**Dental Training Needs Survey 2018 – Summary Report**

Between January-March 2018, an electronic survey was disseminated by the Education, Training & Development Group, which is part of the Grampian Oral & Dental Health Managed Clinical Network (MCN), to all dental practices and relevant NHS Grampian departments in order to identify skills gaps in the local workforce.

210 survey responses were received overall, which is likely to represent about 20-25% of the local workforce. Almost 50% of respondents work within Public Dental Services (PDS), with approximately 1/3 from General Dental Services (GDS). More than 75% of respondents were either a Dentist or a Dental Nurse. The rest of the job categories were fairly evenly spread.

Respondents were asked in which formats they would like to see training delivered, and in which locations they would be willing/able to attend training:

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| **Preferred training formats** |
| Hands-on courses | 170 |
| Team Training – in the work place | 164 |
| Lectures | 126 |
| E-learning | 119 |
| Team Training – out of the work place | 110 |
| Organised Peer Review Sessions | 56 |
| Webinars | 51 |

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| **Preferred training locations** |
| Aberdeen City | 182 |
| Aberdeenshire – North | 118 |
| Aberdeenshire – South | 93 |
| Moray | 67 |
| Out of board area | 40 |

Respondents were also asked if they have experienced barriers to attending training, and for any further comments. The most common topics and comments were as follows:

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| **What you said** | **What we plan to do** | **What we have done** |
| **Location** - not enough training delivered in Grampian and, if local, not enough out with Aberdeen. Preference for more in-house and online training. | NES CPD workstream to consider utilisation of suitable training locations across Grampian. | Free access to online CPD programme ‘Oral Cancer Detection’ has been made available by NES to practitioners in Grampian to access.  |
| **Notice of courses** - needed far in advance so diaries can be rearranged or cover found. Suggestions ranged from 6 weeks - 6 months. Better promotion /communication requested.  | Promotion of courses identified as one of the key areas for the Education, Training & Development Group to influence. | NES advertising via Portal – due to changes with GDPR, portal users should review their account preferences to ensure they still receive the marketing emails.  |
| **Timing of courses** - courses should be offered on a variety of days, including evenings and weekends. Multiple courses/topics could be delivered in full day courses.  | A full day event for the whole dental team is being considered for 2019 which will take in a number of the topics from the survey. | NES CPD event running on a Monday, which was well attended. Odonto-Chirurgical Society monthly events are always in the evening.  |
| **Funding** - not only course fees but also travel and accommodation costs can be a barrier.  | Protected learning time mentioned in Scottish Government’s Oral Health Improvement Plan, though funding and remuneration not yet been detailed. An active Area Dental Committee (ADC) would be valuable in developments such as this.  |  |
| **Type of courses available -** a greater variety of courses was requested. | NES CPD workstream to consider opportunities for alternative methods of delivering CPD. | NES hands-on/blended learning Endodontic course in Aberdeen on 30/11 (fully booked) |
| **CPD** - staff would like to have protected learning time to attend courses, as well as support from managers when they express an interest in further learning.  | Enhanced CPD and requirement for evidence of Personal Development Planning (PDP) provides a useful platform for supporting and planning of future professional development.  |  |

Respondents were provided with a list of 32 topics and asked to indicate which they would want training on (see below). They were also asked which training would be a priority to them with the top five marked with an asterisk (\*).

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| **Topics by popularity** | **Number** | **Topics by popularity** | **Number** |
| Oral cancer awareness | **157** | Complex restorative care- Crown and Bridge work\* | **96** |
| Medical emergencies/CPR\* | **156** | Understanding the Dental Payment System | **95** |
| Treating medically compromised patients\* | **151** | Raising the issue of smoking/alcohol | **94** |
| Managing challenging behaviour | **148** | Referral pathways | **93** |
| Handling difficult conversations | **129** | Complex restorative care – Periodontics | **92** |
| Treating anxious patients | **129** | Complex restorative care – Endodontics\* | **89** |
| Treating patients with dementia | **127** | Eating disorders | **86** |
| Treating patients with learning difficulties | **127** | Domiciliary Care | **85** |
| Treating patients with physical disabilities | **122** | Using IT systems | **82** |
| Guidance on fulfilling the GDC ECPD requirements\* | **121** | Inhalation sedation | **67** |
| Emergency dental treatment - pain or trauma | **119** | Nutrition | **63** |
| Protecting vulnerable patient groups | **119** | Intravenous sedation | **60** |
| Paediatric trauma | **116** | Running effective meetings | **59** |
| Paediatric dentistry | **113** | Intra oral scanning for CAD/CAM | **52** |
| Mental Health awareness | **110** | CAD/CAM training | **51** |
| Managing stress in the workplace | **109** | Other | **38** |
| Assessing capacity in patients to give consent - Medical Capacity Act | **105** |

A number of recommendations have been agreed and the Education, Training & Development Group will continue to work on taking these forward. These include:

1. Compare feedback to actual delivery over recent period in order to identify specific gaps in availability and recommend topics that should be available on a rolling programme.
2. Support the development of Quality Improvement and Peer Review in Grampian.
3. Investigate potential of using social media to engage the dental workforce in Grampian and promote opportunities.

The Education, Training & Development Group would like to thank the dental workforce within Grampian for taking the time to complete this survey. It has provided useful information which will guide future planning and development opportunities. If there are any suggestions from dental team members across Grampian that they would wish to share with the group, they are invited to do so by emailing nhsg.mcn-odh@nhs.net.

Education, Training & Development Group - chaired by Christine Horner
November 2018