

## HEIW Dental Foundation Training Programme Update

We are acutely aware that our training practices and both our Educational Supervisors (ESs) and Foundation Dentists (FDs) are facing unprecedented financial, emotional and professional concerns and uncertainty. The Covid 19 pandemic has presented us all with many new challenges and we are all looking for solutions. We hope that this update will go some way in explaining how we can work together to achieve favourable outcomes for the challenges we face.

We would like to take this opportunity to say that we are really appreciative of your ongoing support and commitment. Your efforts continue to ensure that Foundation Dentists working in Wales have access to an exceptional training programme. This is acknowledged by Welsh Government (WG) who also want you to know how much they appreciate the work that training practices put into the programme.

We are aware of concerns which have been expressed by both Foundation Dentists and Training practices about how the training programme will be delivered during the coming months. These concerns have focussed on several areas and include issues such as:

- Financial considerations
- Redeployment issues
- Career development
- Programme completion and Job Opportunities

### *Financial considerations*

We know that initial information on WG financial proposals has raised concerns. HEIW has passed these on as they have been received and, provided additional evidence on Educational Supervisor workload.

Currently:

- We can assure you that all Foundation Dentists will continue to be paid their full salary. This will be paid to the training practice by the usual mechanism.
- Welsh Government have promised to review the financial directive by June and the continued payment of the service costs delivered
- It would be helpful to know how the ES grant is being utilised as it was considered that input would be less in this period

### *Redeployment issues*

We understand that FDs are worried about any potential redeployment and what roles they may be asked to fulfil. However, the Chief Dental Officer has made it clear in her communication with dental teams that redeployment is voluntary in Wales. In addition, COPDEND suggest that, as salaried NHS key healthcare workers, Foundation Dentists and equivalent will be expected to consider redeployment opportunities but consider factors which may preclude redeployment in a patient facing role. There will be non-patient facing roles available which may be more appropriate. Redeployment in a variety of roles could provide additional opportunities to develop non-clinical skills including

leadership, teamwork, resilience, communication and professionalism. Any agreed re-deployments will involve appropriate induction, training, supervision and safety which should also include support of emotion and wellbeing.

HEIW have been working with other healthcare professions to develop alternative roles for FDs that need to be redeployed by their Health Boards. We anticipate that further information on suitable roles for dentists and FDs will be advertised shortly.

### *Career development*

We are keen that you all can continue with your studies. So HEIW has developed the following initiatives in conjunction with TPDs and ES's:

- The central team at HEIW and your TPDs are developing and using a range of online learning modules with the help of several of our DFT study day presenters.
- Negotiated free access to **Dental Juice** for all FDs which provides access to an extensive range of online modules.
- Direction on how to undertake a number of these study days and other centrally organised modules for you to complete all 30 days of your study day programmes.
- Delivery of an online module on how to construct a Personal Development Plan by Kathryn Marshall - one of our Dental Educator Team
- Development and implementation of new ways to deliver ES CbD and tutorials to address outstanding competencies and learning needs.
- Provide significant mentoring and support for FDs at this difficult time.
- To support FDs in the development of a PDP and upload it to their EPDPs
- Help FDs reflect on experience gained while working on triaging patients and, also reflect on any experiences they gain should they volunteer for redeployment.

### *Programme completion and Job Opportunities*

HEIW are working closely with COPDEND and other national training bodies to develop guidance on how an RCP process can be adapted to be used at all stages of dental postgraduate training.

COPDEND have confirmed:

- that the 2020 FRCP process will be fair and transparent
- that there is agreement across training programmes in both dentistry and medicine that ES reports to date will play a central role in this process.
- The FRCP process will take this into account and include compensating evidence of relevant activities undertaken during the COVID-9 disruption and during any agreed COVID-19 re-deployment.

This work is ongoing and COPDEND will make this guidance available to the four statutory education bodies shortly. HEIW are continuing to work with local partners to develop new and innovative job opportunities for young dentists in Wales. We will shortly be publishing our plans, once we have consulted and agreed a way forward with Welsh Government

When we have clarity, Richard Herbert (Associate Dean) will write to all TPDs, ESs and FDs with the operational detail on the issues discussed in this update, and the actions that all of us need to take to continue to deliver and complete the programme

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