Regulating for the future: preparing new registrants for practice as 'safe beginners'

(Note that our presentation content was drafted pre-Covid 19 and therefore any plans and next steps referred to in this presentation may be amended)

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General
Dental
Council

Aims of the session

- Identify what we mean by 'preparedness for practice' and 'safe beginners'

- Explain importance/outline current challenges for new entrants

- Summarise qualitative work exploring 'confidence' issues identified in quantitative research

- Implications for the GDC and other stakeholders

Background

- Preparedness for practice – confidence and competence of newly qualified dentists entering the workplace

- GDC responsibility with training providers to make sure that new dental graduates are safe beginners upon registering with GDC and to investigate any concerns

- No evidence of increased risk of a fitness to practise referral or a greater risk to patients from new registrants

- Anecdotal feedback – gaps in knowledge/skills of new registrants
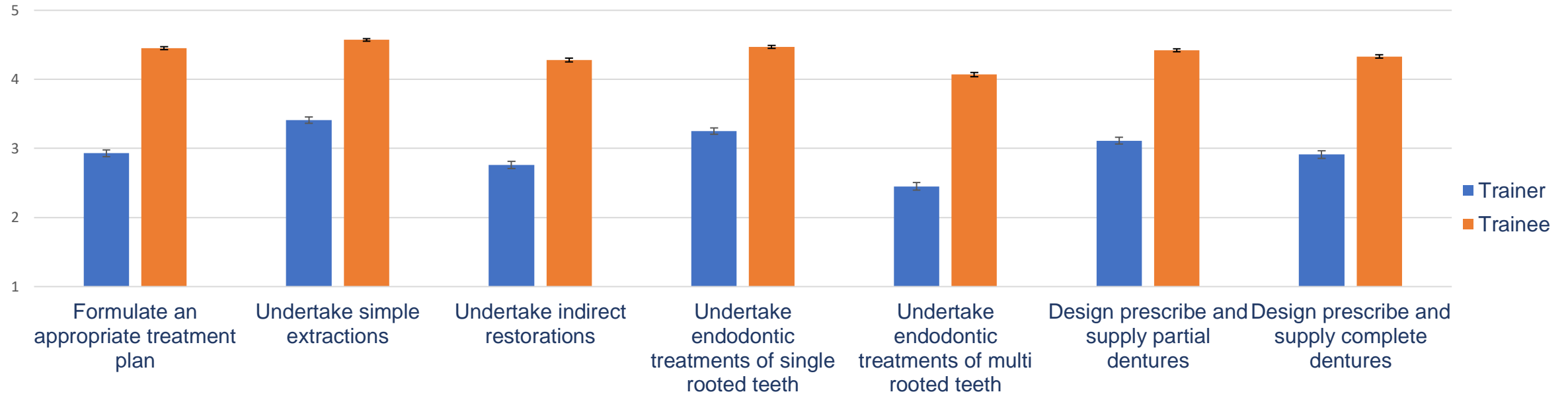
Research

Our mixed method, triangulated research is enabling evidence informed decision-making about whether improvements are needed to better ensure new graduates are safe to practise.

- Quantitative data from foundation dentist and educational supervisor trainer surveys

- Statistical analysis of Fitness to Practise (FtP) case data - newly qualified vs. experienced

- Rapid evidence assessment

- Qualitative research (focus groups/interviews)

- Workshops/co-production events

- Quality assurance monitoring

Key findings: quantitative from surveys

Trainer vs. trainee confidence ratings (measures of expected difference)

Professionalism and communication measures – much closer confidence scores between trainee and trainer

Rapid evidence assessment

This work was undertaken by ADEE to explore:

1. How well-prepared new dental graduates (trained in the UK) are for practice at the point of graduation

2. What works well in preparing students to be ready to practise as registered dental professionals

Key findings: rapid evidence assessment

1. More detailed definition of what is meant by the term 'safe beginner'.

2. Understand the needs of new graduates entering the 'transition phase' from graduation into workforce employment

3. Address opportunities for all dental professionals, in training, to experience 'real world' settings.

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Key findings: qualitative research

Some key themes:

