

NHS England and NHS Improvement - Midlands

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6th July 2020

TO WHOM IT MAY CONCERN

NHS England & NHS Improvement – Midlands – statement on Covid 19 Staff safety and Staff Pay

NHS England & NHS Improvement – Midlands have been receiving increasing numbers of queries from Dental team members providing NHS care both raising safety concerns and also about not receiving their pay from practice owners. We are aware that the vast majority of our providers are excellent in their professional standards as well as routinely treating “colleagues fairly and with respect.”

Dental practices have a proud record for having the highest standards as regards patient and staff safety. Whilst the majority of practices are able to operate safely during the Covid 19 Pandemic we are aware that safety concerns have been raised by some team members. We recommend that team members address any concerns pertaining to Patient and staff safety in the first instance with the provider of the service and where this does not resolve the concerns raised team members can contact the region’s freedom to speak up guardian on england.midlandsfts@nhs.net

Whilst we await further national guidance about the contract value reconciliation 2020 -21, we thought it would be beneficial to outline our current position on the issues of staff pay for our region. From issue 3 Preparedness letter for Primary Dental care dated 25th March 2020 as a condition to continuing to make monthly payments in 2020 – 21 there is a requirement on “practices to ensure that all staff including associates, non – clinical and others continue to be paid at previous levels.” This is to include self-employed Dentists, Dental therapists and Dental hygienists that have been providing NHS work.



We would like to remind NHS Dental practices that it is a term of the NHS contract to have regard for the instructions set out in the preparedness letters. We want to ensure that public money reaches its intended recipient whilst national work for the reconciliation process is continued with the British Dental association.

We would like to share with you some of the principles that underpin our thinking in this communication to you.

1. Staff who are Sick / self-isolating in accordance with the guidance should continue to receive their pay as outlined in the preparedness letter. There is currently no anticipated date for a return to “normal ways” of working around the 2020-2021 UDA targets and clawbacks.
2. The pay made to practitioners should reflect previous levels of pay and no additional abatement should be deducted.
3. Staff should not be “made redundant” in order to financially benefit the practice. Contracts should not be unilaterally terminated in order to cut staff costs by the practice.
4. Respect compliance with existing terms of contracts between the practice and the team members.
5. Should not use suspicions of staff also claiming self-employed income support scheme (SEISS) as a reason to withhold pay.

We hope that this statement provides some clarity for Dental teams. We want to take this opportunity to thank all Dental team members for your continued efforts and professionalism during this difficult time.

A handwritten signature in black ink, appearing to read 'P. G. Lewis', with a long horizontal stroke extending to the left.

Dental coordination Group

NHS England and NHS Improvement - Midlands