

## DENTIST, SALARIED DENTAL PRACTITIONERS (ENGLAND AND WALES)

### BACKGROUND INFORMATION

Dentists diagnose and treat a range of problems that affect the mouth, teeth and gums. They also promote and advise people about oral health.

Dentist posts fall into the following categories:

| Category                        | Description   | Funding   |
|---------------------------------|---|---|
| General Dental Services (GDS).  | General Dental Practitioners (GDP) make up the majority of high street Dentists. They check patients' mouth, teeth and gums and provide the appropriate treatment. They can take x-rays, drill away decayed parts of teeth, fill cavities and fit crowns, bridges and dentures.                   | Dental practices can be funded privately, by Primary Care Trusts or often a mixture of both. Most GDPs are self employed and their pay is calculated by the service they provide. Performers who were known before 01 April 2006 as Assistant, Locum and Associate Practitioners can be employed directly by a practice and have a guaranteed salary. |
| Personal Dental Services (PDS)  | PDS do a similar role to the GDS but have a different type of contract with the Primary Care Trust as they are equipped to offer a more specialised service.  | PDS tend to be funded primarily by the NHS. The way in which individual Dentists will be paid is the same as GDPs   |
| Community Dental Services (CDS) | Provide care for people who will find it difficult getting treatment in general dental practice. They tend to look after young children who need special help, elderly, the house bound, people with physical disabilities or mental illness. They work in schools, homes, community clinics etc. | Are employed directly by the NHS.   |
| Hospital Dental Services (HDS)  | Work in hospitals and generally provide specialist treatment for patients referred to them by GDS. Their service covers oral surgery, restorative dentistry, paediatric dentistry and Orthodontics. HDS Dentists have specialised training pathways similar to doctors.                           | Are employed directly by the hospital usually NHS.  |
| Dental                          | This is a non clinical role   | Are employed directly by  |

|               |   |  |
|---------------|---|--|
| Public Health | involving assessing the dental health needs of the population and promoting the prevention of dental disease. | organisations like The Department of Health, Primary Care Trusts (PCT), Strategic Health Authorities and Government Offices. |
|---------------|---|--|

## INDUSTRY REQUIREMENTS

To qualify as a Dentist in the UK you must have a degree in Dental Surgery that has been recognised by the General Dental Council (GDC). Dentistry is a varied discipline so some Dentists may need additional training.

A Dentist who treats NHS patients in a General Dental Practice or in a community setting would be expected to undertake vocational training (VT) and work for a year as a Vocational Dental Practitioner under supervision. They receive additional training with specific relevance to primary dental services practice. VT is necessary for inclusion in a PCT Performers List. If the applicant had not undertaken VT but had experience of working in primary dental care, the period of supervised practice may be reduced depending on the extent of this experience.

Dentists registered with the GDC by virtue of a recognised EU qualification are exempt from these vocational training requirements.

To practice as a specialist Dentist the applicant must have completed a specialist training programme approved by the GDC and be awarded a Certificate of Completion of Specialist Training (CCST) in one of the 12 different branches of Dentistry. This allows the Dentist to be included on the relevant specialist list held by the GDC.

## REGISTRATION WITH A PROFESSIONAL BODY

All Dentists are legally required to register with the GDC. This register is on-line at <http://www.gdc-uk.org/Search+our+registers>.

To get GDC registration some EEA nationals and all non-EEA nationals have to pass an Overseas Registration Exam (ORE). The waiting list for ORE was opened in 27 July 2007. This replaced the International Qualifying Exam (IQE). The IQE closed to new applicants in April 2006. However, there are a number of candidates within the current system waiting to take one of the three parts of IQE examinations, so the IQE will continue to operate throughout 2007 and 2008. For any further information about GDC registration please see [Annex 1](#).

All specialist Dentists are legally required to register on the GDC specialist List. For further information on how Dentists can gain GDC specialist registration please see [Annex 2](#).

Any Dentists treating NHS patients in General Dental Practice or the community setting in England and Wales must be on the local PCT performers list. This includes GDP, PDS and CDS Dentists. Their details are held by the local PCT where they do the majority of practicing. Overseas nationals will gain a place on the local PCT performers list by undertaking vocational training (supervised practice) or, in some cases, a VT equivalence programme.

## **CASEWORKER TREATMENT**

Caseworkers should be aware that **Consultants in Orthodontists and Paediatric Dentistry** are shortage occupations and advertising is not required.

### **B&C**

This job meets the skills criteria. **Dentists may only be issued a work permit where they are salaried. Self-employed dentists should not be issued with a work permit.**

#### **Registration**

**All Dentists** must be registered with the GDC. Caseworkers should check the reference number against the GDC register.

