



COPDEND Newsletter Spring 2024

Welcome to our second COPDEND newsletter to stakeholders.

Dental Foundation Training (DFT)

Recruitment to 24/25 DFT Cohort

Dental Foundation Recruitment is ongoing for September 2024 start with increased number of applications. Alongside this, the Academic Foundation Training recruitment is underway with interviews due to take place in April. A webinar has been recorded to support future applications and interest in academic foundation training. Link here

<https://www.youtube.com/watch?v=nuwMQh9IxKs>.

| | |
|----------------------------------|-------------|
| Applications post SJT | 1112 |
| EEA | 68 |
| ROW | 19 |
| UK | 1025 |

Initial offers will be earlier this year, on the 1st June 2024, to allow applicants more time to make arrangements for their new post. As usual the start date will be 1st September 2024.

NHS Education for Scotland operates a separate exercise for recruitment to posts in Scotland. Full details can be accessed via <https://www.nes.scot.nhs.uk/media/lphcwyo1/dvt-booklet-2023.pdf>

It has been agreed to defer the Preference Informed Allocation, which was going to be introduced in 2025, The project has been delayed due to the required re-procurement of the Oriel system and the limited development time permitted within the existing Oriel System

It is anticipated that there will be an increased number of dental graduates in 2025 and 2026 due to COVID impact on A level results. Work is ongoing to ensure there will be sufficient foundation training posts.

The group have undertaken a review of a number of different areas and produced an evidence based report on:

- How dental foundation can provide specific support for non-UK graduates.
- Value for money.
- Value of foundation training in terms of patient safety.
- How training maybe provided differently.

These reports will be made available for wider circulation in due course. The external evaluation of the first pilot on a two-year rotational dental foundation model has been produced and due to be published shortly.

Dental Core Training (DCT)

Recruitment

Recruitment for 2024 has been buoyant with over 2000 DCT applications received by the National Recruitment Office. A large number of these applications are from overseas which has caused some logistical problems in terms of enabling applicants to undertake the Situational Judgement Test at an overseas location and booking them in for an online interview. Additional resources have been put into place to cater for the increased numbers. Future review work will be carried out to map the overseas applications to the number of DCT posts that are annotated as suitable for temporary registrants – this will simplify future rounds of applications.

Promotion of DCT posts

It is widely recognised that many undergraduates and foundation dentists have a limited understanding of what DCT is and how to apply for a post. A series of career days are being planned across all dental schools plus the opportunity for undergraduates and foundation dentists to shadow a DCT trainee for a day to enable them to gain an insight into these rewarding posts.

Future considerations

The requirements and locations of DCT posts are changing both from a unit and applicant perspective which means that posts will need to continue to adapt to the modern iGen trainee who wants different outcomes compared to trainees of only a few years ago. DCTAG's mission is to strive to make DCT relevant and desirable to new dentists who want to enhance their capabilities to benefit their future careers.

Dental Specialty Training (DST)

2024 Dental recruitment update

National Dental Specialty recruitment for 2024 is ongoing, with the application window having closed on 1 February and longlisting is currently underway. All ST1 specialty recruitment continue to use the generic self-assessment form signed off by this group as part of their application process.

2024 application and indicative post numbers

Most specialties have seen an increase in applications this year apart from Dental Public Health, Paediatric Dentistry ST1, Special Care Dentistry ST1 and Orthodontics ST4.

| Specialty/ Programme | Level | Apps submitted 2021 | Apps submitted 2022 | Apps submitted 2023 | Apps submitted 2024 | Difference (23/24) | Posts (max) |
|----------------------------------|-------|---------------------------|---------------------------|---------------------------|---------------------------|-----------------------|----------------|
| Dental Public Health | ST1 | 31 | 17 | 12 | 10 | ↓ 17% | 2 |
| Oral and Maxillofacial Pathology | ST1 | 8 | 12 | 11 | 13 | ↑ 18% | 1 |
| Oral Medicine | ST1 | 24 | 28 | 25 | 40 | ↑ 60% | 3 |
| Oral Surgery | ST1 | 150 | 124 | 108 | 115 | ↑ 6% | 19 |
| Orthodontics | ST1 | 143 | 126 | 118 | 126 | ↑ 7% | 48 |
| Orthodontics | ST4 | 30 | 26 | 22 | 21 | ↓ -5% | 26 |
| Paediatric Dentistry | ST1 | 79 | 60 | 64 | 56 | ↓ -13% | 11 |
| Paediatric Dentistry | ST4 | 9 | 13 | 7 | 12 | ↑ 71% | 8 |
| Restorative Dentistry | ST1 | 80 | 58 | 48 | 49 | ↑ 2% | 12 |
| Special Care Dentistry | ST1 | 43 | 29 | 30 | 27 | ↓ -10% | 18 |
| Dental Maxillofacial Radiology | ST1 | | | | | | 1 |

