

## The Delivery of Dental Specialty Training and Continuing Professional Development

### An overview from the European Perspective

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Rio de Janeiro, 19<sup>th</sup> 20<sup>th</sup> May 2011

## Postgraduate Deaneries (UK)



Rio de Janeiro, 19<sup>th</sup> 20<sup>th</sup> May 2011

## Dentistry Postgraduate Deaneries 'Core' Activity

- **Quality Manage and Quality Control**
  - postgraduate education and training for dentists and dental care professionals (DCPs).
- **Infrastructure and methodologies** - achieve a high standard of delivery
  - Delivery is one aspect,
  - QA is pivotal to the delivery and maintenance of a high standard of education and training
    - analysis, evaluation and implementation of areas of best practice.

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## 'Core' Activities

A modern approach to the delivery of quality managed:-

- **Continuing Professional Development (CPD)** for
  - all NHS dentists (approx 1100) and
  - DCPs (approx 3000)
- **Foundation Training** in dentistry
- **Specialty Training** in dentistry

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## UK Dental Specialties

- Dental & Maxillofacial Radiology (4)
- Dental Public Health (4)
- Endodontics (3)
- Oral & Maxillofacial Pathology (5)
- Oral Medicine (3-5)
- Oral Microbiology (5)
- Oral Surgery (3)
- Orthodontics (3 (+2))
- Paediatric Dentistry (3 (+2))
- Periodontics (3)
- Prosthodontics (3)
- Restorative Dentistry (5)
- Special Care Dentistry (3)

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## Entry to GDC Specialist Lists

- **UK trained specialists** – **criteria** for entry to a dental specialist list
  - full GDC registration
  - completed a specialist training programme approved by the GDC – managed by a Postgraduate Dean
  - end of training - hold the agreed qualification awarded by one of the [Royal Surgical Colleges](#).
  - apply to the GDC
    - for the award of a certificate of completion of specialist training (CCST) and
    - entry onto the relevant Specialist List.

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## Management of Dental Specialty Training

- Postgraduate Deaneries (Medicine & Dentistry)
- Postgraduate Dean
- Recruitment open competition/interview
  - On GDC Register
  - Desirable - 2 years training in dentistry (GPT)
- Annual monitoring

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## Specialty Training Programme

- Training Programme Director
- Educational supervisor
- Clinical supervisor/Trainer

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## Annual Review of Competence Progression (ARCP)

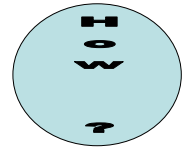
- Progress
- Educational Supervisor report
- Satisfactory progress
- Work place based assessments (WPBAs)
- Publications, presentations
- Academic trainees
- Additional qualifications

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## Harmonisation of Dental Specialty Education and Training in Europe

ADEE - Zagreb (08), Helsinki (09), Amsterdam (10)

Association for Dental Education in Europe



What role might ADEE play ?

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## Dental specialties DATA questionnaire Helsinki (2009)

1. **Recognised by whom** - NAME
2. **Length of training** - YEARS
3. **Entry requirements** – LIST \*
4. **In TRAINING assessments** – LIST \*
5. **Exit requirements** – LIST \*
6. **Defined curriculum** – PUBLISHED !
7. **Defined learning outcomes** – PUBLISHED !
8. **Defined list of competences** – PUBLISHED !

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## Way forward ? Amsterdam 2010

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1. **Entry requirements – what are they ?**
2. **Exit exams – do they match up?**
3. **Work place based assessments WPBAs (in-training assessments) - What is the format ?**
4. **Who should be contacted in EU countries to discuss further?**

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## Entry requirements

- **Essential requirements - not prescriptive**
  - a degree, in the practice of dentistry
- **Desirable criteria – more defined**
  - Period in dental practice
  - Additional qualifications, CPD etc

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## Work place based assessments In training assessments – WPBAs

- Variety of assessment tools utilised
- Appears to be broad agreement on using a variety of assessment tools mapped against learning outcomes
- Curricula for each specialty with defined learning outcomes mapped to assessments
  - more being published

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## Exit exams – do they match up?

