Creating a Workplace Dental Policy

toothfairy



toothfairy

Retention

Unscheduled Dental Care

23 million

working days missed annually due to dental emergencies

Simply Health

A notable number of patients with dental issues seek care in Accident & Emergency (A&E) departments. Studies have found that one in every 140 visits to hospital A&E departments in the UK is for dental problems.

HR News

Gov.uk



Financial Impact

Sickness and Abscence

6 million

People experience dental pain lasting over 2 weeks every year.

Bupa

A study found that patients incurred an average personal cost of £85.81 per UDC visit. These expenses encompassed travel, appointment fees, childcare, medication, and lost income due to time off work

International endontic journal



toothfairy

Employee Rights

In the United Kingdom, employees do not have a statutory right to take time off work for routine medical or dental appointments, including dental emergencies. However, many employers recognise the importance of health and well-being and may have policies in place to accommodate such needs.

Employers have a duty of care for the well-being of their employees, so it's advisable to permit them to attend dental appointments. Implementing a clear policy helps clarify the procedure and ensures uniform treatment of all team members



Leave

Unpaid or paid?

Dental leave isnt legally required to be paid. However, many employers traditionally permit leave for dental appointments and request that the hours be caught up later. Early intervention and detection can mean better management of dental issues.

Notice

What is the notice?

As part of your policy, a clear notice period on when to inform line managers of required time off work is good practice. Typically dental exams are booked months in advance, if organised well, but treatments can require weekly follow-ups.

Emergencies

How to handle emergencies?

With over 23 million working days missed due to dental issues annually, your organisation is likely to experience such scenarios. Support your employees with swift access and request evidence, such as a dental letter post-appointment.

toothfairy

Building a bespoke dental policy

"Best practice employers allow time off work with pay during normal working hours to attend medical and dental appointments." Unison

UNISON
the public service union

UK Economy

£105 million

Oral health problems are costing the UK economy over £105 million annually in sick days.

British Dental Association

Abscence

37%

Of workers needed to take time off due to oral pain, with each incident of dental pain resulting in nearly a full day's absence.