Special Care Dentistry length of training

COPDEND have expressed their concerns regarding the impact on the workforce pipeline due to an increase in indicative training time in the revised SCD curriculum. Following positive discussions between COPDEND, the SCD SAC and the GDC it has been agreed to adjust the wording within the curriculum to state that indicative training time is 3-4 years (previously 4 years) and that trainee progress will be closely monitored once the curriculum is introduced.

National Certificate of Dental Core Training by Equivalence

The process for acquiring a certificate confirming experience equivalent to DCT2 opens for applications on an annual basis within a single standalone application window. This is an annual process. The application window opens early August and closes early September. There are no additional opportunities to apply outside of this application window. Feedback to date on the process has been positive as reflected in the letter submitted to the Editor in the BDJ [DCT 2 equivalence: success stories | British Dental Journal \(nature.com\)](#)

The relevant dates of the next application window (August 24) and information can be found on the following link [Dental DCT Equivalence \(NCDCE\) | NHS Education for Scotland](#)

Dental Workforce Development Advisory Group (DWDAG)

DWDAG is a national group with representatives from all nations and regions. It includes representatives from most GDC register groups. The advisory group meets on a monthly basis to discuss workforce issues and share best practice and regional priorities. There are also task and finish sub-groups focussing on the following objectives:

COPDEND Educators Conference

This group oversees the annual educators conference keeping our educators up to date with current issues and educational advances.

Speaker Fee review (England only)

Review of the speaker fee guide, with consensus from all regions in England for all types of courses.

Course booking system (England only)

Regions leads in England are also contributing to the NHSE discovery and tender process of procuring a Course Management System that meets the needs of dentistry.

Dental Team Advisory Group

On behalf of COPDEND the Dental Team Advisory Group (DTAG) endeavors to develop consistent standards of practice and procedures across Dental Team Training programmes, recognising that overall accountability for the quality of many Dental Team programmes may rest with HEIs and awarding bodies with differing levels of regulatory oversight.

The first meeting of the Dental Team Advisory group took place in January 2024 and was well attended with representatives from all regions in the UK. The group discussed key challenges and priorities and agreed the Terms of Reference. The group recognised the different challenges across all the training routes for the wider dental team roles and the complexity of these.

It has been agreed that Dental Therapy Foundation Training will be considered within DFTAG alongside DFT as there are clear synergies. A DTFT Group is established and will report into DFTAG.

Some of the agreed areas that DTAG will be considering in more depth in the next year are:

- Overseas dentists working as dental hygienists and therapists requiring additional support
- Dental Nurse Training
- Apprenticeships
- Dental Nurse Retention
- DT & CDT roles and career pathways
- Non-clinical roles and educational support

The next meeting is in June 2024.

Individual nation updates

Scotland

- Scottish Government is committed to continuing to invest in NHS Dentistry in rural areas and will maintain the Recruitment and Retention Allowance in designated areas. Recent graduates undertaking Dental Vocational Training in a designated area are eligible to receive an allowance of £12,500.
- The Scottish Dental Clinical Effectiveness Programme has published the 2nd edition of '*Prevention and Management of Periodontal Diseases in Primary Care*'. The guidance aims to support the dental team to identify and manage patients at risk of and with periodontal diseases in primary care, improve the quality of decision-making in treatment planning and improve the overall oral health of the population. Based on best available evidence the guidance has been developed using SDCEP's NICE accredited methodology and brings together advice on disease classification and periodontal treatment within one resource. The updated guidance is presented within a dedicated [Periodontal Care website](#) to ease navigation, accessibility and updating.

Wales

- HEIW have expanded the offer of enhanced recruitment initiative for DFT heiw.nhs.wales/files/dft-wero-flyer-24/
- The Dental Train, Work, Live campaign moves into the next phase - [Dental | Train Work Live | Wales](#)
- A Dental Workforce Plan is due to be published alongside a Strategic Workforce Plan for Primary Care - [Strategic dental workforce plan - HEIW \(nhs.wales\)](#)
- An all-Wales Dentists with Enhanced Skills accreditation scheme has been developed with partners - [Dentists with enhanced skills - HEIW \(nhs.wales\)](#)
- Commissioning of Dental Therapy undergraduate places will increase in 2024 and 2025.

