

# **Advancing Dental Care Programme NHS Long Term Plan**

## **Future Dental Workforce**

**James Spencer**

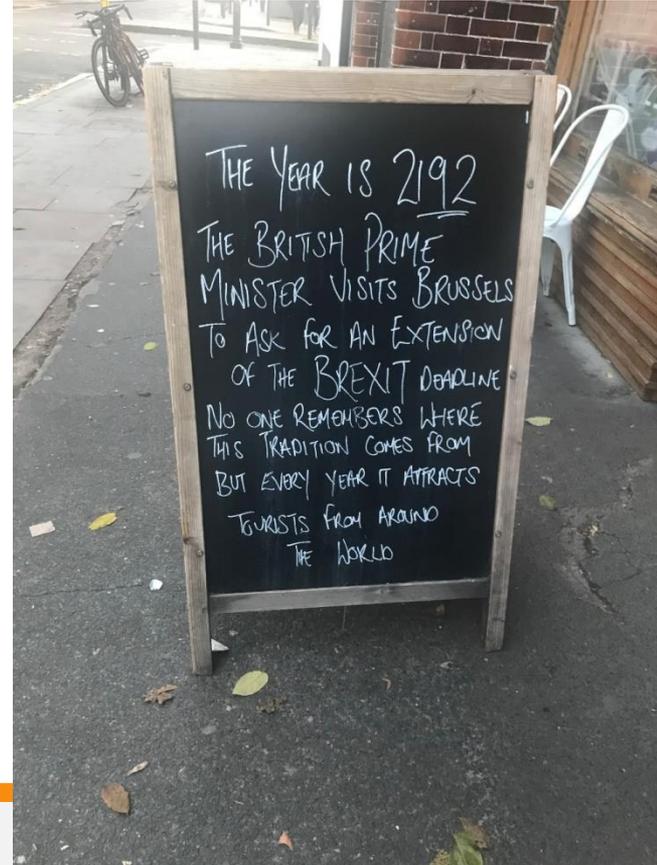
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## Aim of Presentation

- Update stakeholders on the key dental workforce recommendations linked to NHS Long Term Plan
- Identify implications for the Advancing Dental Care programme
- Outline next steps for the programme

# What I wont talk about

- Brexit!
- The election!



# NHS Long Term Plan

- What's in it for Dentistry?
  - Oral health and dentistry relevant to priorities for  
    - New service model (relieve pressure on A&E)
    - Strengthen contribution to prevention and health inequalities (smoking, alcohol, Type 2 diabetes - oral health in general health care for vulnerable groups)
    - Focus on cancer, mental health, diabetes, multimorbidity and healthy ageing including dementia
    - Tackle current workforce pressures and support staff (Workforce Improvement Plan)
- Work so far:
  - Workforce Improvement Plan - led by NHSI
  - Future Dental Workforce Group
  - Interim NHS People Plan – published June 2019
  - Full NHS People Plan – due December 2019

# NHS People Plan

- National People Board
- Main workstreams:
  - Making the NHS the best place to work
  - Improving the leadership culture
  - New operating model for workforce
  - Delivering 21<sup>st</sup> century care
    - Releasing time for care
    - Workforce redesign: optimising skills
    - Securing current and future supply
- High Impact Actions (HIAs)

# Dental Professional Workstream

- Composition:
  - CDO (Chair)
  - DHSC – contract reform programme
  - NHSE/I – flexible commissioning models including Tier 2
  - HEE – workforce reform - Advancing Dental Care programme
  - PHE – oral health needs
  - People Plan rep – overall co-ordination
- Key stakeholders:
  - BDA, Faculties, DSC, HEIs, Trusts, Specialists, Dentists and DCPs

# Themes and Priorities

- Retention - first and foremost
  - Improved working experience for whole team
- Reform of dental care contracts
- Review of training of dental professionals – at all stages in careers, including greater flexibility
- Address imbalances in distribution of dentists and DCPs (geographic areas and specialties / specialisms)
- Delivery models that meet needs of patient groups
- Integration of dental teams in place-based decision making (STPs, ICSs)
- Involvement in ‘joined up’ services across health and social care

## Drivers for Change - 1

- We need to ensure that patients have equitable access to NHS dental care
- We need to make sure that oral health takes its rightful place in general health
- We need to ensure that the unique skills of dentists are used and valued
- We need to ensure that dentists are supported by skilled teams

## Drivers for Change - 2

- We need to develop a workforce to meet changing demographics and oral health needs in the population
- We need to take account of changed and changing workforce 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 otherwise it will be too late

## **Advancing Dental Care (ADC) Vision**

**To support the development of an education and training infrastructure that supplies a high-quality dental workforce with the right skills in the right place to deliver timely, prevention-oriented oral healthcare within an integrated National Health Service with the patient at its centre**