- Clinical experience at undergraduate level

- Practical knowledge and skills

- Working in 'real world' settings

- 'Defensive' practice

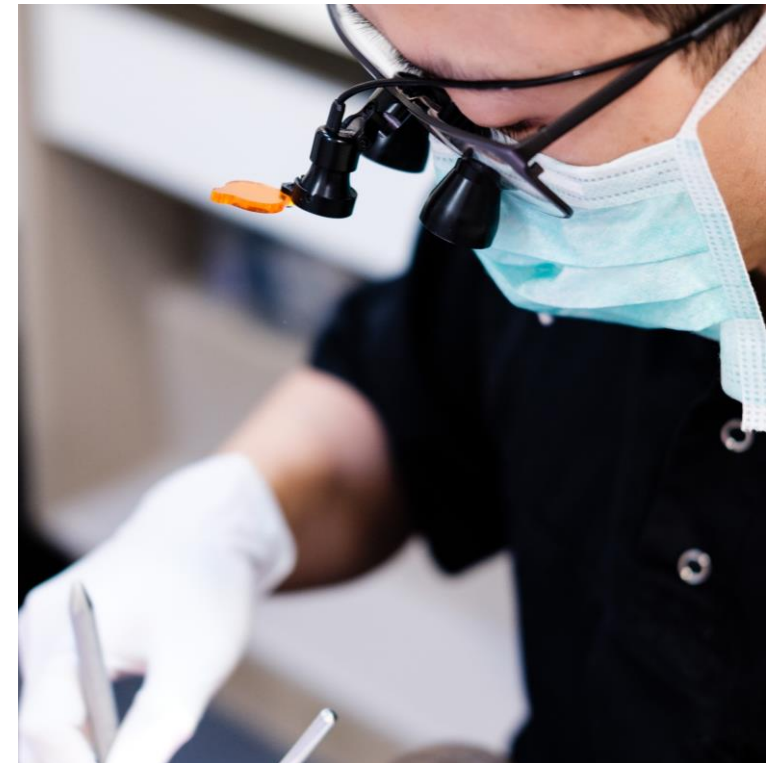**Under-prepared for 'real world' settings**

Need for more clinical experience in some areas

Defensive practice and fear

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FtP case data analysis 2015-2019

- Overall risk of newly qualified registrant being involved in a FtP case is low

- Newly-qualified dentists are nearly four times **<u>less</u>** likely to be involved in an FtP case compared with other dentists (>2 years experience)

- GDC conducting FtP data review, monitoring evaluation strategy and complaints data sharing to investigate further
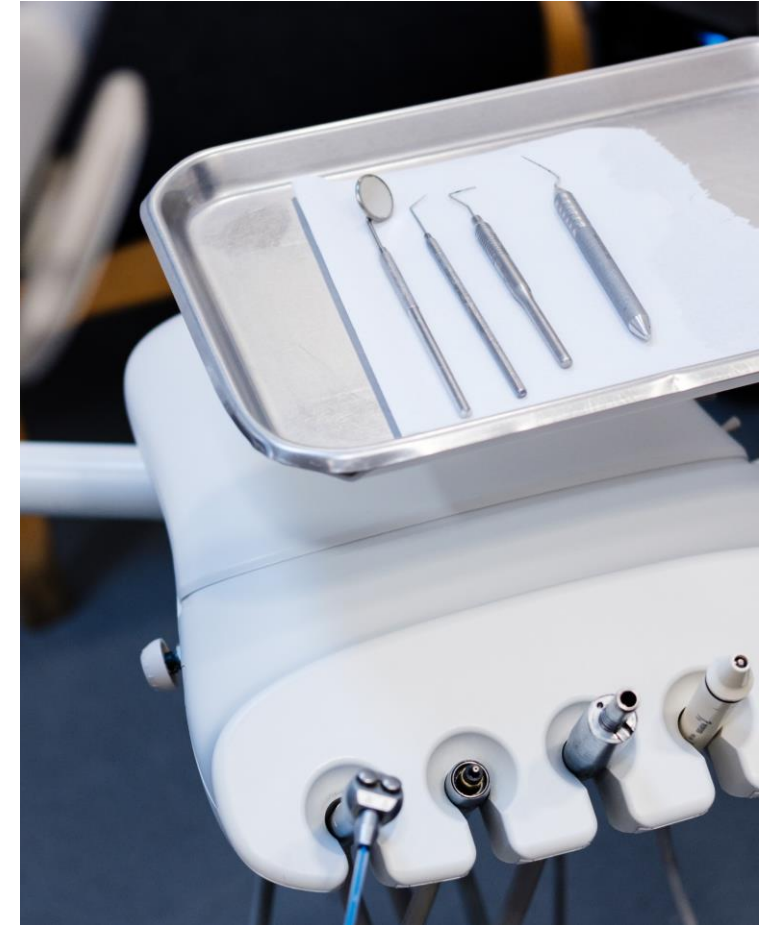
Implications

- **General Dental Council:** consider reviewing required learning outcomes

- **Support structure:** mentoring to help newly-qualified dentists

- **Undergraduate dentistry courses:** appropriate exposure and experience in clinical treatments such as multi-rooted endodontics, crown and bridge work

- **Information sharing:** learning needs could be shared between undergraduate training and foundation training

Next steps

- Synthesis of evidence into final report, which will identify our approach to preparedness for practice and that of others

- Report will present implications for the GDC and to stakeholders (namely dental schools and postgraduate deaneries)

- Final report to be published in summer of 2020

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Thank you.

Questions?

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