

Office of the Chief Dental  
Officer  
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**ADVANCE LETTER DOS 2/2005**

Gateway [4652]

Date : 10 March 2004

**To:** Chief Executives, Primary Care Trusts – *for action*.  
Chief Executives, NHS Trusts - *for action*.

***For information:***

Finance Directors

HR Directors

Chief Executives, Strategic Health Authorities.

SHA Dental Leads

Clinical Directors of Community Dental Services/salaried Personal Dental  
Services

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**Pay Scales and Allowances for dentists working in the Salaried  
Primary Dental Care Services  
(Community and Salaried Personal Dental Services dentists)**

Dear Chief Executive

**1. This Advance Letter:**

Gives the common pay scales for Community Dental Service (CDS) and salaried Personal Dental Services (PDS) dentists, and confirms increases to London Weighting Allowance, all effective from 1st April 2005. Action is only required by those Trusts providing a salaried PDS Service or CDS. These changes follow discussions with representatives of the profession.

**GENERAL**

**2. Pay Scales for Community and salaried Personal Dental Services dentists**

Pay scales and pay supplements from 1st April 2005 are detailed in the Appendices attached to this letter. They represent a 3.225% uplift over 2004/05 being the third year of the three year pay deal agreed with the profession for Salaried Primary Dental Care Service staff.

### **3. Action required as a result of this notification**

PCTs and NHS Trusts providing community and/or salaried personal dental services are asked to give effect to the changes as soon as possible. Please ensure that the attention of Directors of Finance and Clinical Directors of the Community Dental Service/Salaried Personal Dental Services is drawn to this letter and that they bring it to the attention of all clinical dental staff of those services.

Appendices 1 and 2 of this Advance Letter should be inserted into and retained in the “Terms and Conditions of Service for Administrative and Community Clinical Dental Officers of Regional and District Health Authorities (Health Boards)” published in September 1987 and known as the “Red Book”. The appendices supercede those previously contained within the Red Book.

### **4. Agreement**

The Secretary of State has approved the revised rates of remunerations set out in the attached replacement pages.

### **5. ENQUIRIES**

*Employees should direct their personal enquiries to their employing authority.*

Enquiries by Primary Care Trusts and NHS Trusts should be sent to:

[cdo@doh.gsi.gov.uk](mailto:cdo@doh.gsi.gov.uk) .

Pay scales for salaried general dental practitioners employed by PCTs under GDS Regulations with the approval of the Department of Health are included in the Statement of Dental Remuneration available from the Department of Health website at <http://www.dh.gov.uk/sdr> . These include performance based increments.

Yours sincerely

A handwritten signature in black ink that reads "Raman Bedi". The signature is written in a cursive style with a large initial 'R' and 'B'.

**Professor Raman Bedi**  
**Chief Dental Officer (England)**

*This letter and its appendices may be freely reproduced by those to whom it is addressed.*

**AL (DOS) 2/2005**

The Secretary of State has approved the agreement reached between the Department of Health and the profession in the Joint Negotiating Forum as set out in the attached pages.

The Secretary of State for Health also hereby approves the said agreement with effect from 1 April 2005 in exercise of his powers under regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) Regulations 1991 (SI 1991 No 481).

Signed by authority of the  
Secretary of State for Health

A handwritten signature in black ink that reads "Martin Sturges". The signature is written in a cursive style with a large initial 'M'.

Martin Sturges  
Dental Programme Lead

[Date]

