

Dental Workforce Implications of COVID



Sam Bazargan, Sue Ellis, Katy Kerr & Sana Movahedi

Aim

- The session will explore the impact of COVID-19 on the dental workforce and a workshop will enable participants to reflect on these.
- The overall aim is to facilitate dental educators to plan ways to support retention in the profession and provide career progression for dental team members in the future

Registrations – just one small piece of the puzzle

Anxiety over COVID, much later return to work

Prolonging maternity leave

Reducing working hours as stress/pressures of work

Brexit

Overseas dentists – unable to return

More considering early retirement

Redeployment – flavour of something better?

Bespoke Survey

Dental Workforce Implications of Covid-19

Thank you for completing this survey from Health Education England. The purpose of the questionnaire is to gather individual stories about the positive and/or negative impacts on the way people are working as a result of the pandemic, including the effect on wellbeing. All information received will remain anonymous and used to review the impact of Covid-19 on the members of the dental team in order to plan how to support dental professionals in future.

* Required

1. What is your current role? *

Enter your answer

2. Do you work full time? *

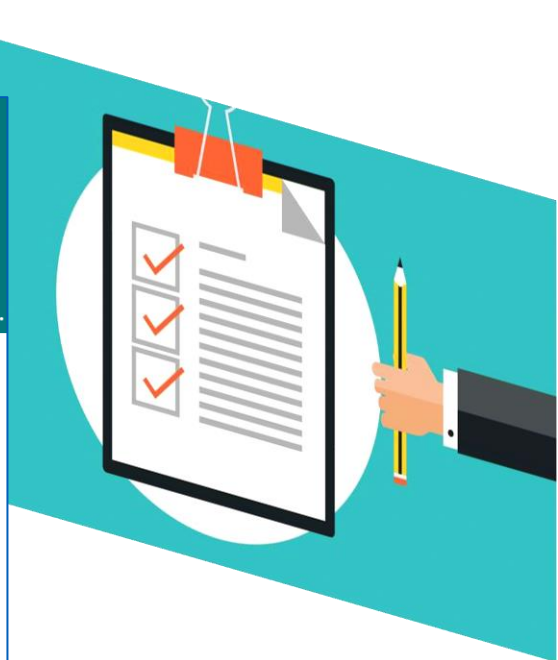
Yes

No

3. What type of dental setting do you work in? *

NHS

Private



Who responded

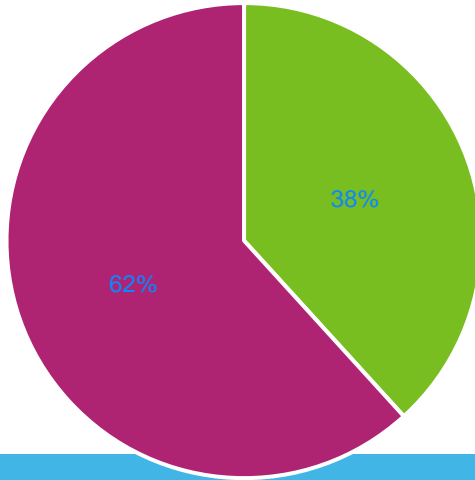
- 949 people completed the survey
- Feedback captured from 38 different job titles relating to dentistry, not including:
 - * retired
 - * Unemployed
 - *vaccinator
 - *Other

Key Themes

- Working Patterns
- Health and Well Being
- Looking through the Lens

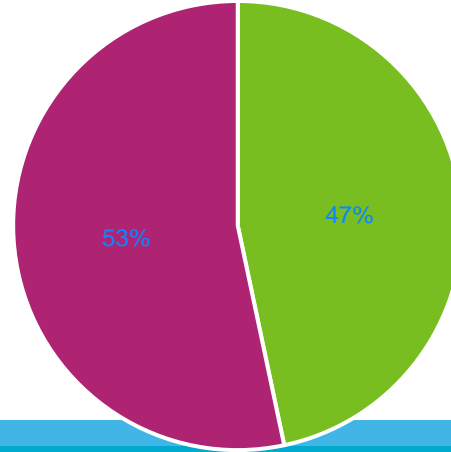
Working Patterns

Do you work full time?



■ Yes ■ No

What type of dental setting do you work in?

