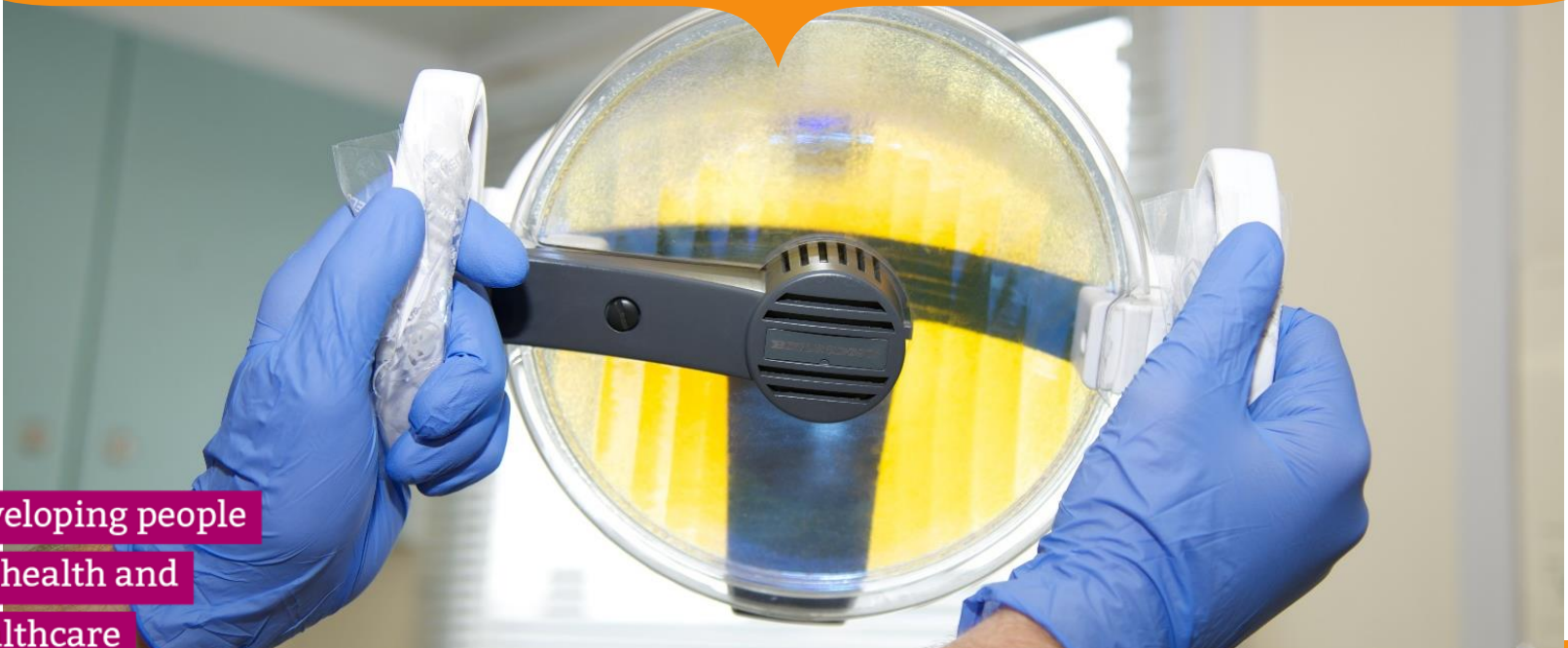


# Advancing Dental Care

## Securing the Future Dental Workforce



Developing people  
for health and  
healthcare

# Aim of Presentation

- To set out the aims and objectives of the Advancing Dental Care (ADC) Review, within the context of:
  - HEE's statutory remit to support the supply and development of a high quality workforce
  - HEE's mandate from the Department of Health & Social Care
  - the NHS Long Term Plan and Interim People Plan; and
  - the workforce and demographic drivers for reform.
- To provide an overview of work to date, challenges and next steps.
- To encourage active participation in engagement from Autumn 2019.

## DHSC Mandate to HEE

*HEE exists for one reason only: to support the delivery of excellent healthcare and health improvement for patients and the public in England, by ensuring that the workforce of today and tomorrow has the right numbers of staff with the right skills, values and behaviours at the right time and in the right place to meet patient needs.*

*The Care Act 2014 sets out HEE's remit and range of roles and responsibilities in detail, including its duty to ensure an effective system for education and training for the NHS and public health.*

**DHSC mandate to Health Education England,  
April 2019 - March 2020**

## ADC Mandate Commitment

**3.14** *Start to implement the recommendations set out in the Advancing Dental Care Review report by producing a robust evidence base to understand the dental workforce required for the future NHS by:*

- *undertaking quantitative and qualitative research to understand the skills and composition required in the future dental workforce;*
- *reviewing the effectiveness of existing training models and propose future options;*
- *engaging with trainees, dental professionals, other stakeholders and partner organisations in exploring the development of more flexible and alternative dental training pathways.*