## Appendix 2 to Advance Letter DOS 2/2005

	Scales as at 1 April 2004	Scales Payable from 1 April 2005
<b><u>Band 1:</u></b> Community Dental Officer/ Salaried Personal Dental Service Dentist (Pay Code LA51)*	0. 30,313	0. 31,290
	1. 32,842	1. 33,901
	2. 35,371	2. 36,511
	3. 37,900	3. 39,122
	4. 40,429	4. 41,732
	5. 42,958	5. 44,343
	6. 45,487 <sup>1</sup>	6. 46,954 <sup>1</sup>
	7. 48,016 <sup>1</sup>	7. 49,564 <sup>1</sup>
<b><u>Band 2:</u></b> Senior Dental Officer/ Senior Salaried Personal Dental Service Dentist (Pay Code LA61)*	0. 43,721	0. 45,131
	1. 47,257	1. 48,781
	2. 50,792	2. 52,430
	3. 54,328	3. 56,080
	4. 57,863	4. 59,729
	5. 58,643 <sup>1</sup>	5. 60,534 <sup>1</sup>
	6. 59,422 <sup>1</sup>	6. 61,338 <sup>1</sup>
<b><u>Band 3:</u></b> Assistant Clinical Director of Community Dental Service/Salaried Personal Dental Service (Pay Code LA71)*	0. 58,410	0. 60,294
	1. 59,329	1. 61,242
	2. 60,248	2. 62,191
	3. 61,166	3. 63,139
	4. 62,085 <sup>1</sup>	4. 64,087 <sup>1</sup>
	5. 63,004 <sup>1</sup>	5. 65,036 <sup>1</sup>
<b><u>Band 4:</u></b> Clinical Director of Community Dental Service/Salaried Personal Dental Service (Pay Code LA81)*	0. 58,410	0. 60,294
	1. 59,329	1. 61,242
	2. 60,248	2. 62,191
	3. 61,166	3. 63,139
	4. 62,085	4. 64,087
	5. 63,004	5. 65,036
	6. 63,923	6. 65,984
	7. 64,857	7. 66,948
	8. 65,775 <sup>1</sup>	8. 67,897 <sup>1</sup>
	9. 66,694 <sup>1</sup>	9. 68,845 <sup>1</sup>

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\* These pay codes are used by approximately 50% of Trusts

<sup>1</sup> Performance based increment (PBI), see advance letter DOS 2/2001 Appendix 2 for guidance. Further enquiries should be dealt with at trust level.

## Appendix 2 to Advance Letter DOS 2/2005

### DETAILED RECOMMENDATIONS ON FEES AND ALLOWANCES PAYABLE TO CDS AND SALARIED PDS DENTISTS

The new levels of remuneration set out below operate from 1<sup>st</sup> April 2005. The previous levels quoted are those currently in force.

1. The teaching supplement payable to assistant clinical directors in PCTs which include a dental teaching hospital is increased with effect from 1<sup>st</sup> April 2005, from £2,158 to £2,227 a year.
2. The teaching supplement payable to clinical directors in PCTs which include a dental teaching hospital is increased with effect from 1<sup>st</sup> April 2005, from £2,437 to £2,515 a year.
3. The supplement which is payable to clinical directors with responsibility for more than one salaried dental service is increased as follows:
  - a.) where a clinical director is responsible for two separate salaried dental services each managed by a separate NHS Trust or PCT, the supplement is increased with effect from 1<sup>st</sup> April 2005, from £1,575 to £1,625 a year; and
  - b.) where a clinical director is responsible for three or more separate salaried dental services each managed by a separate NHS Trust or PCT, the supplement is increased with effect from 1<sup>st</sup> April 2005, from £2,514 to £2,595 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 should be increased with effect from 1<sup>st</sup> April 2005, as shown in column 3 below. The current hourly rates are shown in column 2.

1 Grade	2 Rates payable from 1.4.04	3 Rates payable from 1.4.05
Dental Officer (Pay Code LA21)*	£25.14	£25.95
Senior Dental Officer (Pay Code LA31)*	£33.35	£34.42
Dental Surgeon Employed as part-time hospital consultant	£41.55	£42.89

\* These pay codes are used by approximately 50% of Trusts

6. The Fees for lectures with effect from 1<sup>st</sup> April 2005 are set out in column 3 of the table below.

1 Paragraph 170 (fees for lectures to non-medical and non-dental staff):-	2 with effect from 1.4.04 £	3 with effect from 1.4.05 £
a) for lectures given by Clinical Director or Assistant Clinical Director; and,	53.11	54.83
b) for lectures given by Clinical staff in pay bands 1-2.	42.01	43.36
Paragraph 172 (fees for a lecture on a professional subject to a group of doctors and/or dentists).	67.15	69.32

7. The allowance for dental officers acting as trainers of vocational trainees, or who supervise undergraduate dental students, is increased with effect from 1<sup>st</sup> April 2005, from £1,724 to £1,780 a year.

8. The London Weighting Allowance is increased from £2,098 to £2,162 per annum with effect from 1<sup>st</sup> April 2005.