

Conference of Scottish Local Dental Committees, Friday 25 April 2025

CONFERENCE REPORT 2025

Introduction from the Chair of Conference

This year's Conference of Scottish LDCs took place under the theme: "Attract, Retain, Thrive: Building a Sustainable Workforce in NHS Dentistry in Scotland."

As Chair, it was my privilege to oversee the planning and delivery of conference for the past two years. For 2025, the Conference Agenda Committee (CAC) decided to take a slightly different approach to the programme, choosing to focus the agenda primarily on the dental leadership team of the Scottish Government's Primary Care Directorate and NHS Education for Scotland (NES). This decision reflected the relevance of CAC's theme and the growing need for meaningful dialogue around long-term workforce sustainability. We were delighted that members of the Scottish Government's dental team and NES accepted our invitation to speak on a range of topics central to the future of NHS dentistry in Scotland.

A special thank you must go to our Platinum Sponsor, Strictly Confidental, whose continued support helped make the event possible. We are also extremely grateful to all of our sponsors, whose contributions are vital to the success of the conference.

This year, we welcomed a record number of



Vocational Dental Practitioners (VDPs) to the conference – a development made possible by a new sponsorship initiative supported by Martin Aitken & Co. Their support was instrumental in helping us involve the next generation of NHS dentists, which felt especially fitting given the workforce-focused theme of the event. We are currently in discussion with NES to explore how

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we can increase VDP participation even further in future years.

At the Pre-Conference Dinner, we recognised several outstanding individuals for their dedication and service by hosting the annual Award Ceremony.

Our 2025 Conference Charity was Medics Against Violence and their CEO David Duncan attended the dinner, giving a moving presentation about the organisation's work. A total of £1,081.25 was raised over the two days in support of this important cause.

While this year's conference was positive in many respects, we must acknowledge a continuing decline in attendance. A total of 99 individuals attended, of whom 30 were voting LDC delegates (excluding the 7 members of the CAC who are also eligible to vote). This places us dangerously close to the quorum threshold - defined as one-half of LDC representatives eligible to attend the conference. For 2025, that threshold was 27. As such, CAC will propose a change to the Conference Standing Orders for 2026 to ensure quorum is based only on active LDCs.

CAC understands that each LDC has a different position, and some may have unique obstacles which makes representing at conference challenging. CAC hopes to continue to engage with LDCs who were unable to attend this year's event with the intention of supporting them to improve attendance for next year. Bringing together as many LDCs as possible from across Scotland will be a priority for the incoming CAC, to endeavour that LDC conference is as representative as it can be.

As I step down as Chair, I want to thank everyone who contributed to making this year's conference a success - speakers, delegates, sponsors, and fellow committee members. A special thanks to the CAC team, whose hard work behind the scenes made this year's event possible. Particular thanks

to Kirsten Phillips from the BDA, without her hard work this conference would not be possible.

I am confident that the conference will continue to grow and adapt in the capable hands of the new Chair, Hazel Hannigan, and the incoming team. With strong leadership, open dialogue, and collaboration, we can continue to support and shape the future of NHS dentistry in Scotland.

Christina Ferry, Chair of Conference of Scottish LDCs 2025

Pre-Conference Dinner - Thursday 24 April 2025

A drinks reception was held before a black-tie dinner at the Stirling Court Hotel. The Chair, Christina Ferry, provided an introduction, warmly welcoming all guests including Tom Ferris, Chief Dental Officer, Gillian Leslie, Deputy Chief Dental Officer, Gillian Wylie, Director of the 2025 Conference Platinum Sponsor Strictly Confidental, and David Duncan, CEO of the 2025 Conference



Helen Dennison, Christina Ferry Chair of Conference of Scottish LDCs and Elaine Bruce Policy Officer BDA.



Charity Medics Against Violence.

Following the dinner, the annual Awards Ceremony took place. Hazel Hannigan, Chair Elect of Conference, introduced the three deserving award winners followed by each being presented with their individual award by a known confidant.

Two Lifetime Achievement Awards were presented to Mark McCutcheon from Lothian LDC and Josephine Weir from Greater Glasgow and Clyde LDC. An Award for Exceptional Service to LDCs and Dentistry in Scotland was also presented to Jim Law for his support to LDCs throughout the years as the Treasurer of the Scottish Dental Fund.