- **For all Specialties**
- **Similarities in the format**
- **Recognised that ‘exit exam and WPBAs’ contribute to**
  - ‘package of assessments’

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## Who should be contacted in EU countries to discuss further?

### ADEE role

- **Facilitate communication to provide guidelines**
  - Common features in curricula from different countries – minimum requirements - rather than a European wide common curriculum
  - Review Quality of the education and training opportunities in a specialty programme
  - Provide externality – European specialty association accreditation based on self assessment documentation and site visit - ? ADEE input
  - Add strength above and beyond local recognition/accreditation

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## Who should be contacted in EU countries to discuss further?

### ADEE role

- **Communicate with**
  - **European specialty associations**
  - **Council of European CDOs**
  - **Council of European Dentists**
- **Promote recognition of equivalence to support mobility of specialists working across the EU**

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## Continuing Professional Development - CPD

- the conscious updating of professional knowledge and the improvement of professional competence throughout a person's working life.
- a commitment to being professional, keeping up to date and continuously seeking to improve.
- the key to optimising a person's career opportunities, both today and for the future

[Chartered Institute of Professional Development \(2000\)](#)

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## UK - CPD

- The GDC (UK) states

'Compulsory CPD maintains public confidence in the 'dentists register' by showing

- dentists keep up to date
- so that they give their patients the best possible treatment and care'

[www.gdc-uk.org](http://www.gdc-uk.org)

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## UK - CPD

- The GDC - not approve any education provider or course for verifiable CPD.
- The dental professional - responsible for deciding whether or not to count an activity as verifiable CPD.
  - Using professional judgement to decide whether or not it meets all four of the conditions for verifiable CPD.

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## GDC provide guidance on CPD

- recommend - all dentists (& DCPs) carry out CPD in core subject areas from the beginning of their CPD 5 year cycle.
- all dentists - should be able to advise on core CPD subjects whether or not they work in a clinical environment.

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## GDC – CPD requirements

- **Dentists**
  - Record 250 hours of CPD (every five-year cycle).
  - At least 75 hours must be verifiable CPD
- **DCPs**
  - Record 150 hours of CPD (every five-year cycle)
  - At least 50 hours must be verifiable CPD

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## Verifiable CPD—three core areas/topics

- **medical emergencies**
  - at least 10 hours in every CPD cycle
  - recommend CPD in medical emergencies every year.
- **disinfection and decontamination**
  - at least five hours in every CPD cycle
- **radiography and radiation protection**
  - at least five hours in every CPD cycle.
  - technicians can substitute radiography and radiation protection with materials and equipment
- If work in a clinical environment, also recommend keep up to date, by completing CPD (verifiable or general) in
  - **legal and ethical issues,**
  - **handling complaints**

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## CPD Activities which could count as CPD

- courses and lectures;
- vocational training or general professional training;
- study days;
- educational parts of professional and specialist society meetings;
- peer review and clinical audit;
- distance learning;
- multimedia learning staff training;
- educational workshops at conferences;
- reading journals;
- background research;
- private study.

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## Verifiable CPD?

Activity must meet all four of the following conditions.

1. **Keep a certificate** (or other type of documentary proof)
  - proving taking part in the activity.
  - certificate should come from the activity provider or organiser,
  - should show the number of hours you spent on the activity.
2. **The activity** itself must have:
  - i. 'concise educational aims and objectives'
  - ii. 'clear anticipated outcomes'
  - iii. 'quality controls' – chance to give feedback, with a view to improving quality.

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## Europe – CPD?



Harmonisation ?!