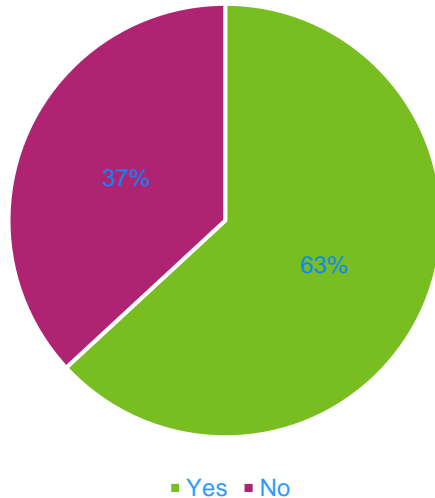


■ NHS ■ Private

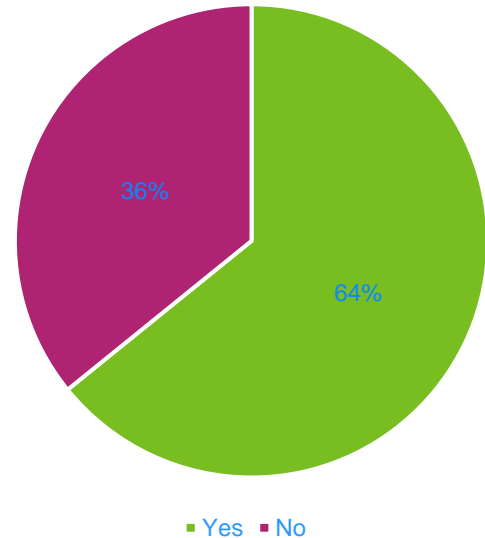
59% said they worked in more than 1 practice

Income

Have the number of hours you work changed since the start of Covid-19?



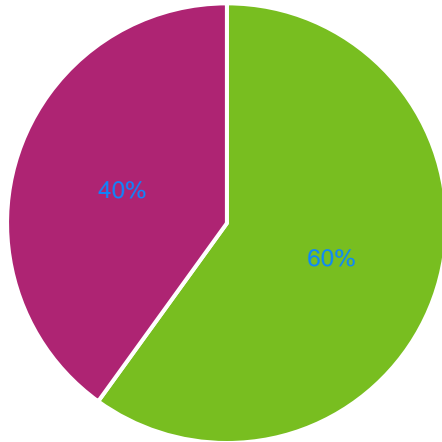
Has your income dropped?



23% had taken on other work

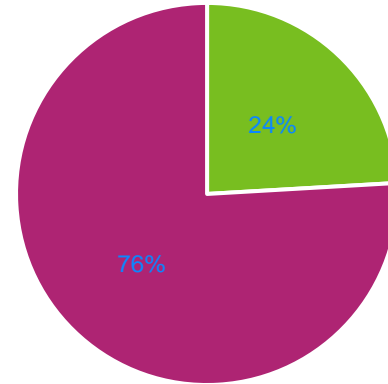
Health and Wellbeing

Has Covid-19 affected your wellbeing?



■ Yes ■ No

If you answered yes that it has affected your wellbeing, have you been given support?



■ Yes ■ No

Health and Wellbeing - support

- Self help
- Counselling services
- GP
- Mental health services
- Bereavement services
- NHS website
- Family and friends
- Work colleagues

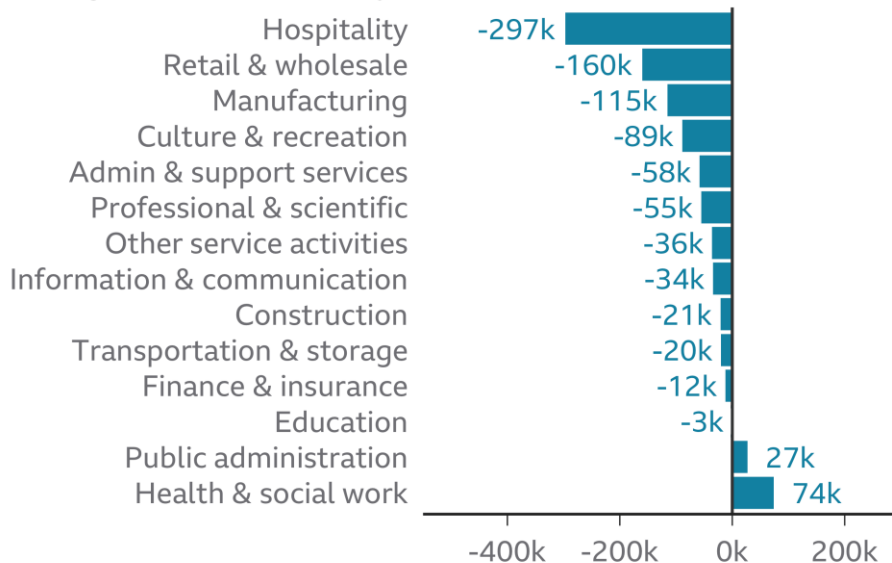
Looking through the Lens



Dental Workforce – larger factors at play?