 Jim Law received the Award for Exceptional Service to LDCs and Dentistry in Scotland.



The Chair then introduced the 2025 Conference Charity, Medics Against Violence and invited David Duncan to the podium who provided a poignant overview of the purpose and work of the charity. A game of 'Heads and Tails' was then played by all dinner attendees to raise donations for the charity which were collected via a bespoke JustGiving webpage.





Conference -Friday 25 April 2025 Morning Session

Welcome and Chair's Opening Remarks

The Chair welcomed everyone to the 25th annual conference and reminded delegates to engage with the representatives from the eleven sponsor companies in attendance who had generously supported the 2025 event. Strictly Confidental were also thanked for agreeing to be conference's Platinum Sponsor for a second year running.

The Chair advised that the Conference Agenda Committee (CAC) had once again decided to have a paperless event, therefore directed attendees to the online <u>Delegate Pack</u> and dedicated <u>VDP Pack</u> on the conference website.

Martin Aitken & Co (who have recently rebranded as Armstrong Watson) were thanked for becoming conference's first VDP Sponsor and the Chair noted that they would be conducting a bespoke breakout session for the eleven VDPs in attendance during the afternoon section of the conference. The Chair then invited Tom Ferris to the podium as conference's first speaker.



Tom Ferris, Chief Dental Officer, Scottish Government

Impact of Determination 1

Tom Ferris kicked off the morning by providing an informative session titled the 'Impact of Determination 1' which outlined the Scottish Government's (SG) journey to Payment Reform (implemented on 1 November 2023) and the next steps for the dental profession.

Tom began by summarising the NHS Dental Service journey from 2018 to present, which started with the strategic vision of the 2018 Oral Health Improvement Plan. This was followed by the Covid-19 pandemic in 2020, which resulted in service suspension and emergency measures being put in place for dental practices. Following this, SG concentrated on the sector's recovery by focusing on Item of Service and implementing an enhanced examination fee. At present the 'Reform' stage is in situ which prioritises patient-focused NHS dental services.

In relation to the impact of the new Determination 1, Tom shared Public Health Scotland official statistics from February 2025 which stated that:

- A full range of NHS care and treatment has been delivered since the introduction of reform
- More than 900,000 patients were seen by an NHS dentist in the last quarter of 2024.
- 4.1 million courses of treatment were delivered to patients in 2024.

Tom then went on to outline SG's three main areas of focus for General Dental Services (GDS) going forward which are: Assurance, Workforce and Oral Health Improvement (OHI). SG intend to build on Payment Reform through secondary legislation changes before entering a policy development cycle on the lead up to the Scottish Parliament Elections in May 2026. Tom noted that a future SG may then wish to consider continued reform through primary legislation in these three areas. Tom advised that OHI and Prevention will focus on streamlining the national OHI programmes as well as exploring an 'Alternative to General Anaesthesia' primary care pathway

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through 'intermediate-level service provision' in commissioned dental practices.

The other two areas concerning Assurance and Workforce would be discussed by the other SG speakers still to follow.



Gillian Leslie, Deputy Chief Dental Officer, and David Notman, Joint Unit Head of Dentistry and Optometry, Scottish Government

Assurance Update

Gillian Leslie and David Notman provided further detail about the Assurance area of focus for SG. David began by discussing the role of the Civil Servant which is to support Ministers in the Government of the day, provide informed and impartial advice to Ministers and act on their instruction, and to engage credibly with stakeholders. He then went on to provide context behind the term 'Assurance' and outlined how SG operate to ensure that public funds within NHS dentistry are appropriately allocated.

Gillian went on to describe the work SG were undertaking to improve measures within the assurance space. Mandatory Training was being reviewed to make the process more efficient, flexible, and less of a deterrent for recruitment and retention. Prior Approval (PA) was also in

the process of being revised which would move towards a clinical threshold to trigger PA, rather than being based on a financial trigger. The review also intends to reduce the requirement for PA for patient treatment plans with low clinical risk and better utilise Dental Advisor knowledge to support dentists who may require help with treatment planning. Gillian also outlined SG's plans to help Health Boards better support GDS dentists in adhering to their Terms of Service and Regulations. This process will include introducing an Annual Declaration of Compliance.

