

Dental Core & Specialty Trainees – Proposed Changes to Employment

BACKGROUND SECTION

At 'a single contract of employment for the duration of programme'

Comment: Highlight specific HR benefits?

REASONS FOR CHANGE SECTION

Comment given between two main paragraphs: Who would be involved in the development for dental? Would this involve the BDA, or are there other stakeholders who would be more appropriate?

CONSISTENT AND STANDARDISED EMPLOYMENT SERVICE/EMPLOYEE RELATIONS PRACTICE

Comment after first paragraph: This would need to be carefully managed to ensure that advice did not conflict with that given to other employees in the same location, and with the same circumstances, by other advisers, such as mentor/other Employment Law experts.

MAXIMISING DIGITAL SOLUTIONS

Comment: This may present challenges. Currently Territorial Boards, with many years of expertise and experience, find it difficult to onboard trainees within the timeframes required. Does NES have the capacity and expertise to achieve this? And what would be the backup in the event of failure to deliver?

FEEDBACK QUESTIONNAIRE FOR CORE AND SPECIALTY TRAINEES

Overall comment: The questions here are very much weighted towards difficulties with the existing systems. For balance, there should be questions which explore the potential benefits of retaining the status quo, e.g. have you identified benefits from working with a locally based employer, rather than a National Board.

Comment at question 10: Would this be easier, or more difficult, working within a National Board structure?

Comment at question 11: And would this be easier with an employer contact "on site"?