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Education, Audiovisual and Culture  
Executive Agency  
Lifelong Learning: Erasmus



PROJECT NUMBER – 509961-LLP-1-2010-1-UK-  
ERASMUS-EMHE AGREEMENT NUMBER -  
2010 - 3317 / 001 - 001

Harmonization & Standardization of  
European Dental Schools' Programs of  
Continuing Professional Development for  
Graduate Dentists

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## Dent CPD - Background

- EU-citizens - wish to be assured that the practicing dentist
  - **has a degree or license** that meets EU-standards,
  - **maintain and up-date their knowledge and skills through CPD**

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## Dent CPD - Background

- **CPD essential to the maintenance of dentists' knowledge & skills**, underpinning safe clinical practice.
- **No harmonisation** on
  - the 'essential' content or
  - regulation of CPD for graduate dentists in the EU.
- CPD **provided by a variety of enterprises**, including
  - dental schools in higher education institutions (HEIs),
  - public sector organisations & industry.
- **Not all subject to quality management.**



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## Dent CPD - Outputs:

- **Inventory** by literature & internet search, survey & consensus methods
  - existing CPD programs & providers;
  - agreement on core components; identification of best practice.
- **Guidelines - organization, quality management & assurance of CPD programs.**
- **Guidelines for delivery of competence-based CPD modules & a core topic, exemplar teaching module.**
- **Dental CPD Reference Manual**
- Eur J of Dent Ed, Supplement, **publication**



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## Dent CPD - Impact:

- **Harmonization** of dental CPD across Europe should:
  - **enhance patient safety**;
  - **promote cooperation** between HEIs & professional organizations delivering CPD;
  - **promote freedom of movement** of graduate dentists through a **Europe wide recognition of their CPD**, central to the philosophy of lifelong learning.



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## Dent CPD - Impact:

- This project aims to
  - **modernise the strategic role** of dental schools in HEIs in the quality management and provision of CPD and
  - **develop cooperation** between universities and other professional stakeholders in the delivery of CPD.



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## Dent CPD - Impact:

- Specifically,
  - envisage an **agreement on 'essential' CPD topics** will be **adopted by the regulatory/statutory bodies** within each EU country, and
  - used to **validate the CPD** undertaken by graduate dentists in these essential topics.
  - in turn, provide a currency for use in **recertification processes extending beyond country boundaries.**



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## Dent CPD - Impact:

- **Short term target groups**
  - expect the good practice guidelines for program managers to be endorsed by the majority of dental schools and other CPD providers, in Europe, beyond the life of the project.
- **Long term target groups**
  - providers and users of dental CPD in:-
    - African, Asian and South American continents
    - links are already well established through the ADEE.



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# Survey Europe - CPD?



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## Questionnaire/survey Development

- Initial draft circulated and debated at SIGs at ADEE 09 and ADEE 10 – consensus on content
- Multiple revisions by Cardiff Team
- Consensus across project partners
- Piloted by a staff within partner institutions, mid-Nov - Further revisions
- Launch Dec 2010 – Jan 2011

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## Questionnaire recipients consensus at ADEE 2010

- Dental associations members of the European Association of Dentists
- Members (including Dental schools) through ADEE network
- Individual attendees expressing an interest at SIG ADEE 09 and ADEE 10
- Other suggested contacts across the EU

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## Results

- 173 responses - March 2011
- 30 countries response from within the EU



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## Official, regulated system for CPD? (Q2)

Country Responses	n (%)
Yes, compulsory and regulated system for all dentists	14 (46.7%)
Yes, optional regulated system	8 (26.7%)
No but recommended amounts of CPD	3 (10%)
No official system	5 (16.7%)
TOTAL	30

- All have a national regulatory body for dentists.
- All indicated graduate dentists are required to be recognised by this body before they can practice.
- 56% require annual registration.