Biggest declines in payrolls by sector

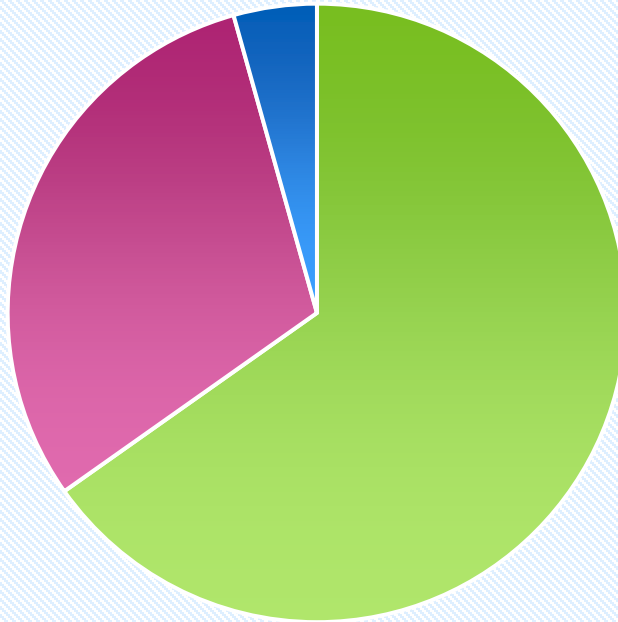
Change between February and November



Source: Office for National Statistics

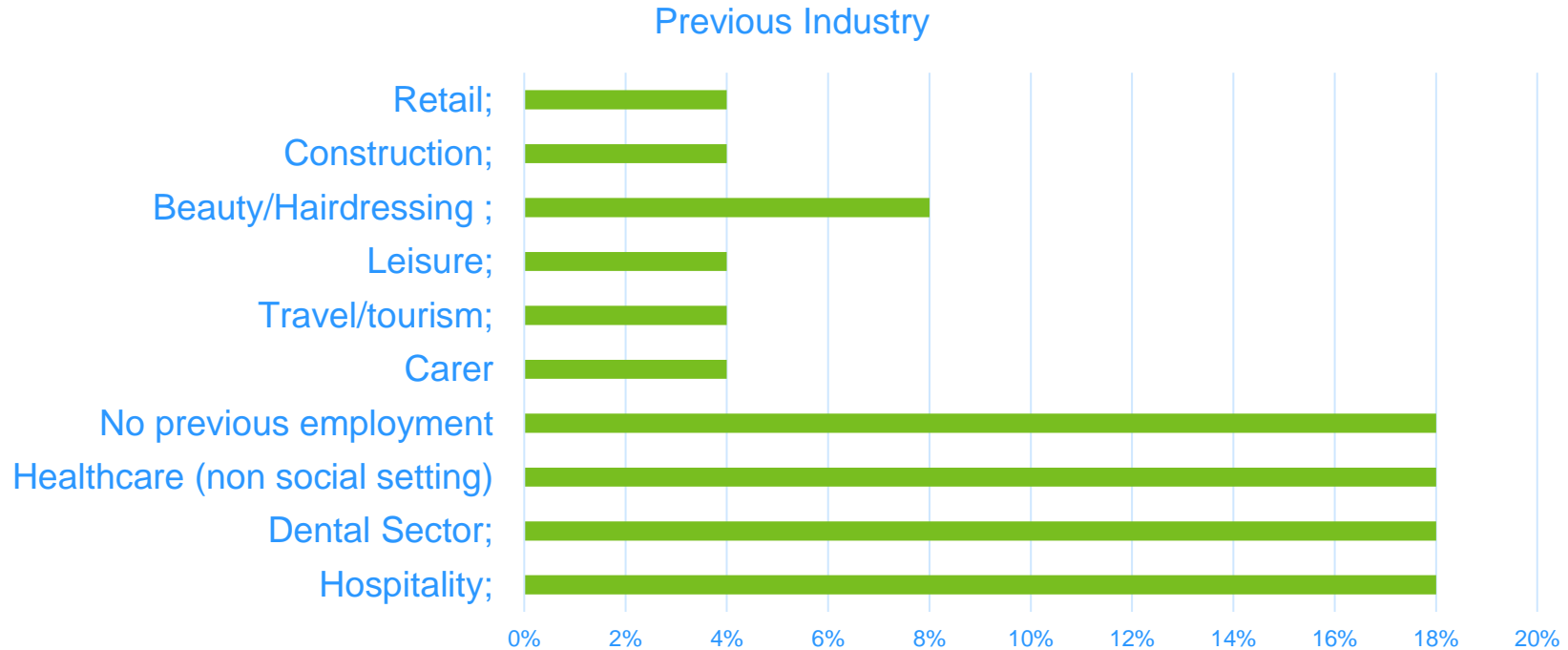


Reasons for Training as a Dental Nurse Post COVID



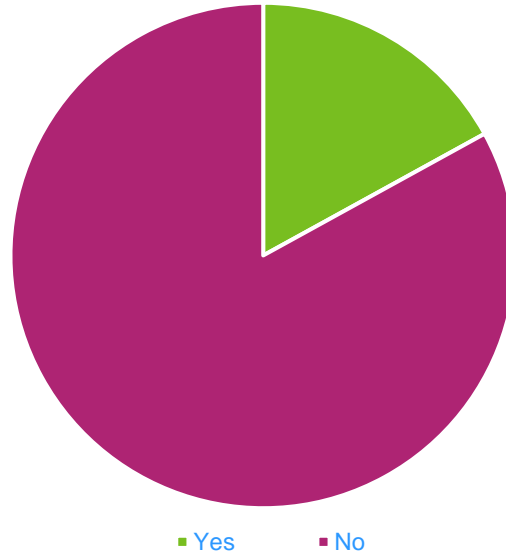
- As a route to becoming a dentist or dental therapist/hygienist;
- I want a career in Dentistry as a dental nurse
- Loss of work due to pandemic;

Prior Employment



Retention

Will you consider returning to your previous career after restrictions are lifted?



The people behind the statistics



Dental Hygienists/ Therapists

Lockdown has affected my mental health in ways that are complex but negative

I go to work but see fewer patients as many cancel last minute

I am newly qualified and feel that the pandemic impacted the clinical experience I could have achieved pre-COVID, which has resulted in me losing confidence in treating patients restoratively

I had to move home due to lower and uncertain income

Dentists

Not knowing the future of NHS dentistry and implementing targets in such uncertain times

Struggled a lot concerning childcare and work-life

Wearing extra PPE and longer appointment times. Find wearing the extra mask etc. tiring and draining

Staff shortages due to isolation and furloughing

Dental nurses

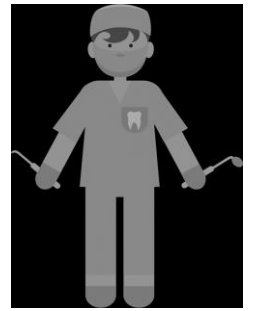
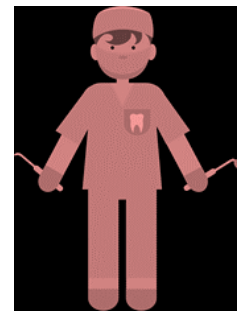
Some patients have been annoyed at our restrictions of limiting people entering the practice

Increased waiting lists, longer and harder cleaning regimes

We had patients attempt to climb through the reception window trying to gain access to the triage dentist!