Gillian summarised by noting that all the proposed Quality Assurance measures discussed would be introduced with the intention of SG further supporting the high trust low bureaucracy delivery of NHS Dental Services.



Gavin McLellan, Deputy Chief Dental Officer, and Beth Grieve, Joint Unit Head of Dentistry and Optometry, Scottish Government Workforce Update

Gavin McLellan and Beth Grieve went on to provide an update on the topic of Workforce. Beth began the session by outlining the five pillars of SG's Dental Workforce Strategy – Plan, Attract, Train, Employ and Nurture. Under the first three pillars (Plan, Attract and Train) progress was

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already underway, as stated in the NHS Scotland Operational Improvement Plan (published March 2025). Such SG actions included:

- Delivering a 7% increase in domestic dental student numbers from September 2025.
- To work with NHS Education for Scotland (NES) to develop and deliver an innovative training package for GDC registered dental therapists

 who have qualified as dentists overseas to articulate to full dentist registration status.

Such work would be undertaken with the intention of improving the dentist pipeline in Scotland. Following this, further work will be undertaken to try and increase the numbers of Dental Technicians as well as focusing on Quality Improvement (QI) and Undergraduate outreach. Improvements to incentives / allowances for rural regions were also being considered, in addition to reviewing the Overseas Registration Examination (ORE) process.

In relation to QI, Gavin went on to provide details about SG's approach for the next QI cycle (2025-2028). SG were working with NES who were developing a proposal for Year 1 (commencing on 1 August 2025) which will involve a dental team-led QI project to help develop a better understanding of the patient experience of NHS dentistry. The project will involve the use of a patient questionnaire and will have an Oral Health Improvement focus. Gavin noted that dental practices will receive tools to develop their questionnaire and that the results will be used to develop a practice action plan. The intention will be for the results of the action plan to be shared with NES who can help to address any practice learning needs.

In relation to the final two pillars of the Workforce Plan (Employ and Nurture) SG were focusing on the areas of Skill Mix, Intermediate Level Care and Assurance. Skill Mix using dental therapists within GDS is an area that is being underutilised, and to improve this, SG are ascertaining if longer-term legislative changes can be made for dental therapists to be recognised as independent

contractors.



Lee Savarrio, Postgraduate Dental Dean and Director of Dentistry, NES

Shaping the Scottish NHS Dental Workforce for the Future

Lee Savarrio provided an update on the current strategic priorities for the NES Dental Directorate in relation to education and training. He began with an overview of the purpose of the NES Dental Directorate and the various staff members responsible for specific areas. He then went on to share recent workforce data showing trends contributing to dental access issues. Some of the trends included the dental workforce working less than full time, a shift to private income, an increasing female workforce, and remote and rural challenges. In terms of workforce solutions he cited the measures already discussed by SG, and outlined in the NHS Scotland Operational Improvement Plan, which were an extra 7% for dental school places, international dentists / therapists, and financial incentivisation for areas of poorer access to dental services. In relation to the 7% increase to dental school places, Lee noted that this figure would translate into ten extra student places and showed conference a supply forecast graph of how the additional places would track until the year 2030.

In terms of plans to develop and support Scotland's dental workforce for the future, Lee

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described how NES supports the 'GDPs Future Leadership Fellows Scheme' to develop dental leaders and implements evaluation methods to measure education impact and workforce outcomes. Such work includes NES providing consistent Quality Assurance, operating as a credit rating body, providing opportunity for portfolio careers, and providing impact assessments.

Lee also outlined how NES plans to develop a resilient dental workforce by expanding DCP training, developing new learning pathways, strengthening partnerships, and supporting technology adoption. In terms of developing new learning pathways, Lee noted that NES were in the process of reinstating the two-year Longitudinal Dental Foundation Training (LDFT) programme and aimed to have this in situ in 2026. He also noted that a pilot scheme was underway in Tayside and Forth Valley Health Boards in relation to upskilling enhanced skills for oral medicine / oral surgery.

All six speakers then joined the panel and took part in an engaging Question and Answer session with the audience.

Gillian Lennox, Chair of the Scottish Dental Practice Committee David McColl, Past Chair of the Scottish Dental Practice Committee

Gillian Lennox and David McColl provided an update on the work of the Scottish Dental Practice Committee (SDPC). A summary of the progress on the motions passed at the 2024 conference, which were adopted as SDPC policy, was also provided within the online conference Delegate Pack.

