



## England: Example schedules of associate pay in general dentistry - For use with BDA model side agreements

### For April to September 2021

The following examples assume that:

- The associate's annual UDA Requirement is 6,000 UDAs per year
- Gross payment per UDA is £20

During the first half of 2021-22 (April to September 2021), the associate has to perform at least 60% of their target for the six months, or 30% of their annual target.

60% of their pro rata target is: 1,800 UDAs.

This 1,800 UDAs is the minimum number of UDAs the associate needs to perform in the period April to September 2021.

### Scenario 1: the associate performs at least 60% of their UDAs

UDAs completed in the First Half: 2,063 UDAs

Lab fees incurred for the first 1,800 UDAs = £980

As the associate has completed more than 60% of their UDAs in the six-month period, they are paid for 60% of their UDAs with an uplift of 1.67. This means they are paid  $60\% \times 1.67 = 100\%$  of their NHS contractual payments for the six months.

The associate's schedule should state:

- Number of UDAs: 2,063
- Number of UDAs considered for payment = 60% = 1,800
- Multiplied by uplift of 1.67 =  $1,800 \times 1.67 = 3,000$
- $3,000 \text{ UDAs} \times £20 \text{ per UDA} = £60,000$
- Lab fees for the first 1,800 UDAs = £980
- Lab fees multiplied by 1.67 multiple = £1,636
- Lab fees relating to UDAs performed over the 1,800 UDA target are ignored.

The gross figure of £60,000 and lab fees of £1,636 are used in the associate agreement as they would be normally.

Note, at the time of writing, we do not know whether UDAs performed above 100% will count towards UDAs in the second half of the NHS contract year.

## Scenario 2: the associate performs between 36% and 60% of their pro rata UDA target

UDAs Completed in the First Half: 1,545 UDAs  
Lab fees incurred for 1,545 UDAs = £840

The associate has completed fewer than 60% of their UDAs in the six-month period, but more than 36%. They are paid for their UDAs with an uplift of 1.67. This means they are paid for 1,545 UDAs x 1.67 = 2,580 UDA at their normal UDA rate.

Their schedule should state:

- Number of UDAs: 1,545
- Multiplied by uplift of 1.67 =  $1,545 \times 1.67 = 2,580$ .
- 2,580 UDAs x £20 per UDA = £51,600
- Lab fees = £840.
- Lab fees multiplied by 1.67 multiple = £1,403

The gross figure of £51,600 and lab fees of £1,403 are used in the associate agreement as they would be normally. Any clawback that would normally be applied to a performance of 2,580 UDAs in the 6-month period may be applied by the practice.

## Scenario 3: Where the practice reasonably believes it will not perform between 36% and 60% of its annual UDA requirement and will be paid at the Lower Rate (1 UDA for each UDA performed)

UDAs Completed in First Half: 630 UDAs  
Lab fees incurred for 630 UDAs = £380

The Associate is paid according to the Associate Agreement, without applying the 1.67 multiple.

Their schedule should state:

- Number of UDAs: 630
- 630 UDAs x £20 per UDA = £12,600
- Lab fees = £380

The gross figure of £12,600 and lab fees of £380 are used in the associate agreement as they would be normally.

Clawback is suspended if the practice pays at 1 UDA for each UDA performed.

Where the practice forms its view that it will not meet the Target UDA Range after it has already made payments to the associate at the Higher Rate, the Practice should calculate the difference between what it has paid the Associate and what it would have paid the Associate had it applied the Lower Rate to determine any Clawback Payment due from the Associate.