



THE SCOTTISH OFFICE

National Health Service in Scotland
Management Executive

10116

NHS
MEL(1995)53

COMMON SERVICES AGENCY	
RECEIVED	
30 AUG 1995	
FILE No	
REFERRED TO	ACTION TAKEN

St. Andrew's House
Edinburgh EH1 3DG

28 August 1995

Dear Colleague

**SCOTTISH HEALTH SERVICE:
DENTAL SENIOR REGISTRAR ESTABLISHMENT 1995
AND DENTAL CAREER REGISTRAR TARGETS 1996**

Circulars 1991(GEN)19 and
MEL(1994)66 are cancelled.

Summary

1. This circular advises NHS Trusts and Health Boards of the establishment for dental Senior Registrars and of the 1996 targets for dental Career Registrars.
2. Appendix A details the changes and relevant background.
3. It is expected that this will be the last such circular before the Specialist Registrar grade is introduced as part of the arrangements for Specialist Dental Training.

Action

4. NHS Trusts and Health Boards are asked to ensure that the figures for the Senior Registrar establishment are reached and maintained. This year's establishment is shown by region in Appendix B. If a Trust or Board is unable to fill any post within a reasonable period, the Management Executive should be informed so that the post may be offered to other NHS Trusts or Boards.
5. NHS Trusts are asked to plan on the basis of the numbers of dental career registrars shown in Appendix C. These targets do not include visiting registrars whose numbers are being monitored but not controlled at present.
6. NHS Trusts and Health Boards are asked in co-operation with Postgraduate Deans and the Dental Director to identify part-time posts which could be included in the scheme published in Circular NHS MEL(1993)43, which was issued on 2 April 1993. The Management Executive will monitor and review the position at regular intervals. The Management Executive should be kept informed of all part-time appointments to posts within the agreed establishment, including the sharing of whole-time posts.

Addressees:

For action:
Chief Executives,
NHS Trusts

General Managers,
Health Boards

Executive Director and
Dental Director,
Scottish Council for Postgraduate
Medical and Dental Education

Deans of Dental Schools

General Manager,
Common Services Agency

For information:
General Manager,
Health Education Board for Scotland

Postgraduate Medical Deans and
Director

General Manager,
State Hospital

Enquiries to:

Mr C J Fazakerley
Directorate of Human Resources
NHS Management Executive
Room 62
St Andrew's House
EDINBURGH
EH1 3DG

Tel: 0131-244 2515
Fax: 0131-244 2837

COMMON SERVICES AGENCY	RECEIVED	FILE NO.	REFERRED TO
	30 AUG 1995		ACTION TAKEN

Recycled

7. NHS Trusts and Health Boards, where appropriate, should ensure that for each registrar post educational approval has been obtained through the Postgraduate Dean/Dental Director of the Scottish Council for Postgraduate Medical and Dental Education (SCPMDE).

8. In exceptional cases, the Management Executive is prepared to consider requests from the teaching Boards and NHS Trusts for the creation of personal supernumerary senior registrar posts:

- a. on a part-time basis for dentists already in senior registrar posts who because of domestic commitments are unable to continue training on a full-time basis; and
- b. on a full-time or part-time basis for dentists eligible for higher training who because of domestic commitments are unable to undertake training in another area.

When an NHS Trust or a Health Board, on the advice of the appropriate senior registrar advisory committee, considers that such a post is essential, a suitable submission should be forwarded to the Management Executive.

9. Appendices B and C list Senior Registrar posts and, for the first time, a Career Registrar post in Dental Public Health. The Management Executive is willing to consider applications including details of funding to establish further posts, and applications should be made to the Management Executive.

Yours sincerely



M R SIBBALD
Director of Human Resources

**APPENDIX A TO NHS MEL(1995)
DENTAL SENIOR REGISTRAR ESTABLISHMENT 1995
DENTAL CAREER REGISTRAR TARGETS 1996**

Appendix B sets out the distribution for dental Senior Registrars in 1995 by specialty and by region. It replaces Appendix B of NHS Circular MEL(1994)66.

Appendix C gives the revised set of dental Career Registrar targets for the period ending 31 December 1996 now shown by Region and by specialty. It replaces the Appendix of NHS Circular 1991(GEN)19.