Gillian began the session by summarising the status of GDS prior to Payment Reform and by outlining the position of SDPC post Payment Reform. Findings of a recent survey of the profession found that: '2/3 say the new SDR is an improvement' but that '9 in 10 can't describe the NHS is an attractive place for dentists to build a career'. With this message clear, Gillian noted that although the new Determination

1 is an improvement, that it cannot be the final destination as in terms of sustainability, bureaucracy, prevention, access and inequality there is still much more to do.

She then went on to discuss concerns about the National Insurance and National Minimum Wage hikes in the UK Government's last Budget and the impact these rises were having on dental practices, in addition to increasing workforce recruitment and retention issues. She stressed the urgency for SG to develop and provide a fully costed and fully funded NHS dental workforce plan as this is imperative to build an NHS dental service where dentists choose to build a career. In summary, Gillian summarised but stressing that there cannot be NHS dentistry without NHS dentists, and as such, reform must continue. A blog featuring the main themes of Gillian's speech can be found on the BDA website.

David then provided an important update on current issues with the NHS Pension Scheme and the Scottish Public Pensions Authority (SPPA) which are affecting NHS dentists in Scotland. Work is being undertaken by SPPA to implement the McCloud Remedy as well as trying to resolve historical issues in relation to incorrect practitioner superannuation contributions. It is the view of the BDA that SPPA are struggling to carry-out



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their core functions and, to try and improve the situation, David (as a Board Member of SPPA and member of the BDA Pensions Committee) has written to the Minister for Public Finance in conjunction with the BDA Pensions Team to request additional resource be given to SPPA.

Charlotte Waite, BDA Scotland National Director, then joined Gillian and David on the panel for an informative Question-and-Answer session with the audience.

Gillian Wylie, Strictly Confidental, Conference 2025 Platinum Sponsor

Gillian Wylie, Director for Strictly Confidental, addressed conference on behalf of the company as the conferences' Platinum Sponsor for a second year running. She provided an informative summary of the services the company provides across Scotland, including how they can source and supply all relevant information regarding sales, valuations and acquisitions of dental practices. They can also assist practices who are struggling with recruitment.



Conference -Friday 25 April 2025 Afternoon Session

VDP Breakout Session

During the Elections, Treasurer and Scottish Dental Fund updates of the afternoon session of conference, Martin Aitken & Co / Armstrong Watson hosted a separate breakout session specifically for the VDPs on the topic of tax and how to manage income as an associate dentist. VDP feedback on the session was positive with the average VDP score being 4/5 or 5/5.

Election Results 2025-2026

Congratulations to the following office bearers who were newly or re-elected elected to the following conference posts. A description of each role can be viewed on the conference website.

- Chair Elect of Conference of Scottish LDCs: Hari Lal (Greater Glasgow and Clyde LDC)
- Members of the Conference Agenda Committee (CAC): Anita Belbin (Greater Glasgow and Clyde LDC), Helen Dennison (Lanarkshire LDC) and Naomi Byrne (Greater Glasgow and Clyde LDC)
- Representative to the Scottish Dental Practice Committee (SDPC): Christina Ferry (Lanarkshire LDC)
- Representatives to the Board of Management of The Scottish Dental Fund (SDF): Liz Glass (Greater Glasgow and Clyde LDC) and Kieran Fallon (retired LDC member) filled two 3-year seats and Josephine Weir (Greater Glasgow and Clyde LDC) filled a vacant 1-year seat
- Auditors of Conference: Gordon Stewart and Robert Sweeney (retired LDC members)

Liz Glass, Conference Treasurer

Liz Glass, Conference Treasurer, presented the conference accounts for the year ending 31 August 2024. Income for the year 2024, which consisted of LDC levies, conference sponsorship and Pre-Conference Dinner payments totalled £27,364.00 in comparison to expenditure which was £25,750.44. This resulted in a surplus of £1,613.56 which Liz deemed to be a positive outcome. A copy of the Conference Accounts can be found on the conference website.

Liz then made a recommendation to conference that the levy should remain unchanged at £9.50 per dentist for the 2026 conference. The proposal was voted on by conference delegates and passed unanimously.

