

**HUMAN RESOURCES DIRECTORATE
PAY AND EMPLOYMENT UNIT**



Department of
**Health, Social Services
and Public Safety**

www.dhsspsni.gov.uk

AN ROINN

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agus Sábháilteachta Poiblí**

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Circular HSS(TC8) 7/2007

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**Chief Executive of each HPSS
organisation¹**

For information:

Director of Finance
Director of Human Resources
Director of Medical Services
Director of Public Health
Director of Dental Services
of each body

Dear Colleague

**COMMUNITY DENTAL SERVICE AND SALARIED PERSONAL DENTAL
SERVICE DENTISTS – COMMON PAY SCALES FROM 1 NOVEMBER 2007**

Summary

1. This circular lists the common pay scales for Community Dental Services (CDS) and salaried Personal Dental Services (PDS) dentists with effect from 1 November 2007. These changes implement the second stage of the pay award for 2007/08. Action is only required by those Trusts providing a salaried PDS or CDS. These changes have been agreed with the British Dental Association.

Approval

2. The Department has determined the new rates of remuneration in accordance with paragraph 12 of Part II of Schedule 1 to the Health and Personal Social Services (Northern Ireland) Order 1972.

¹ Health and Social Services Boards, HSS Trusts, the Central Services Agency (CSA) the Health Promotion Agency, the Northern Ireland Medical Physics Agency, the Northern Ireland Guardian Ad Litem Agency, the Northern Ireland Practice & Education Council for Nursing and Midwifery, Northern Ireland Social Care Council, the Northern Ireland Medical and Dental Training Agency and the Northern Ireland Health and Personal Social Services Regulation and Improvement Authority.

Pay Scales for Community and salaried Personal Dental Service dentists

3. Pay scales and pay supplements from 1 November 2007 are detailed in the Appendices attached to this circular.

Action required as a result of this notification

4. HSC Trusts providing a salaried PDS or CDS are asked to give effect to the changes as soon as possible. Please ensure that Directors of Finance and Clinical Directors of salaried primary dental care services are aware of the changes and that they bring them to the attention of all clinical dental staff in those services.
5. Appendices 1 and 2 of this Circular should be inserted into and retained in the "Terms and Conditions of Service for Administrative and Community Clinical Dental Officers" (TCS). The appendices supercede those previously contained within the TCS.

Enquiries

6. Employees should direct all personal enquiries to their employer. Employers should direct any enquiries about the contents of this circular to the Department's Pay, Employment Unit by e-mail to p&e@dhsspsni.gov.uk.

Further Copies

7. Additional copies of this circular may be obtained from the Department's website at www.dhsspsni.gov.uk.

Yours sincerely



LORRAINE OWENS
Acting Deputy Director of Human Resources

APPENDIX 1

PAY SCALE FOR SALARIED PRIMARY DENTAL CARE

GRADE	PAY POINT	£	PAY POINT	£
Band 1		Scales as at 1 April 2007		Scales from 1 November 2007
Community Dental Officer /Salaried PDS Dentist	0	32,522	0	33,041
	1	35,235	1	35,714
M025	2	37,948	2	38,387
	3	40,662	3	41,061
	4	43,375	4	43,734
	5	46,088	5	46,407
	6	48,801*	6	49,080*
	7	51,515*	7	51,754*
Band 2				
Senior Dental Officer/ Senior Salaried PDS Dentist	0	46,908	0	47,215
	1	50,701	1	50,952
	2	54,494	2	54,689
M024	3	58,287	3	58,426
	4	62,080	4	62,163
	5	62,917*	5	62,987*
	6	63,752*	6	63,810*
Band 3				
Assistant Clinical Director of CDS/Salaried PDS	0	62,667	0	62,741
	1	63,653	1	63,712
	2	64,638	2	64,683
M018	3	65,624	3	65,654
	4	66,609*	4	66,625*
	5	67,597*	5	67,597*
Band 4				
Clinical Director of CDS/salaried PDS/Area Dir D.S.	0	62,667	0	62,741
	1	63,653	1	63,712
	2	64,638	2	64,683
M011	3	65,624	3	65,654
	4	66,609	4	66,625
	5	67,597	5	67,597
	6	68,568	6	68,568
	7	69,555	7	69,555
	8	70,526*	8	70,526*
	9	71,497*	9	71,497*

- Performance Based Increments

APPENDIX 2

FEES AND ALLOWANCES PAYABLE TO CDS DENTISTS AND SALARIED PDS DENTISTS

1. The teaching supplement payable to Assistant Clinical Directors in Trusts, which include a dental teaching hospital, is increased with effect from 1 November 2007, from £2,314 to £2,326 a year.
2. The teaching supplement payable to Clinical Directors in Trusts, which include a dental teaching hospital, is increased with effect from 1 November 2007, from £2,614 to £2,627 a year.
3. The supplement which is payable to Clinical Directors with responsibility for more than one salaried dental service, will be increased as follows:
 - a. where they are responsible for two separate salaried dental services each managed by a separate Trust or HSS Board, the supplement is increased with effect from 1 November 2007 from £1,689 to £1,698 a year, and
 - b. where they are responsible for three or more separate salaried dental services each managed by a separate Trust or HSS Board, the supplement is increased with effect from 1 November 2007, from £2,697 to £2,711 a year.
4. Clinical Directors and Assistant Clinical Directors on protected salary scales or continuing in posts pending decisions on Trust management structures and appointments, shall be paid teaching supplements and salaries via pay scales for those salary scales.
5. The hourly fee for additional sessional employment payable under paragraph 72 of the handbook of terms and conditions of service is increased, along with the allowance payable for occasional work under paragraph 81 of the handbook, with effect from 1 November 2007 as shown in column 3 below.

1 Grade	2 Rates payable from 1.4.07 £	3 Rates payable from 1.11.07 £
Dental Officer	26.97	27.10
Senior Dental Officer	35.78	35.95
Dental Surgeon employed as part-time hospital consultant	44.58	44.80

6. The fees payable for lectures have been amended and the rates from 1 November 2007 are set out in column 3 below:

1	2	3
Paragraph 170 (fees for lectures to non-medical and non-dental staff)	With effect from 1.4.07 £	With effect from 1.11.07 £
(a) for lectures given by Clinical Directors or Assistant Clinical Directors.	56.99	57.27
(b) for lectures given by clinical staff in pay bands 1 – 2.	45.07	45.29
Paragraph 172 (fees for a lecture on a professional subject to a group of doctors and/or dentists).	72.04	72.40

7. The allowance for dental officers acting as trainers, or who supervise undergraduate dental students, should be increased with effect from 1 November 2007 from £1,850 to £1,860 a year.