From the chair

I am pleased as Chair of the Scottish Salaried Dentists Committee (SSDC) to present our first newsletter which I hope you will find informative.

An important element of the work of SSDC is to engage with the dentists it represents. A significant number of salaried dentists work in remote and rural areas, and the committee wishes to place a stronger focus on communication with these members and also to a wider audience.

The committee meets one afternoon three times a year usually in February, June and September. The membership is currently comprised of thirteen seats with representation from two Clinical Dental Directors, six Salaried Dentists, one Consultant in Dental Public Health, one Accredited Representative, one member from the Scottish Division of the Community Dental Service Group and the Chair and Deputy-Chair of the BDA Principal Executive Committee.

The Deputy-Chair of SSDC is currently Graham Smith, a Community/Salaried GDP working in Portree, Isle of Skye.

The role of the committee is to provide a channel of communication between salaried dentists and the BDA who negotiate their terms and conditions of service with the Scottish Government.

The committee represents a broad spectrum of dentists working in the salaried service including those who work in residential care homes, community health centres and within the prison dental service.

If you would like to discuss any of the items mentioned in our first newsletter or have any pressing issues you wish to raise, please e-mail me at:

hamiltonbobt@aol.com

Robert Hamilton, Chair

In this issue:

- New scottish public dental service
- SSDC policy document
- Influencing government policy
- Scottish prison dental services
- Doctors’ and dentists’ review body (DDRB)
- Direct access to dental care professionals
- Protection of vulnerable groups (PVG) scheme membership
- SSDC’s representational role in other key areas
- New member of SSDC
- New BDA membership scheme
- SSDC committee members
- Accredited representative conference: 24 April 2013
- Accredited representatives in Scotland
- BDA Scotland office
New Scottish public dental service

History and Context
Following the Review of Primary Care Salaried Dental Services in Scotland published in 2006 it was recommended that the Community Dental Service and the Salaried General Dental Services should combine to form a new Scottish Public Dental Service.

SSDC has been working hard to progress the development of the new public dental service. The work has spanned a number of years and it is the SSDC and BDA’s goal that the new service is fit for purpose and meets the needs of patients, dentists and Health Boards. In its representation of salaried dentists in Scotland, the SSDC as the lead negotiating body with Scottish Government has been pressing for pay modernisation of the service, which will combine the salaried GDS and the CDS.

Current Position
After lengthy discussions between the BDA/SSDC, representatives of NHS employers and the Scottish Government Health and Social Care Integration Directorates, negotiations have progressed to the final stages and it is anticipated that the new pay and terms and conditions of service package will be taken to the Cabinet Secretary before the end of May. Pending the decision, the BDA will then conduct a ballot of all salaried dentists during early summer.

SSDC policy document
SSDC has published its own policy document which makes clear the committee’s position statements and makes recommendations on specific areas including patient care, workforce, funding, representation, education and training and quality.

The document can be viewed on the BDA website at: http://scotland.bda.org/dentists/representation/salaried-primary-care-dentists/SSDC/news/

Influencing government policy
Recording of Tooth Specific Data – Proposed New GP17 Form
Since December 2012, the BDA on behalf of SSDC and the Scottish Dental Practice Committee (SDPC) has made representations to the Chief Dental Officer (CDO) and Practitioner Services Division (PSD) regarding the revision of the GP17 Tooth Specific Forms. SSDC and SDPC were asked to provide comment on the form and raised a number of concerns which were articulated to members in a ‘Dear Dentist’ letter which can be viewed at: http://scotland.bda.org/dentists/representation/salaried-primary-care-dentists/SSDC/news/

As a result of the intervention of SSDC and SDPC, a decision has been made by the CDO’s office and PSD to delay implementation of the new form from 1 April 2013 to 1 July 2013.

Scottish Prison Dental Services
From November 2011, the oral health of prisoners in Scotland became the responsibility of NHS Health Boards.

