

Sent via email

16 March 2020

Dear colleague,

Supporting the COVID-19 response:

Guidance for Managed Dental Education & Training

1. Introduction

The Four Statutory Education Bodies, HEE, NES, HEIW, NIMDTA, (SEBs) are aware of the multiple concerns around the impact of the COVID-19 virus on education and training, as well as the broader impact on clinical care.

We wish to emphasise the importance of following current guidance and advice from Public Health England, Health Protection Scotland, Public Health Wales and Public Health Agency, Northern Ireland:

<https://www.gov.uk/government/collections/coronavirus-covid-19-list-of-guidance>

<https://www.hps.scot.nhs.uk/a-to-z-of-topics/covid-19/>

<https://phw.nhs.wales/topics/latest-information-on-novel-coronavirus-covid-19/>

<https://www.publichealth.hscni.net/news/covid-19-coronavirus>

The respective Governments and Health Departments have been working together to develop a UK wide Coronavirus action plan and the four Chief Medical Officers have been in regular contact with the Statutory Education Bodies (SEB's) and Academy of Medical Royal Colleges (AoMRC).

As the outbreak enters an emergent phase, the SEB's recognise there may be circumstances when dental trainees may be required to offer assistance/support outside of their usual training pathway and contracted duties. In these circumstances it is essential that systems are in place to ensure trainee welfare, that trainees continue to practice safely and are not exposed to risks to themselves, their families, colleagues and patients through their work or training. This document provides operational guidance to NHS Trusts/Health Boards and primary care employers on trainee related issues and will be updated as required throughout the outbreak period.

2. Training Programme Management Processes

The SEB's are working closely with other stakeholders (including Royal Colleges) to review processes in training programme management such as recruitment and Annual Reviews of Competence Progression (ARCP), to mitigate against any negative impact on trainee progression through the training programme. Dentistry is predominantly performed on an outpatient, non-emergency basis and learning opportunities to gain required competences may be compromised by the Coronavirus outbreak.

SEB's will provide regular updates as the situation changes.

3. Movement/re-distribution of trainees - general principles for NHS employed dentists in training

There may be occasions where due to increases in local demand, there are requests to move trainees to provide additional support in other clinical areas.

Where movement of trainees might be required, arrangements should be discussed prospectively with the appropriate Postgraduate Dental Dean (PGDD).

The PGDD will ensure that a senior member of the team is available for advice, with decisions made in a timely manner.

Planned transition to a different environment must be accompanied by a robust induction to that area. This must be undertaken by a senior staff member familiar with the new area of practice.

A joint statement has been issued by chief executives of statutory regulators of healthcare professionals:

https://www.gmc-uk.org/news/news-archive/how-we-will-continue-to-regulate-in-light-of-novel-coronavirus?utm_campaign=1343888_Political%20Update&utm_medium=dotmailer&utm_source=emailmarketing&dm_i=4D4N,SSY8,4ZB2BY,3GR0S,1

Movement of trainees should only be for the short to medium term and should not impact on long term training progression

Any movement of trainees must be subject to regular review with updates provided to the PGDD at least fortnightly. It is the responsibility of the Clinical Director or delegated deputy in each site to provide these updates

Trainees should only undertake activity appropriate to their level of training and must not be asked to undertake any activity beyond the limits of their competence. They must be advised that they should seek senior workplace guidance if they have concerns.

Trainees moved to a different clinical area/specialty must be adequately supervised and be informed of the identity and contact details of their clinical supervisor.

The workplace supervisors must have sufficient time to provide supervision, and if feasible should support any educational requests for undertaking Workplace Based Assessments (WPBA's) as required by the curriculum to maximise the learning opportunities.

Only trainees who are progressing in a satisfactory way and identified as likely to have a satisfactory end of placement report should be considered for a placement move.

Criteria and arrangements for exceptional cancellation of protected teaching should be considered.

All clinicians should be aware of the current guidance and advice (see below for links), employing trusts/boards guidance and there is specific guidance available for primary dental care.

<https://www.england.nhs.uk/wp-content/uploads/2020/02/20200305-COVID-19-PRIMARY-CARE-SOP-DENTAL-PUBLICATION-V1.1.pdf>

<https://www.hps.scot.nhs.uk/web-resources-container/covid-19-advice-for-dental-teams/>

<http://www.hscbusiness.hscni.net/services/3111.htm>

Where elective or outpatient activity has been cancelled Training Programme Directors Educational Supervisors and trainees should assess the impact this will have on the trainee's ability to progress in training and where applicable, develop an action plan to participate in these educational activities at the earliest opportunity.

4. Trainee Welfare

Trusts/ Health Boards and Primary Dental Care employers are asked to ensure Trainees have access to:

Clear communication and guidance on

- a) conditions and criteria for self-isolation
- b) advice for those with chronic conditions or who are pregnant
- c) information flows between employee (trainee), employer and training programme faculty

Clarity about arrangements for self-isolation/sickness absence and eligibility for pay and sickness benefits.

Appropriate rest facilities and food.

5. Teaching and study leave

SEB's organise several study days for dental trainees. At present, these activities are still scheduled, however the events and mode of delivery are under constant review. If scheduled teaching is altered or cancelled, the SEB will inform the trainees and health boards/trusts as soon as practical. We would also ask Health Boards/Trusts to review planned teaching activities over the next 3 months and decide whether it is feasible for them to continue, so that trainees can be notified of changes well in advance. Please consider whether it might be possible to deliver teaching via a webinar or through an online medium which offers options to record sessions which can then be subsequently made available to those trainees unable to attend.

It is also likely that external conferences and events are cancelled

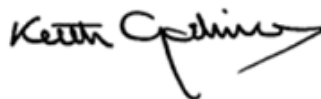
Local circumstances will determine whether teaching activities and planned study leave can continue for trainees.

We would ask that where cancellations occur the appropriate SEB local dental office is informed:

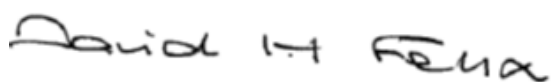
SEB's are reviewing the situation daily and will provide further updates as the situation changes on aspects of training such as study leave, course and conference attendance, recruitment and selection processes, rotation dates and ARCPs.



Professor Pushpinder Mangat
Medical Director
Health Education and Improvement Wales
(HEIW)



Professor Keith Gardiner
Chief Executive/Postgraduate Dean
Northern Ireland Medical & Dental
Training Agency



Dr David Felix
Dean of Postgraduate Dental Education
NHS Education for Scotland



Professor Sheona MacLeod,
Deputy Medical Director
Health Education England