DENTAL SENIOR REGISTRAR ESTABLISHMENT 1995

1. The establishment for Dental Senior Registrars set out in NHS Circular MEL(1994)66 has changed as follows:

the establishment in Oral Medicine and Additional Dental Specialties has been increased from 2 to 3 (to provide a post in oral radiology).

2. Factors taken into account in assessing the number of senior registrars required include the number of consultant vacancies (including honorary posts) likely to arise because of retirements or service expansion as well as movements into and out of the Scottish hospital service at senior registrar and consultant levels.

3. NHS Trusts and Health Boards are reminded that senior registrar grading, whether NHS or honorary, can only be given where the Joint Committee on Higher Training in Dentistry has approved the post.

4. The Management Executive is prepared, provided that educational approval has been obtained from the Joint Committee on Higher Training, to consider proposals from NHS Trusts and Health Boards (in consultation with the Universities) for supernumerary posts. These are normally on a personal basis for full-time or part-time University dental staff who intend to engage in research or other academic work not primarily directed to immediate patient care but which requires them to gain clinical experience at senior registrar level over a limited period. University staff aiming at career posts for which specialist accreditation is not an essential requirement should be given honorary grading other than Honorary Senior Registrar.

5. The arrangements for approval of supernumerary posts will be subject to regular review.

DENTAL CAREER REGISTRAR TARGETS 1996

Background

6. Dental staff in the registrar grade can be designated only as either 'career' or 'visiting'. Career registrars are defined as those dentists obtaining a registrar post who hold the

appropriate registration and who are able to pursue a career in the UK. Visiting registrars are defined as those dentists obtaining a registrar post who hold appropriate registration but who are prevented, by reason of immigration status, from pursuing a career in the UK. Training programmes for visiting registrars should be related to their needs and be of equivalent educational quality to those accredited by Postgraduate Deans/Dental Director for career registrars.

7. Under new arrangements from 1 April 1994, funding of the basic salaries of all medical and dental staff in training is the responsibility of the SCPMDE through Postgraduate Deans and Directors.

Hospital Dental Staffing in Scotland

8. Targets for the number of career registrars in Scotland were set originally for 1993, 1995 and 1997 in NHS Circular No 1991(GEN)19. The target for 1995 was for a reduction to 24 posts but this did not include Dental Public Health. Until decisions are made on the proposed unified grade, NHS Trusts should plan for the number of career registrars set out in Appendix C.

9. The new set of targets for the period ending 31 December 1996 is based on the senior registrar (SR) establishment, given in Appendix B. The approximate 1:1 relationship between SR posts and career registrar targets in the specialties recognises that time spent in the registrar grade is normally less than time spent in the senior registrar grade, but allowance is made for a proportion of career registrars not proceeding to senior registrar. No need has been identified for NHS career registrars in dental public health at present, in view of the numbers of senior registrars in the specialty, but the Management Executive would consider sympathetically applications for such a post.

10. In planning for these targets specialty committees will need to take into consideration both the local service and the training requirements of each post. Other changes to dental staff deployment will be required to ensure that the quality of care and delivery of services are maintained and improved and attention given to the number of hours worked by dentists in the training grades.

UK Specialist Dental Training

11. The Report of the Working Group on Specialist Dental Training, "Training for Dental Specialists in the Future" (January 1994), recommended a significant reduction in the duration of dentists' postgraduate training and the establishment of a single grade to replace the career registrar and senior registrar grades. The Government have accepted the Report, and are planning its implementation in consultation with NHS management, SCPMDE and representatives of the profession.

12. The Report from the Chief Dental Officer for England, Mr Brian Mouatt, "UK Specialist Dental Training" (NHS Executive, May 1995), sets out new arrangements for the training of dental specialists. In parallel with implementing the Calman Report on Specialist Medical Training the Health Departments plan to introduce from December 1995

the grade of specialist registrar (SpR) in place of career registrar and senior registrar. Guidance will be issued on the transitional arrangements and on the initial numbers in the grade.