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Roy McBurnie and Derek Harper, The Scottish Dental Fund

Roy McBurnie, Chair, and Derek Harper, Treasurer, of The Scottish Dental Fund (SDF) presented the Board of Management Audited Accounts for the year 2023/2024 and discussed the levy.

Roy began by providing background information in relation to the role of the SDF. Derek then went on to provide an update on the SDF accounts, explaining the income and expenditure between the years 2023 and 2024. Income for 2024 had increased by 1.6% (£58,408) in comparison with 2023 (£57,484). Expenditure had also increased by 4.4%, £53,902 to £56,277. As such, there was an operating surplus of £2,131, plus reserves of £287,360, which was a slight decrease on the 2023 reserves (£293,023).

Matters for consideration were then discussed, with Derek outlining recent changes to the General Dental Practice Committee (GDPC) Constitution and the possible implications for SDPC and the SDF. The session was concluded by Derek advising that no changes were being proposed to the SDPC Levy, SDPC Honoraria calculation and SDF Honoraria calculation. These were voted on by conference delegates and each passed unanimously. A copy of the SDF Accounts can be found on the conference website.



Motions 2025

Twenty-one LDC motions were presented and debated. All motions were passed by conference and would be discussed by SDPC as to whether they would be adopted as formal committee policy. CAC chose to use an online system for delegates to vote on the motions for a third year running.

1. Add Fee for Incomplete Root Treatments to Determination 1

This conference calls for a fee for incomplete root treatment to be added to Determination 1.

Lanarkshire LDC

Passed by majority

2. Increase NHS Commitment Payment Thresholds in line with Pay Uplift

This Conference regrets the decision by the Scottish Government to increase the Earning Thresholds by 6% for Commitment Payments but not simultaneously increasing the Quarterly Payment Levels; and urges NHS Commitment is properly respected by rectifying this with back pay and all future rises to be equal in both elements.

Tayside LDC
Passed by majority

3. Revision of the NHS Commitment Calculation for Dental Practices

This conference demands Scottish Government revise their current method of calculating a practice's NHS commitment level.

Lanarkshire LDC
Passed by majority

4. Commitment Payments immediately post VT

This conference demands that the NHS commitment payment, currently paid to GDPs after 5 years of NHS service, is paid to GDPs from when they receive a list number immediately after VT.

Greater Glasgow & Clyde LDC Passed by majority

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5. Pay Uplift for Allowances

This Conference believes pay rises for NHS dentists should be applied to CPD and other allowances that compensate for working time, not just Determination 1, and calls for the Scottish Government to apply this across all future revisions to the Statement of Dental Remuneration..

Tayside LDC

Passed by majority

6. Increase in Continuous Professional Development Allowance

This conference demands an increase in the Continuous Professional Development Allowance from 6 to 10 sessions per year. This is necessary to allow some flexibility and choice of topics other than core topics like IRMER and Medical Emergencies and enable us to construct a wider Personal Development Plan.

Greater Glasgow & Clyde LDC Passed by majority

7. Confirmation of Maternity Allowance within 6 weeks of GP203 Submission

This conference demands that dentists claiming NHS maternity pay receive written confirmation of their entitlement, along with the working calculation, within 6 weeks of submission of form GP203.

Lanarkshire LDC
Passed by majority

8. Recruitment and Retention Crisis

This conference believes the current recruitment crisis across registrants in dentistry has been evident for a number of years, largely ignored by SG and the CDO and must be addressed and funded urgently.

Forth Valley LDC Passed unanimously

9. Mentoring for EU Dentists coming to work in Scotland

This conference demands more support and mentoring for inexperienced dentists coming to work in Scotland from EU countries.

Lothian LDC Passed unanimously

10. Dental Hygienist Training

This conference demands that hygienist training is reinstated in Scotland, as a matter of urgency. Only having Hygiene/Therapy training in Scotland ignores the importance of the hygienist role and contributes to the imbalance in skills mix and the recruitment crisis. We require a trained workforce to deliver periodontal care to patients.

Greater Glasgow & Clyde LDC and Forth Valley LDC Passed unanimously

11. Childsmile Nurse Training

We call on the Scottish Government to increase provision for regional training of Childsmile nurses. Fife LDC

Passed by majority

12. GDP Training for Simple Oral Surgery Procedures

This conference demands training for GDPs and dental teams to be able to perform simple oral surgery procedures in practice, including surgical extractions. This will reduce secondary care waiting times & improve patient care.

