



Gill Bellord
Director of Pay, Pensions
and Employment Relations and Deputy Director,
NHS Employers
2 Brewery Wharf
Kendell Street
Leeds
LS10 1JR

17 January 2008

Dear Gill

PAY AND CONDITIONS OF SERVICE OF HOSPITAL DENTAL STAFF: PAY OF VOCATIONAL DENTAL TRAINEE DENTISTS APPOINTED AS SENIOR HOUSE OFFICERS

We have received enquiries about the starting pay of dentists who are appointed as SHOs after working as vocational trainees and paid in accordance with paragraph 8.5 the NHS General Dental Services Statement of Financial Entitlement.

Pay levels in private practice are not protected regardless of funding source. However paragraph 125 of the terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service requires that employing authorities take into account service outside NHS hospitals, public health and community health services in determining starting salaries, subject to any guidance issued by the Department.

The Department considers that dentists who have completed the current model of vocational training in the General Dental Services should have that service regarded as equivalent to SHO, and that on appointment to an SHO post they are to be placed on Point 1 of the SHO pay scale, rather than the base Point 0. If, however, the resulting total salary including banding is less than the VDP allowance previously received then salary should be paid at the level of the VDP allowance – currently £28,752pa.

This guidance is in addition to and does not replace the general guidance previously issued by the Department in Personnel Memorandum (81)30.

Yours sincerely

A handwritten signature in black ink that reads "Jerry Read". The signature is written in a cursive style with a large, looped "J" and "R".

Jerry Read
Section Head
Oral Health and Dental Education
Dental and Eye Care Division