



To: Mr Phil Rodgers
Director of Workforce Policy
Department of Health
Room D 4.8
Castle Buildings
Belfast
BT4 3SL

9th November 2021

Re. Addendum permitting local level agreement for additional hours in the CDS

Dear Phil

We refer to our email correspondence of 13th October in which BDA NI Director Tristen Kelso relayed to Chris Wilkinson the views of the Northern Ireland Community Dentists Committee (NICDC) not to proceed to move to local arrangements with HSC Trusts in determining rates for additional working hours for CDS staff.

Instead of multiple localised arrangements, we made an explicit request to enter into a fresh, single item negotiations with DoH to put in place a new additional hours rate that is fit-for-purpose, comparable with other HSC arrangements and has the effect of adequately incentivizing CDS staff who choose to work beyond their contracted hours to undertake waiting list initiatives. The 1.3 rate that was imposed upon the community dental profession without any room for negotiation is simply not comparable, or adequate.

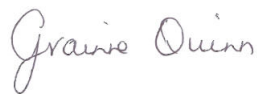
It is extremely disappointing that, almost a month later we have still not even received an acknowledgement of our request to enter into a negotiation, despite our request that this begins immediately. Our priority has been to avoid a repeat of a situation that happened previously whereby staff would be expected to work additional hours without having a fair and reasonable and comparable rate in place in advance. On that occasion, Community staff had no option but to withdraw from UDCCs, with a strong degree of resentment in the unfair manner in which they had been treated.

It is surely paramount that CDS dentists who wish to do so can support any waiting list initiatives aimed at clearing the significant backlog of vulnerable patient care that

has grown during the pandemic. Agreeing a fair rate of pay for additional hours, and quickly is integral to this, as well as addressing an issue that has sapped morale.

We would formally request that the Department shares with BDA its fresh proposals of a fair rate, namely in the region of x1.6 which is already in place for other parts of the HSC workforce, as a matter of urgency. We would ask that this matter is fully addressed in advance of the next meeting of NIJNF which is scheduled for 8th December.

Yours sincerely

A handwritten signature in cursive script that reads "Grainne Quinn".

Grainne Quinn
Chair, Northern Ireland Community Dentists Committee

Cc: Chris Wilkinson
Liz Hynes
Caroline Lappin, CDO
DoH Private Office