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## CPD Activities which could count as CPD

Updating method	n (single country)
Courses, including lectures, hands-on	29
Conferences	25
Organised seminars	19
Reading scientific journals or books	4
Clinical audit/peer review	3
Internet usage	3
Journal or study clubs	2
Case based discussions	1
Distance learning packages	1
Office/practice-based learning (formally organised)	3
Distance learning	1

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Which organisations provide the most/high quality CPD? (Q7/17)

CPD providing organisation	Most Common	highest quality
University Dental School	23	29
Professional Dental Association	22	22
Scientific Dental Society	12	19
Dental Postgraduate Dept	9	12
Commercial Company	7	2
National Regulatory Body	7	3
Private Education Org	4	1
State Organisation	2	2

- Organisations providing most CPD also tend to provide the 'best' CPD



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CPD Provision and Accreditation (Q5)

CPD providing organisation	Provides	Accredited to offer CPD points	Accredits providers
University Dental School	26	15	0
Professional Dental Association	24	17	8
Scientific Dental Society	24	12	1
Commercial Company	20	2	0
Private Education Org	19	7	0
Dental Postgraduate Organisation	16	10	0
National Regulatory Body	10	6	7
State Organisation	8	2	5

- Fewer than half the respondents felt that they knew the criteria for successful accreditation. (39%)



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Which topics are currently (Q9) & should be compulsory (Q11)

- CPR & medical emergencies
- Cross infection control
- Radiation protection
- For some topics, considerable variation between current and desired position.



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Core - Essential CPD

Topic	Currently compulsory (12 countries)	Should be compulsory (30 countries)	Should be compulsory (all EU responses) (%) <sup>1</sup>	Should be compulsory (all responses, inc non-EU) (%)
Cardiopulmonary resuscitation, medical emergencies	10	28	118 (94%)	142 (95%)
Cross infection control	8	28	111 (90%)	134 (91%)
Documentation of education	12	29	102 (85%)	133 (88%)
The medically compromised patient	3	23	78 (70%)	100 (73%)
Health and safety	5	22	77 (70%)	94 (72%)
Child Protection	3	19	73 (64%)	90 (67%)
Evidence based Dentistry	3	21	74 (65%)	90 (66%)
Health Education and Prevention	5	23	68 (62%)	78 (61%)
Communication Skills	2	23	70 (61%)	81 (60%)
Legal Issues	4	19	69 (60%)	80 (60%)
Impl Management	2	21	69 (60%)	80 (60%)
Record Keeping	0	18	52 (46%)	60 (45%)
Risk Management	1	16	51 (48%)	65 (52%)
New Technologies	1	18	52 (46%)	60 (45%)
Conflict Resolution	2	14	50 (46%)	60 (46%)
Dental Care for the elderly	3	18	46 (43%)	57 (46%)
Dental Hygiene	2	19	46 (43%)	51 (43%)
Handling Complaints	1	14	46 (46%)	52 (44%)
Team Working Skills	1	15	44 (42%)	48 (39%)
Conscious Sedation	2	14	37 (38%)	47 (38%)
Smoking Cessation	1	11	34 (33%)	41 (33%)
Development and Maintenance of a Reflective Portfolio	0	10	33 (32%)	37 (31%)
Business Planning	0	0	0	0

<sup>1</sup> Commission on the right of topics being explored further.

<sup>2</sup> These numbers are from the 140 who were in the EU. Non-EU are excluded (n=27). Not all respondents gave an opinion for every topic.

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Personal views (Q16)

- 'I think that CPD should be obligatory for all dentists' 143 (81%)
- 'All countries should have an official, national, accredited CPD system' 139 (80%)
- 'More CPD should be available electronically (e-learning)' 121 (68%)

- Majority think CPD should be obligatory and that all countries should have an official system
- Two thirds think more CPD should be available electronically



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DentCPD - The Team

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## Moving to next stage

Interim task  
group meeting  
Rio – may 2011

Moving from  
work-package 3  
to 4

Inventory to  
guidelines

Cardiff & Finland



## Rio 19<sup>th</sup>-20<sup>th</sup> May 2011

