


<p>The Scottish Government Health Workforce, Leadership and Service Transformation Directorate, NHS Pay and Conditions</p>	 <p>Scottish Government Riaghaltas na h-Alba gov.scot</p>
<p>Dear Colleague</p> <p>RECRUITMENT ALLOWANCE PAYABLE TO PUBLIC DENTAL SERVICE (PDS) DENTISTS EMPLOYED IN DESIGNATED OR NON-DESIGNATED AREAS.</p> <p>Summary</p> <p>1. This circular notifies employers of agreed changes to the designated and non-designated areas which attract a Recruitment Allowance (as set out in NHS Circular PCS(DD)2014/2 – Annex B). This allowance is payable to public dental service (PDS) dentists employed in designated or non-designated areas.</p> <p>2. From the 1 February 2019 designated and non-designated areas will be as follows:</p> <ul style="list-style-type: none"> • Designated areas: NHS Orkney, Shetland and Western Isles. • Non-designated areas: NHS Borders – Coldstream. NHS Dumfries and Galloway – Annan, Dalbeattie. Castle Douglas, Dumfries, Gretna, Newton Stewart and Stranraer. NHS Grampian – Banff, Fraserburgh and Huntly. NHS Highland – Isle of Bute, Islay & Jura, Lochgilphead, Mull & Iona and Tarbert. <p>3. The conditions of entitlement for payment of the Recruitment Allowance are attached for reference in Annex A.</p> <p>4. The amount of each allowance remains unchanged.</p> <p>Action</p> <p>5. NHS employers are required to ensure that the necessary arrangements are made to pay the Recruitment Allowances notified in Annex A from 1 February 2019 as appropriate.</p>	<p>11 February 2019</p> <p>Addressees</p> <p><u>For action</u></p> <p>Chief Executives, Directors of Finance, Directors of Human Resources, NHS Boards, Special Health Boards, NHS National Services Scotland (Common Services Agency), Healthcare Improvement Scotland</p> <p><u>For information</u></p> <p>Members, Scottish Partnership Forum Members, Scottish Terms and Conditions Committee Members, Scottish Workforce and Governance Group, Management Steering Group</p> <p><u>Enquiries to:</u></p> <p>Mrs Sandra Neill Scottish Government Health Workforce Division Ground Floor Rear St Andrew's House EDINBURGH EH1 3DG</p> <p>Tel: 0131-244 3283</p> <p>email: sandra.neill@gov.scot</p>

6. NHS employers in Scotland are asked to make their own arrangements for obtaining any additional copies of this circular which is available on the SHOW website at <http://www.show.scot.nhs.uk/publications/publication.asp> or the MSG website at <http://www.msg.scot.nhs.uk/publications>

Enquiries

7. **Employees** should direct their personal enquiries to their employing Board, Special Health Board or NHS National Services Scotland (Common Services Agency).

8. **NHS Employers** in Scotland should direct enquiries to the Scottish Government contact detailed on page one of this circular.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Sean Neill'.

SEAN NEILL

Deputy Director for Health Workforce

The Scottish Government

Health Workforce, Leadership and Service Transformation
Directorate, NHS Pay and Conditions



Scottish Government
Riaghaltas na h-Alba
gov.scot

DIRECTION

Scottish Ministers, in exercise of the powers conferred on them by Regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 and Section 105(7), paragraph 5 of Schedule 1 and paragraph 7 of Schedule 5 to, the National Health Service (Scotland) Act 1978, hereby gives to NHS Boards and Special Health Boards and NHS National Services Scotland (the Common Services Agency) the following Direction.

The staff group referred to in NHS Circular PCS(DD)2019/1 shall be paid the appropriate allowances relating thereto which were approved by Scottish Ministers on 11 February 2019 with effect from 1 February 2019.

SEAN NEILL

Deputy Director for Health Workforce

Scottish Government

St Andrew's House

EDINBURGH

EH1 3DG

11 February 2019

Recruitment Allowance

1. This allowance is payable to a Public Dental Service (PDS) dentist who is employed by an NHS Board in a designated or non-designated area within 3 months of completion of one year's vocational training or two year's general professional training or who is not currently employed, except by a locum, by an NHS Board. The conditions of entitlement for payment of this allowance are as follows:
 - (a) the dentist is employed either in a designated or non-designated area for at least 2 days a week by an NHS Board as a PDS dentist;
 - (b) the dentist understands that they must continue to be employed in a designated or non-designated area, as appropriate, for at least 2 days a week by an NHS Board as a PDS dentist for 3 years following receipt of the first payment;
 - (c) in the case of a dentist who is registered by virtue of section 15(1)(b) or (2A) of the Dentists Act 1984 (registration of nationals of a EEA State who hold an appropriate European diplomas) or is in any way a person in respect of whom a member State is prohibited by Community law from imposing such a requirement, evidence of suitable postgraduate experience as approved by NHS Education for Scotland.
2. The designated areas are: NHS Orkney, Shetland and Western Isles.
3. The non-designated areas are: NHS Borders – Coldstream. NHS Dumfries and Galloway – Annan, Dalbeattie. Castle Douglas, Dumfries, Gretna, Newton Stewart and Stranraer. NHS Grampian – Banff, Fraserburgh and Huntly. NHS Highland – Isle of Bute, Islay & Jura, Lochgilphead, Mull & Iona and Tarbert.
4. Where a dentist cannot be employed as a PDS dentist by an NHS Board within 3 month of completion of training due to maternity or certified sick leave the 3 month period will start from the end of the period of maternity or certified sick leave.
5. The amount of allowance to be paid to a PDS dentist who is employed by an NHS Board within 3 months of completion of one year's vocational training or two year's general professional training is:
 - (a) £25,000 paid over a 2 year period at £12,500 per annum where employed in a designated area: or
 - (b) £10,000 paid over a 2 year period at £5,000 per annum where employed in a non-designated area.
6. The amount of allowance to be paid to a PDS dentist who is employed by an NHS Board who is not currently employed, except by a locum, by an NHS Board is:
 - (a) £15,000 paid over a 2 year period at £7,500 per annum where employed in a designated area; or
 - (b) £5,000 paid over a 2 year period at £2,500 per annum where employed in a non-designated area.

7. Only one allowance can be paid to a PDS dentist.
8. Payment of the allowance will stop if:
 - (a) the dentist ceases to be employed as a PDS dentist by an NHS Board; or
 - (b) ceases to be employed as a PDS dentist in a designated or non-designated area; or
 - (c) ceases to be employed as a PDS dentist in a designated or non-designated area, as appropriate, for at least 2 days a week,

within 3 years of receiving the first payment and the dentist will be required to repay to the NHS Board the full amount of any allowance paid. If a PDS dentist who was employed in a non-designated area continues to be employed as a PDS dentist in a designated area then the dentist will not require to repay the allowance received. However, if a PDS dentist who was employed in a designated area continues to be employed as a PDS dentist in a non-designated area then the dentist will require to repay the difference between the allowance payable in respect of a designated and non-designated area.

9. If the area in which the PDS dentist is employed ceases to be classed as designated or non-designated, whichever is applicable, the PDS dentist will not require to repay the allowance received.

10. The NHS Board may waive repayment in any case where it considers that the PDS dentist was unable to meet any of the conditions because of exceptional circumstances