In response to continued and strong demand for guidelines on dental nurse salaries from both dental nurses and dental employers, BADN have put together this advice sheet. The information is for guidance only, but shows the minimum salaries considered acceptable by BADN. Other factors, such as specific job role and duties, local conditions (ie what other, not necessarily dental, employers pay), etc should be taken into consideration.

The salaries shown are per annum, for a 37 hour week. Overtime should be paid at 1½ normal rate – double for Sundays or public holidays. Time off in lieu may be given instead of overtime payments, if this is acceptable to both employer and employee.

BADN considers that dental nurses paid according to, or in excess of, this salary scale should be responsible for payment of their own GDC registration and BADN membership fees and claim the appropriate tax allowances from HM Revenue & Customs. In the event that these fees are paid by the employer, a dispensation should be obtained from HMRC by the employer to avoid dental nurses having to pay tax on what HMRC then regard as a taxable benefit. There is no tax allowance for CPD costs if paid by the employee; however, there are tax allowances available to employers paying training costs, including CPD costs.

FROM

**REGISTERED DENTAL NURSE**<sup>(1)</sup> £20,000

**REGISTERED DENTAL NURSE – EXTENDED DUTIES**<sup>(2)</sup> £24,000

**SENIOR DENTAL NURSE**<sup>(3)</sup> £28,000

<sup>(1)</sup> **REGISTERED DENTAL NURSE** – a dental nurse who is registered with the GDC, and who performs duties as specified in the GDC Scope of Practice document, page 4.

<sup>(2)</sup> **REGISTERED DENTAL NURSE – EXTENDED DUTIES** – a dental nurse who is registered with the GDC; and who holds, and uses, one of the following post-registration qualifications:

- NEBDN Certificate in Dental Radiography
- NEBDN Certificate in Dental Sedation Nursing
- NEBDN Certificate in Oral Health Education
- NEBDN Certificate in Orthodontic Nursing
- NEBDN Certificate in Special Care Dental Nursing

and/or who has acquired, and uses, any of the additional skills listed in the GDC Scope of Practice document, page 5.

<sup>(3)</sup> **SENIOR DENTAL NURSE** – a dental nurse who is registered with the GDC; who fulfils the criteria set out in (3) above; and who has an additional supervisory function – either in supervising or training other staff members, including student dental nurses, VTs, etc. This does not however, encompass the role of Practice Manager.

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<sup>1</sup> Information on tax allowances is available to BADN members on the CD Rom and the members area of the BADN website. Employers should consult their tax adviser, HMRC or the BDA/DPA/CODE if they are members.

<sup>2</sup> [www.gdc-uk.org/News+publications+and+events/Publications/Guidance+for+dental+professionals/Scope+of+Practice.htm](http://www.gdc-uk.org/News+publications+and+events/Publications/Guidance+for+dental+professionals/Scope+of+Practice.htm)

<sup>3</sup> [www.gdc-uk.org/News+publications+and+events/Publications/Guidance+for+dental+professionals/Scope+of+Practice.htm](http://www.gdc-uk.org/News+publications+and+events/Publications/Guidance+for+dental+professionals/Scope+of+Practice.htm)