Dental Vocational Training, Dental Core & Specialty Trainees – Proposed changes to employment

Response to Feedback

Background

NHS Education for Scotland (NES) has a pivotal role in the attraction and retention of dentists in training in Scotland, it is important to always consider how the training and employment journey can be improved. NES has identified that streamlining the employment arrangements may improve the consistency of employment experience for dentists in training. Following successful implementation of the lead employer model for doctors in training in 2018 it was agreed that dentists in training may also benefit from the change to employment arrangements, for example:

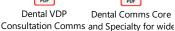
- less employment related administration and duplication of information provided;
- a single contract of employment for the duration of a programme;
- reduced tax issues;
- continuous service with one employer making it easier for dentists in training to access employee benefits, and
- clearer employment arrangements for money lenders (e.g. mortgages/ cars/ credit rating).

From February 2020, NES will be the lead employer for all national programme and cross regional doctors in training. Given the cross regional nature of many core and specialty dental training posts, if the employment arrangements for dentists in training were to change to the lead employer model, it was proposed that NES be the lead employer for dentists in training, including during the training spent as a vocational dental practitioner in general dental practice.

Consultation was therefore progressed with stakeholders on the principle of extending the lead employer arrangements to dentists in training, with NES as the employer, in order to ensure opportunities to improve the employment journey during postgraduate dental training are maximised, and thus have a positive impact on the attraction and retention of dentists in training to Scotland

The consultation period commenced on 28th August and ran for a period of 17 days until 13th September 2019. Please see the following consultation documents:





The Consultation was circulated to the British Dental Association, Indemnifiers, Directors of Dentistry, universities, hospital contacts, medical staffing, Dental Vocational Trainers, Vocational Dental Practitioners and Hospital Dental Service trainees.

Summary of feedback received

Ten responses were received from a variety of individuals and groups, the main themes are summarised below.

A Dental short life working group (SLWG) has been established with representation from BDA, NES (Deanery and HR representatives), and NHS Scotland Boards. The group have reviewed the feedback provided through the consultation and are able to provide some additional clarity in response to some of the concerns raised.

Theme	Consultation feedback	Response
Consultation	The consultation documentation	This feedback is noted and
Document	presented only the benefits of the	will be useful in informing any
	proposals and did not reflect any	future communications.
	benefits of maintaining the status	
	quo.	
Dental Core	Multiple references to	The proposal would eradicate
Training	inconvenience of repetition of pre-	the need for repetition of pre-
Trainee Survey	employment checks. Particularly	employment checks in each
	repetition of occupational health	rotation or change of post.
	checks and not being cleared in time	There were no major issues
	for starting in post.	noted from the feedback.
Change of	Presented with mixed feedback	The detail of the day to day
Contracts for	from Trainers and VT Advisors.	arrangements will be worked
VDP's	Majority view was that a change in	through by the Short Life
	employment would be a positive	Working Group. The
	step and would remove any areas of	consultation sought to outline
	dubiety when in employment.	the principles of any change
	Clarification requested around who	to employment
	would manage the Trainees day to	arrangements.
	day i.e. annual leave.	
Impact on	A number of respondents expressed	The lead employer
Recruitment	concerns that a change in	arrangements involve a
and Selection	employment may be linked to	change in how doctors and
of VDPs	Trainers being allocated a VDP	dentists in training are
	without having an input into	employed, recruitment to
	selection. This could have a knock	training is not in scope. Any
	on effect on the involvement of	changes to recruitment would
	practices in vocational training.	require separate consultation.
Health & Safety	Clarification was also required on	This question has been
	who would be responsible should	highlighted to the Central
	there be an incident in a Training	Legal Office for
	Practice, where the Trainee was	advice/clarification. However,
	injured	experience from doctors in
		training is that this will be
L		training is that this will be

Indemnity Cover	Agrees with the proposal but requires further clarity on indemnity cover and whether NES will continue to rely on the current Combined Practice Inspection, or will NES adopt another method for governance over these practices.	covered in the agreement between NES and the training practice. NES is currently liaising with the Central Legal Office to gain clarity on this topic.
NES HR Capacity to support the model	Members suggested that it would be favourable for NES to have the responsibility of dealing with any HR related issues.	NES HR works closely with placement Boards and practices to support the employment of doctors in training. There is expertise in NES HR to provide support to an extension of the model to dentists in training.

Next steps

NES will continue working with key stakeholders through the SLWG to further develop the detail required for extension of the lead employer arrangements to dentists in training.