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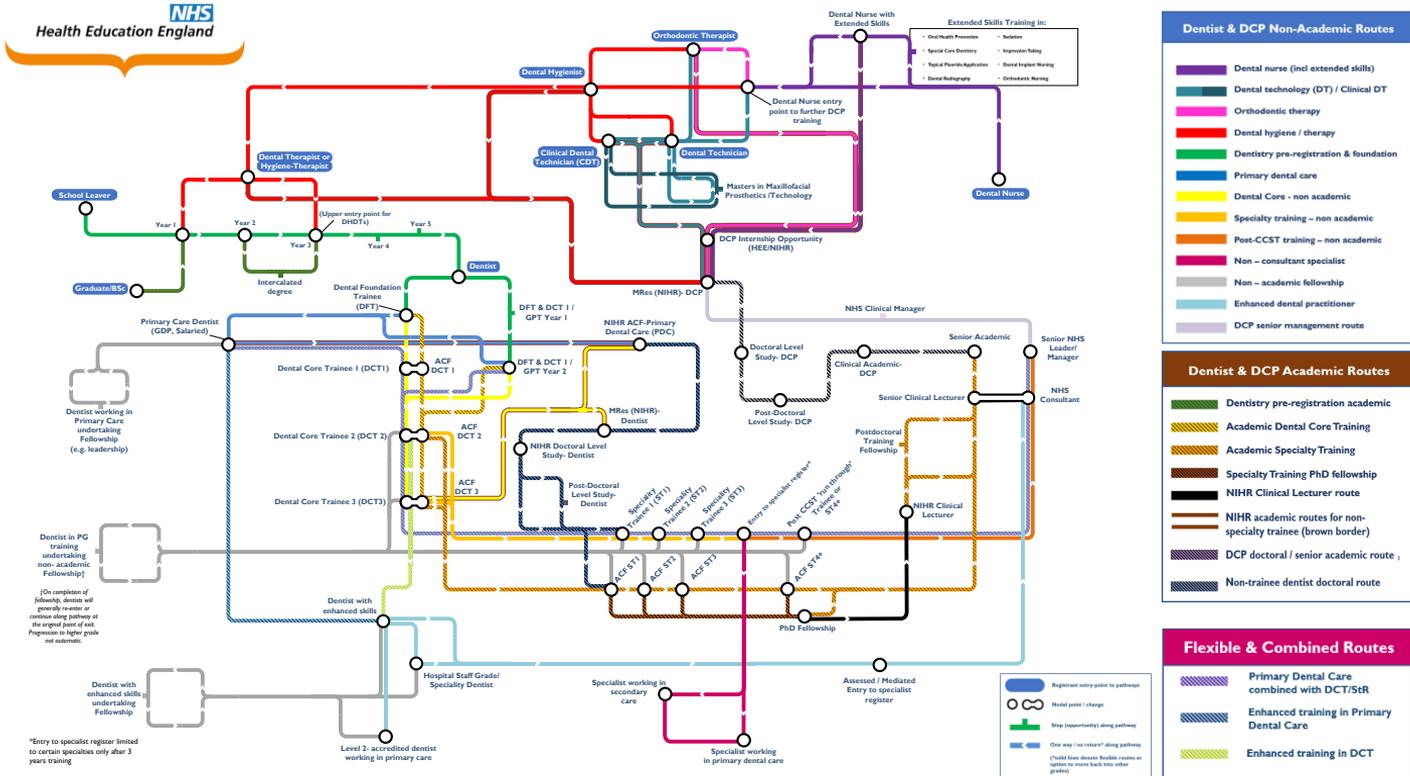
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# The Focus for the ADC Programme

- What we learned from Phase 1:
  - Engage, model, test and evaluate – evolution not revolution
  - Create flexible and part-time models
  - Include opportunities for academic and research components in all training pathways
  - Career pathways needed for experienced registrants
  - Take advantage of advancing digital technologies
  - Support the development of NHS models which retain the workforce



\*Entry to specialist register limited to certain specialties only after 3 years training

(On completion of fellowship, dentist will generally re-enter at the original point of exit. Progression to higher grade not automatic)

## Next Steps for ADC

- Share the evidence we have gathered
- Engage with Stakeholders (nationally and locally)
- Discuss models and options
- Pilot and evaluate suitable models

## Dentistry is not alone

- Workforce issues are not unique to dentistry
- Retention is the most immediate challenge
- We need to support the creation of a NHS model that all staff, including dentists, want to work in
- Important to have opinions of young dentists and DCPs as well as experienced colleagues
- Equality of service distribution that supports both practices and patients
- We need to act now – tomorrow could be too late

# ADC next stages – engagement and modelling

We are currently building a comprehensive stakeholder engagement model. To be included 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)