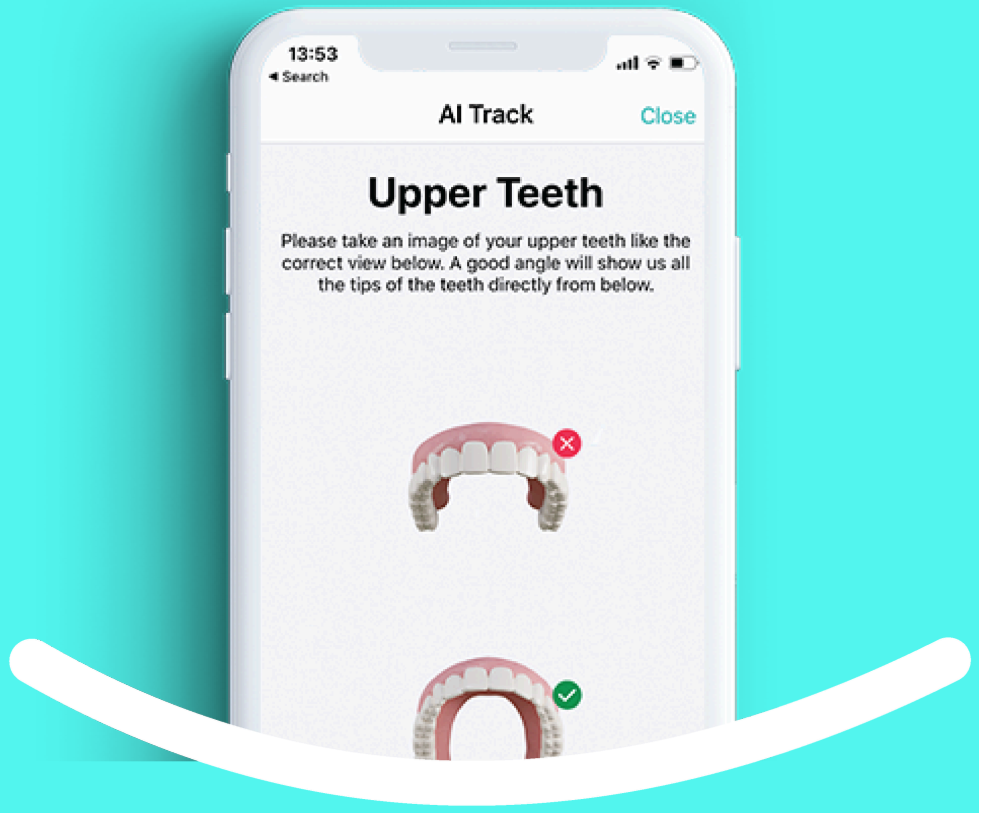
Healthcare & Protection

At a recent roundtable with HR representatives, many highlighted a gap in their policy and procedure on dental sickness and absence.

Download a template



The dentist will see you now.

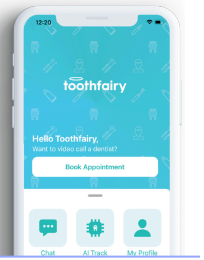


Less time off work, with a dentist on-demand.

Toothfairy's suite of features to combat dental issues:

- Personalised Prevention Plans
- Prescriptions
- 1:1 Dentist Assistance
- Virtual Exams and disease monitoring

Health regulated & tested: NHS, CareQuality Commission



Covering over 22,000 companies:

Rolls-Royce, DHL, Sainsbury's, Department for Environment Food & Rural Affairs, NatWest

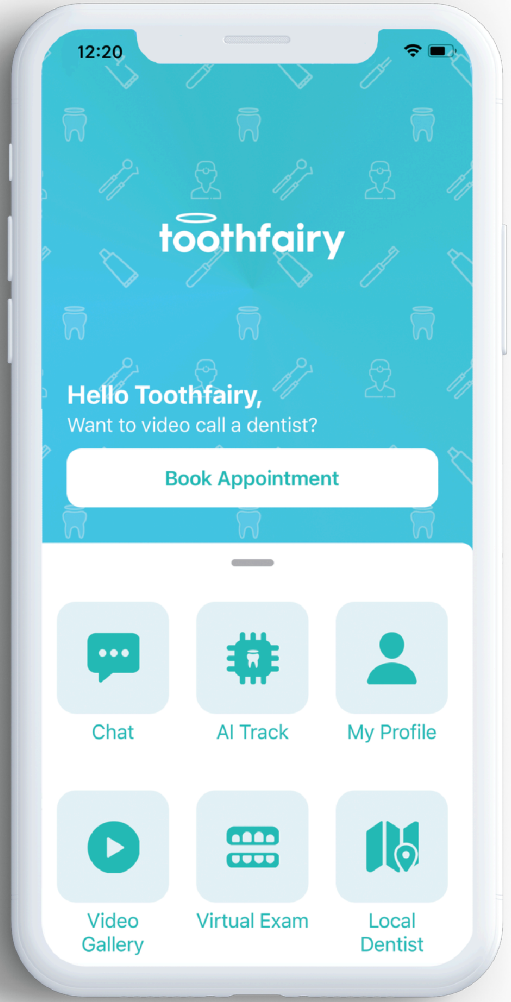
toothfairy

Discover how we can help.

Free Demo

Create a bespoke dental benefit to cater to your specific employee requirements, from emergencies to reducing time off work.

Thank You





About toothfairy

Founded by dentists, our team has extensive experience treating thousands of patients before establishing Toothfairy. They recognised the uneven access to dental care across the UK, often referred to as a postcode lottery. As experienced professionals, they emphasise the crucial roles of prevention and early detection in dentistry.

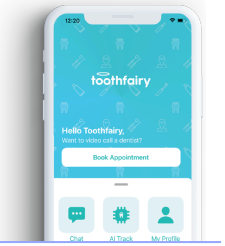
COVER EXCELLENCE AWARDS 2024

Winner: Outstanding Added-Value Benefit

Dental Industry Awards WINNER

WINNER HEALTH TECH DIGITAL AWARDS

Health regulated & tested: NHS · Care Quality Commission



Covering over 22,000 companies:

Rolls-Royce · DHL · Sainsbury's · Department for Environment Food & Rural Affairs · NatWest