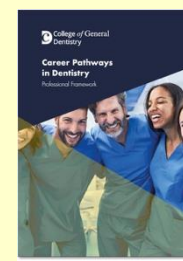


The College of General Dentistry (UK) introduces its 'Career Pathways' initiative

A series of springboards, after graduation, into a career enhancing period of training and education for all members of the primary care oral healthcare team



5MP Session 1:
Assessment, CPD & Prof. Issues

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Career Pathways for the Oral Healthcare Team
<https://cgdent.uk/career-pathways/>

Background:

Structured Career Pathways, for the whole oral healthcare team, are at the heart of our vision for the future of primary care dentistry and underpin our Certified Membership scheme.

The College's approach is:

- **Patient- and profession-centred:** recognising the mutual interest in a trusting and supportive relationship
- **Structured and evidence-based:** drawing on the experience of other professions
- **Consultative:** involving practitioners who appreciate the different facets of practice
- **Authoritative:** engaging with the agencies and institutions whose recognition will enhance credibility of the professional standing we represent
- **Accessible:** meaningful and relevant to the dental team and the range of roles that individuals perform
- **Embracing diversity:** within our professional constituencies

Download Professional Framework?

CGDent member, have an account, use current details to [login](#).

Non-CGDent member, [create an online account](#).

The Professional Framework - the intellectual foundation of our Career Pathways in Dentistry programme.

describes the knowledge, skills and other attributes expected of primary care dental professionals at each of five career stages, and in relation to each of five domains:

Method:

Career Pathways in Dentistry programme is being developed through an iterative consultative process within the College, involving individuals from all regulated roles in the general oral healthcare team, and inviting external feedback on our work to strengthen and refine it. The framework having been developed through a series of separate facilitated workshops for each team role, involving a diversity of people with a range of experience. The groups were presented with an initial proposition to test, which was based on a variety of sources. A consensus framework was then built and tested, drawing on the output of the workshops.

Career Pathways:

1. mapped for each of the professional constituencies in the oral healthcare team, in a coordinated way that recognises the importance of a team-based approach to patient-centred care.
2. underpinned by the Professional Framework - describes breadth of capabilities of a practitioner at each stage of their career.
3. define a simple sequence of "career inflection points" – clear steps in a progression – to which specific capabilities have been mapped.

Clinical & Technical	The capability to diagnose, to advise and to treat
Professionalism	The conduct and behaviour to engage patient trust and confidence
Reflection	Awareness of personal impact, abilities and limitations
Development	Commitment and capability to improve the service to patients
Agency	The ability to resolve solutions independently and through others

Each 'Domain' accompanied by 22 'Skills' with suggestions for skills demonstration as guidance
E.G. Domain 2: Professionalism (skills) – communication, consent, ethical practice, regulation, record keeping

Aim:

The message from the UK primary care teams is consistent: where there should be a sense of opportunity and direction, there is a fog of confusion: there is a need to nurture mutual respect amongst the members of the oral healthcare team. The best outcomes for patients, demand cohesive engagement of the whole team.

Professional Framework aims to give structure and support to all members of the wider oral healthcare team; Dental Nurses, Dental Hygienists, Dental Therapists, Orthodontic Therapists, Dental Technicians, Clinical Dental Technicians, and Dentists.

The College's **Certified Membership scheme** provides a suite of tools to enable, guide and facilitate all team members throughout a period of life-long learning, underpinned by personal learning and training goals and career development plans. Those established in their careers have opportunities to further develop their career aspirations, and support colleagues with guidance and mentorship opportunities.

Results & Conclusions:

- **Career Pathways** provide a structured purpose and direction for careers across the oral healthcare team, enhancing professional standing, and nurturing a commitment to life-long learning within dentistry.
- This provides the first clearly defined career structure, within dentistry (in the UK), for members of the primary care oral healthcare team at a time when efforts are needed to retain and nurture a motivated workforce in primary care dentistry.
- The **Career Pathways Framework** encompasses five identified stages of a practitioner's career – 'Safe' to 'Accomplished' Practitioner –
 - Supports all dental professionals from early career practitioners to those with many years of experience and enhanced skills.
- Through a flexible approach to career development and encouraging reflective practice it can provide robust evidence towards multi-source feedback and relevant CPD activities.
- Linked to the College's **Certified Membership Scheme**, provides options to record skills and knowledge through a journal of career-long achievement.

<https://api.ltb.io/show/ACBHR>



Our Career Pathway and Certified Membership

So long as you are enrolled on the Certified Membership Scheme, you will be recognised as a Certified Member of the College as you progress through our **Career Pathway** <https://cgdent.uk/certified-membership/>

We are an inclusive, authoritative College working for patients and embracing the whole oral healthcare team. We set standards, provide career pathways and lead thought for the future of dentistry. A College for the 21st century which is: Committed to patients' interests; Authoritative thought leadership in holistic oral healthcare; Promoting inter-professional medical care; Defining career pathways and cultivating a passion for learning; Nurturing excellence in practice, with integrity; and Team-oriented and inclusive.