SSDC has been asked to contribute to and comment on the development of a draft framework for Oral Health Improvement and Dental Services in Scottish Prisons. The framework has been discussed at length at SSDC meetings and feedback has been submitted to the Scottish Government on behalf of the committee. The BDA is also contacting prison dentists in each Health Board area directly to find out their views on the draft framework including what the sessional arrangements are in the prison in which they work, the range of services provided, if there are any difficulties with waiting lists and how many dentists provide the service.
Doctors’ and dentists’ review body (DDRB)

The DDRB’s 41st Report was published on 14 March 2013 recommending an increase of one per cent to the national salary scales for all salaried groups. A copy of the report can be viewed at: http://www.ome.uk.com/DDRB_Reports.aspx

Salaried and community dentists should shortly receive a copy of the Scottish Government’s pay circular, which will detail the new salary scales uplifted by one per cent, back-dated to 1 April 2013.

Direct access to dental care professionals

On 28 March 2013 the General Dental Council agreed to lift the restriction on dental hygienists and dental therapists to see patients on prescription from a dentist only. The policy decision took effect from 1 May 2013, although other barriers still exist for full direct access to take place at this time. This means that hygienists and therapists are now permitted to diagnose and plan treatment for patients for all skills included in their scope of practice. Further details can be found at: http://www.bda.org/dentists/policy-campaigns/research/dir-acc.aspx

The BDA provided a full response to the consultation which is available at: http://www.bda.org/dentists/policy-campaigns/research/bda-policy/consultation/regulation/2012/DA-consult.aspx

Protection of vulnerable groups (PVG) scheme membership

The PVG Scheme, which is managed by Disclosure Scotland, was introduced in February 2011 and is designed to enhance the protection available in Scotland for children and other groups. Membership of the scheme already applies to new staff that joined the service after 28 February 2011 and now all other staff in post who meet the definition of working with children and vulnerable groups, as laid down by the scheme, must obtain membership by 1 April 2015. Further information can be obtained from CEL 05 (2013), 20 February 2013 http://www.sehd.scot.nhs.uk/mels/CEL2013_05.pdf and addendum 12 April 2013 http://www.sehd.scot.nhs.uk/mels/CEL2013_05add.pdf

SSDC’s representational role in other key areas

- The combined practice inspection process
- Clinical dental audit requirements in Scotland
- Input on discussions on an Oral Health Assessment for Scotland
- Health and Safety/Decontamination
- Vocational Training in Scotland
- Issues relating to the future dental workforce
- SSDC has also contributed to the following Scottish Government consultations:
Scottish Salaried Dentists Committee Newsletter
May 2013 | Issue 1

- Dental Quality Assurance Framework for Scottish Prisons
- Adults with Incapacity (Scotland) Act 2000 - Consultation on Certification of Incapacity for Medical Treatment under Part 5 Section 47
- Integration of Adult Health and Social Care
- Further information about the work of the SSDC and its representatives can be found on the BDA Scotland web-page at: http://scotland.bda.org/dentists/representation/salaried-primary-care-dentists/SSDC/

New member of SSDC

A by-election was held recently for two vacant seats on the Scottish Salaried Dentists Committee and Kate Wiseman was successful in securing one of the places. Kate works as a Salaried General Dental Practitioner in Greater Glasgow and Clyde.

New BDA membership scheme

From 1 June 2013, the current BDA ‘one size fits all’ membership will be replaced with three different membership packages, each offering a bundle of benefits. Before then you need to renew your membership by choosing one of the three packages which will provide more choice, more value and more benefits. For further information about your membership or payment choices, please visit www.bda.org/choose or call the membership team on 020 7563 4550.