Far too much being put on us short staffed no help

Workshop



Main discussion points

What can we offer?

- To help with wellbeing and offering wider support (including trainees and ESs)
- For restoration and recovery – new models of working - transformational commissioning
- To attract workers to the profession, (especially dental nurses) and an even distribution of the workforce
- Retention, career progression for all - fulfilling ambitions of ADC

How might we use?:

- Training pathways and apprenticeships
- Course provision and E-learning
- Methods for communication with registrants

**What will we do differently
around workforce
development?**

Slido question

What one thing will you change or implement as a result of reviewing this scenario?

There will multiple choice answers with the ability to add a free text answer

Other examples can be added to the 'Chat' at the end of the workshop

Slido question –

What one thing will you change or implement as a result of reviewing this scenario?

Slido results

Serving a changing population across the life-course



Age, ethnicity and deprivation all impact on oral health

- Oral health has improved for many – but not for all
- Deprivation has a profound impact in the early years
- These inequalities persist - from childhood to adulthood and into older age

**Need to develop an effective and integrated dental workforce
to meet the needs of the population**

NHS Long Term Plan and Integrated Care Systems

- Prevention
- Cost savings to NHS
- Appropriate care in primary and secondary care
- Patient experience
- Decreasing inequalities

Need prevention and intervention integrated with other health/social care agencies