Northern Ireland

- NIMDTA welcomes the return of the Northern Ireland Executive.
- A number of training and education initiatives have commenced to help address pressures in the workforce. These include Dental Nurse Development Pathways, Haptic simulation training for return to work, IV and inhalation sedation training for GDPs and a comprehensive two week "Introduction course to dentistry in NI" for those new to working in Northern Ireland.

England

Dental Education Reform Programme

- Early and middle years programs continue to evolve and a new curriculum for early years (DFT & DCT1) will be implemented in September.
- The early years programme now up and running in all regions. The Middle Years programme is now being developed based on DCT years 2 and 3. A new bespoke

curriculum is required for the programme and a procurement process was completed in January 2024 to award a contract for the development of a new document.

- Specialty expansion has continued regionally through the Multiprofessional training Investment Plan for each NHSE region.
- NHS England regional teams have agreed an overarching approach for 'Return to Dental Therapy

Long Term Workforce Plan (NHSE) & Dental Recovery Plan

- NHS England are mobilising LTWP delivery, including establishing the governance and stakeholder engagement approach for undergraduate dental expansion. The planned trajectory for undergraduate dental places is outlined in the LTWP from 2026.

Dental Apprenticeships

- There continues to be an increased interest in apprenticeships and in England, the Long Term Workforce Plan challenges the increased need for training provision of several of the dental skill sets. There is increased interest from some training providers, mostly colleges, opening up opportunities for more localised training, and for the development of the distance learning web-based programmes, coupled with face to face learning where this is needed for clinical training. The Dental Hygienist apprenticeship is looking to develop a blended learning package for widespread use, in conjunction with NHSE.
- The level 5 Dental Hygienist programme is moving forward on schedule, the funding model has been submitted to IFATE for scrutiny. This is a key stepping stone, as the outcome will determine the way the programme will be funded.
- The steady expansion of the OHP (Oral Health Practitioner) – designed to give a better trained workforce to meet the needs of “flexible commissioning” – is being delivered at several colleges, and the interest is growing. The Orthodontic Therapist – is now being delivered in 2 locations.
- There are still concerns for the Dental Technician and even more so the Clinical Dental Technician with a lack of uptake for the apprenticeship programmes on offer. There is a real chance of these being lost if there is not more interest soon.

List of Postgraduate Dental Deans

| Region/ Nation | Name | e-mail |
|------------------------------|------------------------------------|--|
| Northern Ireland | Brid Hendron (COPDEND Vice Chair) | brid.hendron@hscni.net |
| Scotland | David Felix | david.felix@nhs.scot |
| Wales | Kirstie Moons | kirstie.moons@wales.nhs.uk |
| Defence | Neil MacBeth | neil.macbeth935@mod.gov.uk |
| East of England | Malcolm Brady | malcolm.brady1@nhs.net |
| London & Kent, Surry, Sussex | Sana Movahedi | s.movahedi@nhs.net |
| Midlands | Mike Foster | mike.foster5@nhs.net |
| North East | Ben Wild | benjamin.wild@nhs.net |
| North West | Donna Holden | donna.holden3@nhs.net |
| South West | Jane Luker (COPDEND Chair) | jane.luker@nhs.net |
| Thames Valley & Wessex | John Darby | john.darby7@nhs.net |
| Yorkshire & Humber | James Spencer (COPDEND Vice Chair) | james.spencer11@nhs.net |

Lead Deans for workstreams

| Responsibilities | COPDEND Representative/Lead Dean |
|---|----------------------------------|
| SAC Lead Dean - Additional Dental Specialties | Brid Hendron |
| SAC Lead Dean - Dental Public Health | Kirstie Moons |
| SAC Lead Dean - Oral Surgery | Mike Foster |
| SAC Lead Dean - Orthodontics | David Felix |
| SAC Lead Dean - Paediatric Dentistry | Donna Holden |
| SAC Lead Dean - Restorative Specialties | Malcolm Brady |
| SAC Lead Dean - Special Care Dentistry | James Spencer |
| Lead Dean Dental Team Advisory Group | Kirstie Moons and John Darby |
| Lead Dean - Dental Foundation Training | Sana Movahedi |
| Lead Dean - Dental Core Training | Mike Foster |
| Lead Dean - Dental Specialty Training | James Spencer |
| Lead Dean - Academic Training | Jane Luker |
| Lead Dean - Workforce Development | Malcolm Brady |
| National Certificate of Dental Core Equivalence (NCDCE) | Brid Hendron |