**DHSC mandate to Health Education England,**

**April 2019 - March 2020**

# NHS People Plan

- Interim NHS People Plan – published June 2019
- Three key themes for dentistry:
  - Reform of dental care contracts
  - Review the training of dental professionals to develop flexible training models, support recruitment and retention, and optimise clinicians' scope of practice.
  - Promote a working environment that fosters clinical leadership and the integration of dental teams which support place-based models of care

# Drivers for Change

We need dental services which:

- provide equitable patient access to NHS dental care
- deliver high quality preventative oral health alongside general dental health
- utilise and value the unique and specialist skills of dentists
- are delivered by multi-disciplinary dental teams where dentists are supported by skilled teams of Dental Care Professionals (DCPs)

# Futureproofing the Dental Workforce

- We need to develop a workforce to meet changing demographics and oral health needs in the population
- We need to take account of changing workforce career and employment expectations
- Career opportunities in the NHS need to be improved
- We need to retain dentists and DCPs in the NHS workforce as well as in the private sector

**Change takes time. We need to start planning now to respond to future demand**

# ADC Review

**Aim:** To develop an education and training infrastructure that can respond to the changing needs of patients and services, within the context of the NHS Long Term Plan and Interim People Plan.

## **Key Review questions:**

- What is current and projected population need?
- What is the workforce profile and skills mix that will most effectively meet population needs?
- How can the education and training commissioning model be adapted to meet that workforce prototype?
- What are the training needs of the existing qualified workforce?



## ADC Objectives

**Objective one:** Collate a robust evidence-base on the population's oral health needs in a technology enabled, prevention-oriented system, and model the most appropriate dental workforce for meeting those needs.

**Objective two:** Identify and evaluate new and existing innovative training approaches, and develop costed recommendations for adapting or upscaling exemplars within the available funding envelope.

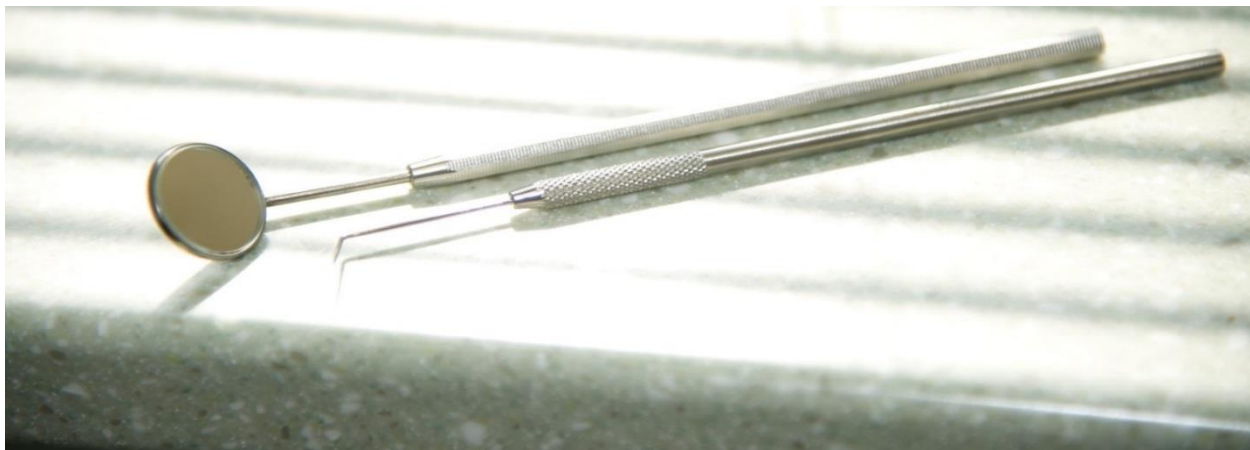
**Objective three:** Understand the CPD requirements of the existing workforce, and identify best practice.

## **Actions for the ADC Review**

- Engage, model, test and evaluate – evolution not revolution
- Take account of opinions of young dentists and DCPs as well as experienced workforce
- Create flexible and part-time training models
- Include opportunities for academic and research components in all training pathways
- Develop flexible career pathways for experienced registrants
- Take advantage of advancing digital technologies
- Support the development of NHS initiatives that retain the workforce

## Next Steps for ADC

- Establish further evidence and share what we have already gathered
- Engage with stakeholders across the health system
- Discuss possible training models and options
- Pilot suitable training models



# Dentistry is not alone

- Workforce issues are not unique to dentistry
- Retention is the most immediate challenge
- We need to futureproof an NHS where all staff, including dentists, want to work in
- Equity in service distribution that supports both practices and patients is paramount

# ADC Next Steps: engagement & modelling

We are currently planning an extensive stakeholder engagement exercise.

To be involved, contact: [advancingdentistry@hee.nhs.uk](mailto:advancingdentistry@hee.nhs.uk)  
(Suzanne James)

For more background and information and updates visit:  
[www.hee.nhs.uk/our-work/advancing-dental-care](http://www.hee.nhs.uk/our-work/advancing-dental-care)