Advancing Dental Care

How to cost effectively make maximum use of all available workforce

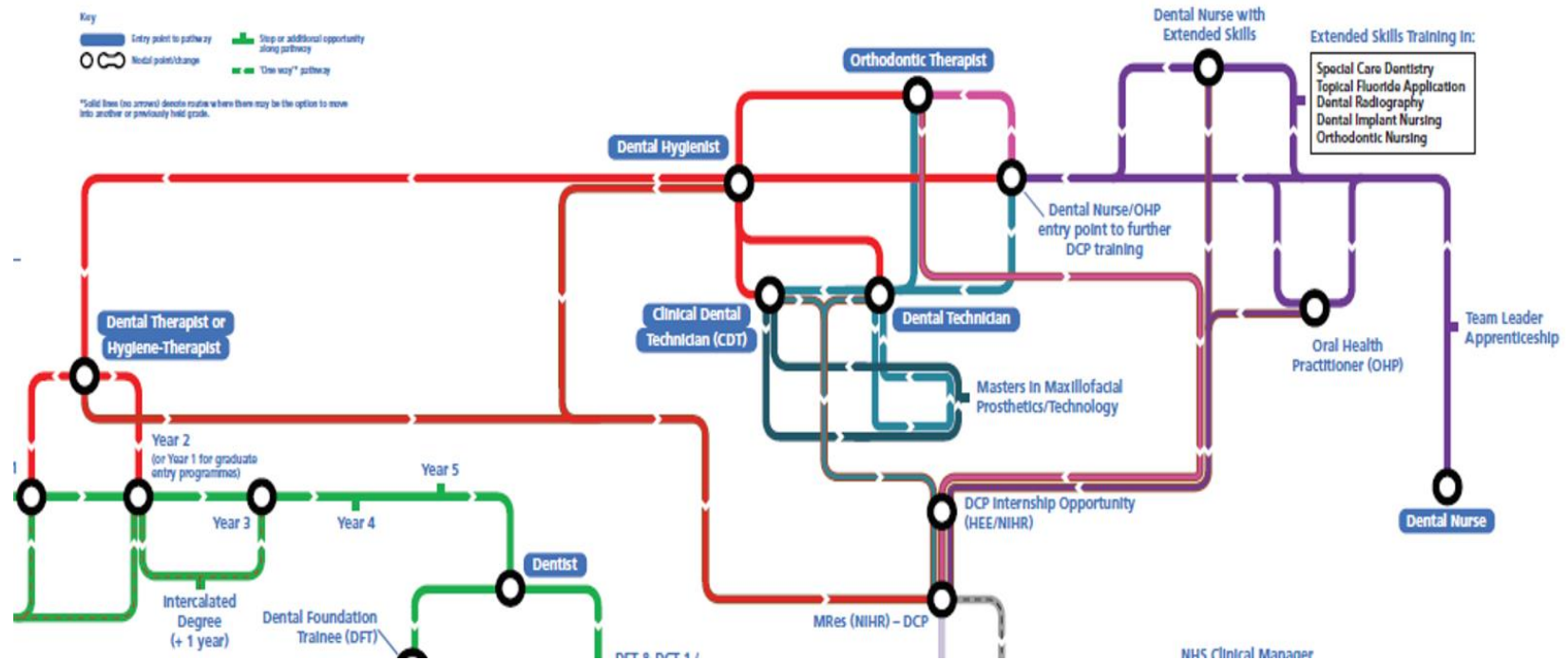
- Flexibility in training pathways
- Improve the patient experience
- Academic and research opportunities

Retention of staff

Job satisfaction

Key workstreams for Workforce Development

- Career development for all dental professionals throughout their working lives, with part-time options
- Develop skill mix in the team



DCP training pathways

GDP and DCP Career Development in primary care

Commissioning

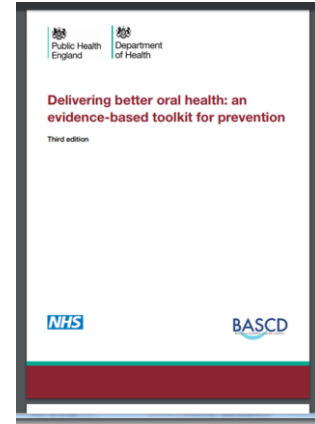
- Recovery and transformational commissioning
- Improve access to dental services, advice and support
- Promote regular attendance throughout life and universal coverage



Delivering Better Oral Health

Prevention is central to new commissioning models

- Oral health not dental health
- Promote prevention in practice
- Utilize DCPs
- Help embed oral health messages across health and social care



New 4th Edition out in
September 2021

Developing the vision - what next?

- Review what we already do well, identify gaps and the priority areas for development and capacity building
- Monitor and adapt to the national agenda for oral health and dental education as we put Advancing Dental Care into practice
- Seek co-production with professionals and patient groups
- Plan an effective communication strategy

Collaborate with colleagues and stakeholders to develop **the right people with the right skills and the right values** to be able to work in a multi-professional context