**Any Dentists who are consultant level or above** must be on the GDC specialist register. Caseworkers should again check this against the GDC register.

**Any Dentist treating NHS patients in General Dental Practice or the community setting in England and Wales** must be on the local PCT performers list unless they are undertaking VT (Vocational Dental Practitioner). An applicant should submit a PCT reference number. Caseworkers should check this with the local PCT in which the OSN works the majority of the time.

Caseworkers should note that a Dentist does not have to change which PCT hold their details for up to one year after they have started practicing in a new PCT area, so caseworkers may have to ask OSNs which PCT holds their details. If an employer has said they are a totally private practice caseworkers should contact the local PCT and check the employer has no NHS contracts.

**Vocational Dental Practitioner (VDP)** would have previously been able to undertake a VT course under the category in the Immigration Rules for Postgraduate Doctors and Dentists, they will probably now require a work permit. Caseworkers may approve for such posts provided the VT course is approved in writing by the relevant Postgraduate Dean but should limit approval to the duration of the course. Caseworkers may also approve for VDPs to undertake practice under supervision for a period of up to one year.

## Dentist Pay

Most Dentists are self-employed and their contracts are often based on the service they provide, for example salary rates depend on patient numbers, the number of patients seen or type of treatment provided. Caseworkers need to make sure that the salary the work permit holder is receiving is guaranteed.

Caseworkers must also be careful which job titles they use. Titles like Dentist or Dental Surgeon can mislead Strategic Health Authorities, who may assume the Dentist can work in any position including self-employed dental posts.

**Therefore caseworkers must ensure the job title on the work permit or letter mentions that this is a salaried post, for example:**

| <b>Job titles</b>             | <b>Appropriate work permit titles</b>         |
|-------------------------------|---|
| Dentist                       | Salaried Dental Practitioners (SDP)           |
| General Dental Practitioners  | Salaried General Dental Practitioners (SGDP)  |
| Personal Dental Practitioners | Salaried Personal Dental Practitioners (SPDP) |
| Locums Dentist                | Salaried Locum Dental Practitioners           |

## **TWES**

### **Training**

The job of SGDP is not normally suitable for TWES Training. The exception may be where vocational training is not covered by other immigration categories. However, as the Department of Health does not fund vocational training for overseas Dentists who would have to leave the UK after completion of training, and as non-EEA nationals who graduate from UK dental schools are being advised to tell prospective employers to apply for vocational training under MTI, applications under TWES Training are unlikely.

### **Work Experience**

This occupation would be suitable for work experience, if the applicant has the appropriate GDC registration. Also if the Dentist undertakes any NHS work they must also be on the PCT performers list.

## **TWES MTI**

It is possible that some overseas qualified Dentists will be offered training by the Faculty of Dental Surgery of the Royal College of Surgeons of England. Applications for such posts may be approved under the MTI category.

## **SALARY**

If a Dentist does any work for the NHS their salaries will be determined by their contractor and agreed with the relevant PCT. The salary rates below are based on a 37 hour week.

| <b>GENERAL DENTAL SERVICE</b>   |                   |
|---|-------------------|
| Vocational Dental Practitioners   | From 28,752       |
| <b>Salaried primary dental care staff (Community, PCT Dental Services and salaried Personal Dental Services) from 1 November 2007</b> |                   |
| Community Dental Officer Band 1   | £33,041 - £51,754 |
| Senior Dental Officer   | £47,215 - £63,810 |
| Assistant Clinical Director   | £62,741- £67,597  |
| Clinical Director   | £62,741- £71,497  |
| <b>HOSPITAL DENTAL SERVICES – 2007-08</b>   |                   |
| <b>Training Grades</b>  |                   |
| Senior House Officer (SHO)  | £26,537 - £36,947 |
| Specialist Registrar (SpR)  | £29,580 - £42,813 |
| <b>Qualified Professional</b>   |                   |
| Consultant (Leader of a dental team and responsible for treatment of patients seen by that team)                                      | £80,817 - £96,831 |

### Dental Performers in GDP

The vast majority of Dental Performers who work in GDP are self-employed therefore there we have not been able to locate salary information for employed dental performers (who have a guaranteed salary) in the private sector or by practices that are funded by the primary care trust.

There is some salary information for self-employed Dentist in GDP that suggests that GDP's should earn between £35,000 - £114,000. If caseworkers are concerned a Dentist Salary level is too low they can contact policy.

Earnings in the public sector can be used as a guide for pay the private sector.

### **ADVERTISING**

**Caseworkers should be aware that Consultants in Orthodontists and Paediatric Dentistry are shortage occupations and advertising is not required.**

The following journals are the main sources of advertising.