Educational Approval

13. NHS Trusts should ensure that educational approval has been obtained through the Postgraduate Dean or Dental Director for all registrar posts. The expectation is that all registrar posts in Oral Surgery and Orthodontics should be included in a rotation with 2 years being spent in teaching hospitals and one year, preferably not in the final year, in non-teaching hospitals. In certain circumstances where rotation is not appropriate or practicable, or the recommended proportion of time spent in different hospitals is not appropriate, it will be necessary for a case to be made by the relevant specialty committee to the Postgraduate Dean/Dental Director to consider granting an exception. Inter-regional rotations are for discussion with the Postgraduate Dean/Dental Director.

Honorary Posts

14. Honorary registrar posts will continue to be included within the overall target number of registrars. An appropriate local balance between NHS-paid and honorary posts within the overall allocations will be determined by the Postgraduate Dean/Dental Director in consultation with NHS Trusts and the universities.

Part-Time Posts

15. The Advisory Committee on Medical Establishments issued its Report on Part-time Training and Working for Doctors in Scotland in late 1992. The Management Executive endorsed its recommendations, including a scheme to promote part-time or flexible training (MEL(1993)43) which also included hospital dentists. Additional funding has been provided on a pump-priming basis, but it should not be regarded as the only means of creating part-time posts.

16. Employing bodies, in co-operation with Postgraduate Deans/Dental Director, should identify potential part-time posts including opportunities for the sharing of whole-time posts. Posts in specialties where a Joint Committee on Higher Training is prepared to accredit part-time training should be advertised in such a way that candidates unable for well-founded reasons to work full-time should be able to apply. Part-time posts are additional to the career registrar targets.

APPENDIX B TO NHS MEL (1995)
DENTAL SENIOR REGISTRAR ESTABLISHMENT 1995

		NHS	HON	TOTAL
Oral Surgery	Tayside	-	1	1
	Lothian	2	-	2
	Greater Glasgow	4	1	5
	Scotland	6	2	8
Oral Medicine and Additional Dental Specialties	Tayside	-	1	1
	Lothian	-	-	-
	Greater Glasgow	1*	1	2
	Scotland	1*	2	3
Restorative Dentistry (including Prosthetics Periodontics and Conservation)	Tayside	-	2	2
	Lothian	1	-	1
	Greater Glasgow	2	-	2
	Scotland	3	2	5
Orthodontics	Tayside	1	1	2
	Lothian	1	-	1
	Greater Glasgow	2	1	3
	Scotland	4	2	6
Paediatric Dentistry	Tayside	-	-	-
	Lothian	-	-	-
	Greater Glasgow	1	1	2
	Scotland	1	1	2
Dental Public Health	Lanarkshire	1	-	1
	Greater Glasgow/ Argyll and Clyde	1	1	2
	Scotland	2	1	3
All Dental Specialties	Tayside	2	5	7
	Lothian	4	-	4
	Greater Glasgow	9	4	13
	Lanarkshire	1	-	1
	Greater Glasgow/ Argyll and Clyde	1	1	2
	Scotland	17	10	27

*Oral Radiology

APPENDIX C TO NHS MEL (1995)
DENTAL CAREER REGISTRAR TARGETS FOR DECEMBER 1996
BY REGION AND SPECIALTY

		NHS	HON	TOTAL
Oral Surgery	Tayside	-	1	1
	Lothian	2	-	2
	Greater Glasgow	4	1	5
	Scotland	6	2	8
Oral Medicine and Additional Dental Specialties	Tayside	-	1	1
	Lothian	-	-	-
	Greater Glasgow	-	1	1
	Scotland	-	2	2
Restorative Dentistry (including Prosthetics Periodontics and Conservation)	Tayside	1	1	2
	Lothian	2	-	2
	Greater Glasgow	1	1	2
	Scotland	4	2	6
Orthodontics	Tayside	1	1	2
	Lothian/Fife	2	-	2
	Greater Glasgow	3	-	3
	Scotland	6	1	7
Paediatric Dentistry	Tayside	1	-	1
	Lothian	1	-	1
	Greater Glasgow	-	1	1
	Scotland	2	1	3
Dental Public Health ¹	Greater Glasgow	-	1	1
	Scotland	-	1	1
All Dental Specialties	Tayside	3	4	7
	Lothian/Fife	7	-	7
	Greater Glasgow	8	5	13
	Scotland	18	9	27

¹ Applications would be considered sympathetically