- Essential membership
- Extra membership
- Expert membership

SSDC committee members

Representatives nominated by the Directors of Clinical Dental Services
Dawn Adams, Fife: dawnadams@nhs.net
Penny McWilliams, Dumfries: p.mcwilliams@nhs.net

Salaried Dentists Representatives
Robert Hamilton, Aberdeen: hamiltonbobt@aol.com
Fiona Reid, Aberdeen: fionag.reid@gmail.com
Graham Douglas Smith, Isle of Skye: Graham.D.Smith@hotmail.com
Kate Wiseman, Glasgow: kate.wiseman@ggc.scot.nhs.uk
Anita Kapur, Grantown on Spey
1 x Vacant Seat

Consultant in Dental Public Health Representative
Jennifer Rodgers, Stirling: Jennifer.rodgers@nhs.net

Accredited Representative
Christine Bolster, Troon: christine.bolster@aapct.scot.nhs.uk

Scottish Division of the CDS Group
Stewart Watt, Kirkcaldy: stewartwatt@nhs.net

Accredited representative conference: 24 April 2013

On 24 April 2013, the 13th Annual BDA Accredited Reps Conference took place in London. Over the course of the day a number of motions relating to terms and conditions of service were proposed, debated and voted upon. A good number of Scottish ARs attended both the Conference and the AR Training the previous day and it was encouraging to note an increase in the number of motions put forward by the Scottish AR Group.
This year the BDA Employment Relations (ER) Team also invited Bob Hamilton as Chair of the Scottish Salaried Dentists Committee to attend and his contribution to the debates were welcomed by delegates. The BDA ER team thanks Bob for his constructive input to the debates and hopes to see him again at next year’s conference.

The motions put forward by the Scottish AR Group were voted upon and passed by the Conference and will now be debated at the next meeting of SSDC to determine any further action that might be required.

Accredited representatives in Scotland

**NHS Ayrshire & Arran**
Christine Bolster
christine.bolster@aapct.scot.nhs.uk
Shena Stirling

**NHS Borders**
Yvonne Millar
y.millar007@btinternet.com

**NHS Dumfries and Galloway**
Louise McPeake
louisemcpeake120@hotmail.com

**NHS Fife**
Stewart Watt
stewartwatt@nhs.net

**NHS Forth Valley**
Jennifer Szuster
jszuster@nhs.net

**NHS Grampian**
Ann Ovall, NHS Grampian
ann.ovall@nhs.net
Melanie Forrester
melanie.forrester@nhs.net

**NHS Highland**
Anita Kapur
Colin Crawford (Chair of the AR Group)
colin.crawford@nhs.net

**BDA Scotland office**

The BDA Scotland Office in Stirling provides a first local point of contact for members living and working in Scotland as well as strategic support and advice to the BDA committees in Scotland, including the Scottish Salaried Dentists Committee.

The BDA Scotland Team is led by Pat Kilpatrick, Director, with support across a number of functions, including committee management, policy development, employment relations and general practice advisory services. The wider team comprises Fiona Angus (Senior Policy Adviser), Nicola Kaya and Elaine Bruce (Policy Advisers), Alan Pitcaithley (Practice Management Consultant, Scotland and Northern Ireland) and Wallace Mair (Pensions Manager).

David Paul (d.paul@bda.org), the BDA Employment Relations Officer is also based in the Stirling office. His role is to provide advice, assistance and representation to BDA members in the salaried dental service in Scotland, Northern Ireland and the North of England, as well as armed forces and academic members on a wide range of matters relating to HR and employment law. The issues can range from checking levels of pay and contractual issues to representing members at discipline or grievance hearings. David also works with the Scottish Accredited Representative Group and attends meetings of both the SSDC and Scottish Joint Negotiating Forum.
The team in Scotland works very closely with colleagues in the BDA offices throughout the UK who provide additional specialist expertise in certain areas. Andy Williams, Senior Employment Relations Officer based in London has played an important role in leading the negotiations on the new Scottish Public Dental Service in Scotland and also negotiated the agreement for salaried dentists in England.

The SSDC Newsletter will be published quarterly. If you have any items for the August edition of the newsletter, events you would like to publicise or any issues you would like to raise with the committee, please contact Elaine Bruce, Secretary to the SSDC, (elaine.bruce@bda.org), who will be very pleased to hear from you.