#### **British Dental Journal (BDJ)**

British Dental Association, BDJ Editorial Office, The Macmillan Building, 4 Crinan Street, London, N1 9XW, Tel: 020 7843 4729

### **FURTHER INFORMATION**

**British Dental Association (BDA)**, 64 Wimpole Street, London, W1G 8YS, Tel: 0207 563 4563, Fax: 0207 487 5232, Email: [enquiries@bda-](mailto:enquiries@bda-)

[dentistry.org.uk](http://dentistry.org.uk), Website: [www.bda-dentistry.org.uk](http://www.bda-dentistry.org.uk)

**British Council (IELTS Enquiries)**, Bridgewater House, 58 Whitworth Street, Manchester, M1 6BB, UK, Tel: 0161 957 7755, E-mail: [generalenquiries@britishcouncil.org](mailto:generalenquiries@britishcouncil.org), Website: [www.ielts.org](http://www.ielts.org)

**British Society of Paediatric Dentistry**, Website: <http://www.bda-dentistry.org.uk/bspd>

**Dental Vocational Training Authority (DVTA)**, Masters House, Temple Grove, Compton Place, Eastbourne, East Sussex, BN20 8AD, Tel: 01323 431 189, Fax: 01323 433 517, Website: [www.dvta.org.uk](http://www.dvta.org.uk)

**Faculty of Dental Surgery, Royal College of Surgeons of England**, 35-43 Lincolns Inn Fields, London, WC2A 3PE, Tel: 020 7869 6810, Fax: 020 7405 3474, Website: [www.rcseng.ac.uk](http://www.rcseng.ac.uk), Email: [fds@rcseng.ac.uk](mailto:fds@rcseng.ac.uk)

**Faculty of Dental Surgery, Royal College of Surgeons of Edinburgh**, Nicolson Street, Edinburgh, EH8 9DW, Tel: 0131 527 1608, Website: <http://www.rcsed.ac.uk/> Email: [dental@rcsed.ac.uk](mailto:dental@rcsed.ac.uk)

**General Dental Council (GDC)**, 37 Wimpole Street, London, W1G 8DQ Tel: 020 7887 3800, Website: [www.gdc-uk.org](http://www.gdc-uk.org)

**The Committee of Postgraduate Deans and Directors (COPDEND)**, c/o Regional Postgraduate Dental Education Office, Don Valley House, Savile Street East, Sheffield S4 7UQ, Tel: 0114 226 4446, Website: [www.copdend.org.uk](http://www.copdend.org.uk)

## Annex 1

## GDC Registration

To gain GDC registration, a Dentist trained in the UK must have obtained a GDC registered diploma. The list can be viewed at <http://www.gdc-uk.org/Potential+registrant/Apply+for+registration/UK+Primary+Dental+Qualifications.htm>.

For EEA nationals or people who are entitled to be treated as such (which include a family member of an EEA national) who have qualified outside the EEA, their qualifications and experience will be individually assessed by the GDC for registration. EEA nationals who are EEA-qualified with a diploma recognised by the GDC can apply for registration without any further test of their skills. If the EEA national does not qualify for registration through one of these routes, then they will also have to pass the statutory examination.

Non-EEA nationals and EEA nationals who are not eligible for registration on any other basis have to pass the ORE before they can apply for GDC registration. The waiting list for the ORE was opened 27 July 2007. The ORE replaces the IQE exam and will be more streamlined as it only has two parts (the IQE has three exams). The IQE exam was closed to new applicants in April 2006; however there are more than 1000 candidates within the current system waiting to take one of the three parts of the exam so the IQE will continue to operate in 2007-2008.

Dentists who are required to complete the statutory exam (ORE or the earlier IQE) must submit an Academic IELTS Test Report Form which shows an overall minimum band score of 7 (with no individual section showing a score of less than 6.5). Dentists who are nationals of the EEA, or entitled to be treated no less favourably than nationals of the EEA, are exempt from the English language requirement.

## Annex 2

There are 12 different dental specialties of Dentistry, for example Oral Surgery, Orthodontics, and Paediatric Dentistry. To view the full list with job discipline descriptions please see [www.rcseng.ac.uk/fds](http://www.rcseng.ac.uk/fds) or <http://www.gdc-uk.org/>.

If a Dentist holds full GDC registration and has completed a specialist training program approved by the GDC, they may apply for the award of a Certificate of Completion of Specialist Training (CCST) and entry onto the specialist list.

If a Dentist has done some or their specialist training outside the EEA, their skills will be assessed by the relevant Specialist Advisory Committee and the GDC, who will ensure that the specialist qualifications are equivalent to those required for the award of a CCST before the Dentist would be accepted on the specialist list.

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