Greater Glasgow & Clyde LDC Passed by majority

13. Skill Mix Integration

This conference regrets the lack of progress in the integration of all the members of the dental team within the current Scottish NHS system and urges the Scottish Government to expedite the reform required to achieve this.

Greater Glasgow and Clyde LDC Passed unanimously

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14. Full-Scale review of Domiciliary Care Provision

This Conference calls for a Full-Scale review of Domiciliary Care provision and the creation of a uniform, nationally agreed, evidence-based set of Standards and Protocols, to allow best care to be provided for this growing patient group.

Lanarkshire LDC
Passed unanimously

15. Training and Reimbursement for Domiciliary Care

The conference demands that Scottish Government address the crisis in domiciliary care provision through immediate training of more enhanced skills practitioners and appropriate reimbursement for the additional time and skill required to properly care for these complex patients. Ongoing CPD should be provided for existing enhanced skills practitioners.

Greater Glasgow and Clyde LDC

Greater Glasgow and Clyde LDC Passed by majority

16. Paediatric General Anaesthetic Waiting Times

This conference calls for the Government to allocate funding in addition to the current dental funding specifically to reduce paediatric GA waiting times to below pre-Covid levels.

Greater Glasgow and Clyde LDC

Passed unanimously

17. Oral Medicine Consultants / Specialist Shortage

This conference demands the workforce plan for oral medicine consultants/specialists is urgently reviewed due to the historical and ongoing shortage.

Greater Glasgow and Clyde LDC Passed unanimously

18. National Insurance Contributions Increase from April 2025

This conference demands that Scottish
Government provides additional funding to GDS
to cover the increases in employers National
Insurance. Failure to do so will seriously impact the
sustainability and viability of NHS dental practice.
Greater Glasgow and Clyde LDC and Fife LDC
Passed unanimously

19. Increased Resource for the Scottish Public Pensions Authority

This conference calls on the Scottish Government to provide increased and appropriate resources to ensure the Scottish Public Pensions Authority is fit for purpose.

Lanarkshire LDC
Passed unanimously

20. NHS Pension Scheme for all Dental Care Professionals in GDS

This conference calls for dental care professionals treating NHS patients in general practice to be entitled to membership of the NHS pension scheme.

Ayrshire and Arran LDC Passed by majority

21. Superannuation Deductions and the Maternity Allowance

This conference demands that superannuation deductions from dentists' maternity allowance be calculated using the same formula as ordinary schedules and do not exceed the maximum percentage band as set by the Scottish Public Pensions Authority.

Lanarkshire LDC
Passed by majority

Closing Conference

Chair's Closing Remarks

The Chair thanked CAC, the BDA and all others involved in the organisation of the 2025 conference. She also thanked all attendees, speakers, and sponsors for their valuable support. She finished her address by wishing Hazel Hannigan well in her tenure as Chair over the next two years.

Inauguration of Hazel Hannigan as Chair of Conference

Conference closed with the inauguration of Hazel Hannigan as the Chair of Conference of Scottish LDCs. Hazel thanked Christina for all her hard work and guidance over the past two years as Chair.



Conference Feedback

Thank you to everyone who took the time to submit a feedback form for the 2025 conference. Your scores and comments are examined by CAC each year to determine what changes and improvements can be made for the following year.

In terms of 'overall organisation of the conference' CAC were pleased that 100% of attendees scored this question as 'good' or 'very good'. 97.5% of attendees also scored 'good' or 'very good' in relation to 'opportunity for discussion and questions.'

2026 Conference

The Conference of Scottish LDCs will be returning to the Stirling Court Hotel on Friday 24 April 2026. In the usual fashion, the Pre-Conference Dinner will take place the evening prior, on Thursday 23 April. Please save the date and we look forward to seeing you next year!

As per the <u>Conference Standing Orders</u>, the longevity and success of conference depends on the attendance and participation of LDC delegates. A minimum quorum number from each LDC is required in order for conference to go ahead, a threshold which was close to not being met this year. As such, CAC looks forward to working with LDCs to try and increase delegate numbers for the 2026 conference.

More information about CAC and the annual LDC Conference can be found on the <u>conference</u> website.

