allowance can be paid to a PDS dentist.

8. Payment of the allowance will stop if:
- (a) the dentist ceases to be employed as a PDS dentist by an NHS Board; or
  - (b) ceases to be employed as a PDS dentist in a designated or non-designated area; or
  - (c) ceases to be employed as a PDS dentist in a designated or non-designated area, as appropriate, for at least 2 days a week,

within 3 years of receiving the first payment and the dentist will be required to repay to the NHS Board the full amount of any allowance paid. If a PDS dentist who was employed in a non-designated area continues to be employed as a PDS dentist in a designated area then the dentist will not require to repay the allowance received. However, if a PDS dentist who was employed in a designated area continues to be employed as a PDS dentist in a non-designated area then the dentist will require to repay the difference between the allowance payable in respect of a designated and non-designated area.

9. If the area in which the PDS dentist is employed ceases to be classed as designated or non-designated, whichever is applicable, the PDS dentist will not require to repay the allowance received.

10. The NHS Board may waive repayment in any case where it considers that the PDS dentist was unable to meet any of the conditions because of exceptional circumstances.