Summary

The Principal Executive Committee (PEC) met on 25 September 2019. This report contains a summary of the issues discussed.

Budget and operational plan

We approved the operational plan and budget for 2019/20. This included the operational activities we intend to carry out in the new financial year in support of the priorities set out in the Association’s current three-year strategic plan. These are summarised below.

1. Enhance our local service offerings to members
   In the 2019/20 financial year:
   - The Local Services Team will visit every branch in England and Wales (Scotland and Northern Ireland will follow in 2020/2021 if it is not possible to reach them this year). These visits will introduce the team, new course offer and consultation on support needs.
   - The Branch and Section Training Day will move to June and develop from training on compliance into a networking and best practice event (the compliance training will move to online presentations).
   - We will develop and offer a range of new courses relating to the development of BDA indemnity, to be offered nationwide to the branch network.
   - We will develop a strategy for improving recruitment and retention of young dentists to the branch network, including the design and launch of a range of courses attractive to this cohort, again to be offered to branches.
   - We will bring together LDC representatives and others to establish and share best practice in relation to Practitioner Advice and Support Schemes (PASS).

2. Develop holistic CPD solutions for dentists and their teams
   In the 2019/20 financial year we will:
• Enhance the design and functions of the CPD Hub in 2020 to make the Association’s education offering clearer and easier to use while continuing to add new content.
• Develop management processes to support the quality of our learning development programme.
• Distribute, analyse and consult on the output from an audit of the BDA’s educational offering in order to produce an Association-wide education strategy for PEC approval.

3. **Explore professional indemnity provision for dentists**
   In the 2019/20 financial year we will:
   • Integrate the established BDA indemnity team into the Associations' staffing structure, including confirmation around long-term employment arrangements for the dento-legal advisers.
   • Aim to reach 900 members covered by BDA indemnity.

4. **Provision of more focused and appropriate content to engage with members**
   In the 2019/20 financial year we will:
   • Build a new Content Team to commission, develop and promote engaging content that helps the BDA to retain and recruit members.
   • Draw up a Content Strategy to maximise the impact of our content and communication.

5. **Re-design our approaches to governance, representation and policy assimilation**
   In the 2019/20 financial year we will:
   • Consult with BDA committee structures and the wider membership to examine how the PEC and other committees are populated and explore ways to encourage participation from a more diverse group of the membership.
   • Consult on how we can encourage wider involvement in policy development.
   • Seek to implement any agreed changes coming out of those processes.

6. **Continued close-monitoring of development within corporate dentistry**
   In the 2019/20 financial year we will:
   • Continue to develop good relations with the Association of Dental Groups, and senior management teams of large corporates, mydentist/IDH and BUPA in particular. Meet with those teams at least twice during the year.
   • Work with the ADG to limit the impact of any changes in employment status for associates in general practice.

The document also sets out operational activity in the year in support of our core values: supporting our members; using our influence; sharing our knowledge; and creating an environment in which we can make good things happen.

Teams have separately developed their own ‘local’ operational plans setting out in more detail their objectives for the year.

The PEC will throughout the year hold the Acting Chief Executive and his staff to account for the implementation of these objectives.
Political neutrality guidelines

We agreed some further clarity in the guidelines for political neutrality, for both elected members and staff. In future any elected members and senior staff with conflicts presented by their external political activity and involvement with the BDA will be referred to the PEC for resolution.

Contractual status for associates

We anticipate that HMRC will withdraw its written advice as to whether associate dentists can be considered self employed for tax purposes. HMRC have stated that they consider this as a change in their guidance, not as a change to the self-employment status of associate dentists, with the focus in the future dependant on the facts of the associate’s case. We believe that, in most cases, associate dentists engaged on a proper, written associate agreement, such as the model provided by the BDA, will be self-employed.

The BDA is taking advice on this matter and working with industry partners; we considered and agreed a draft communication for members when HMRC announces the change.

Reports

We received a report from the Acting Chief Executive; a report from the President; reports from the BDA in Scotland, Northern Ireland, and Wales; a report from Dave Cottam, the Chair of the GDPC; comments by Hannah Woolnough in her capacity as Chair of the United Kingdom Council; and a report on the conduct and outcome of the recent UK wide by election for the PEC.

Mick Armstrong
Chair, Principal Executive Committee

September 2019