



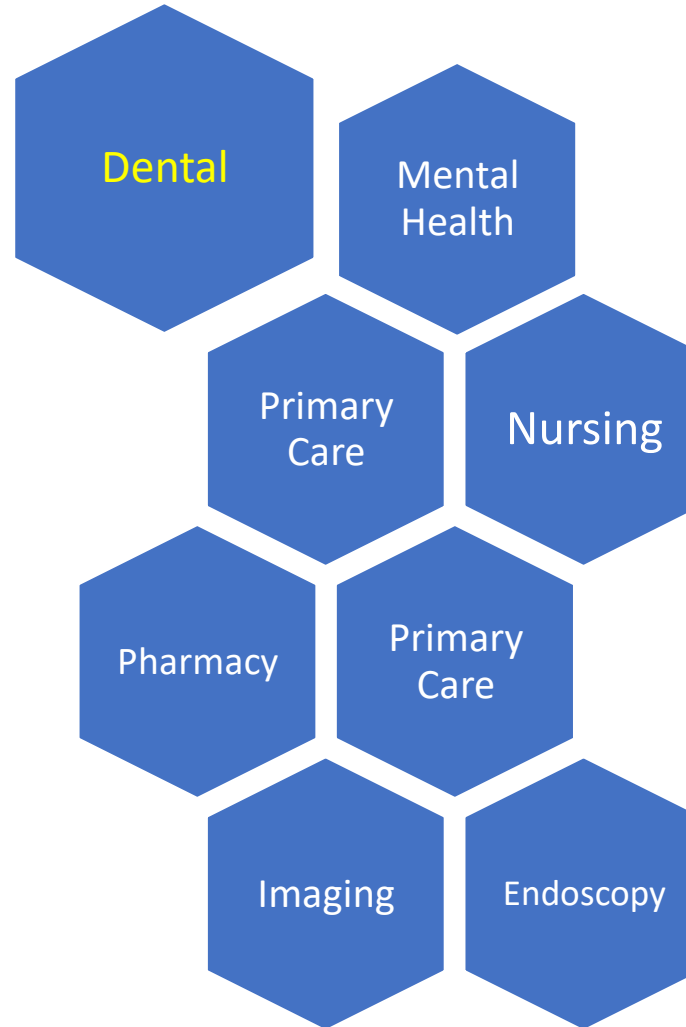
GIG
CYMRU
NHS
WALES

Addysg a Gwellu Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Supporting Workforce Innovation

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WORKFORCE PLANNING HEIW



IMTP 2023 - 2026

Strategic Aim 1 Building Our Future Workforce

Strategic Aim 2 Developing Our Current Workforce

Strategic Aim 3 Shaping Culture and Leadership in NHS Wales



IMTP 2023 - 2026

Develop, publish and plan implementation of dental workforce plan



Curating the Evidence



The Dental Workforce (Wales in green)

Role	December 2022
Dentist	43978 (1723)
Dental Therapist	4943 (175)
Dental Technician	5143 (226)
Dental Nurse	58660 (2881)
Dental Hygienist	8775 (354)
Orthodontic Therapist	912 (36)
Clinical dental technician	396 (12)

Workforce innovation?

Workplace Innovation ‘defines evidence-based organisational practices that enable employees at every level to use and develop their skills, knowledge, experience and creativity to the fullest possible extent, simultaneously enhancing business performance, engagement and well-being’.



Adapt, flex and evolve

- When working in a crisis, it's no good doing the same old things in the same old ways. We need to be able to flex, adapt, and evolve to the situation.
- However, like many disruptive forces it will also give us opportunities for innovation and creativity.
- In many ways, what we do could be radical but is borne out of a realisation that change is vital for sustainability, possibly even survival.



CHALLENGES TO INNOVATION.....

- **Workforce wellbeing & morale**
- **Workforce crisis –**
 - Recruitment
 - Retention
 - Continuing education and training for existing workforce impacted due to workforce pressures.
- **Workforce data**
- **Workforce planning**
- **Work life balance leading to a reduction in hours**
- **Increase in overseas graduates**
- **Increase in overseas dentists registering and working as hygienists and therapists**
- **Migration from NHS to private practice**
- **Growth of cosmetic dentistry**



OPPORTUNITIES TO SUPPORT INNOVATION

- **System Reform**
- **Contract Reform**
- **Skill mix opportunities**
- **Dental workforce plan**
- **Increase in training places**
- **Flexible training options**
- **Developing career pathways**
- **Attraction & Recruitment campaigns**



So what are we doing.....

- National Recruitment impacting rural areas of Wales in Dental Foundation Training
- Campaign with Train, Work, Live to recruit to DFT locally in 2023 'Wales Enhanced Recruitment Offer' WERO
- Developing long term recruitment campaign to attract from countries with oversupply of dental workforce
- Dentists with Enhanced Skills (DES) framework developed
- E&T Plan – increase in specialty training posts and foundation therapy training places
- Exploring flexible training pathways for dentists
- Career pathways and skills escalators for DCPs
- Developing the professional voice for DCPs



A changing dental **team**



DoH policy supports more flexible skill-mix

Dentistry slow to develop compared to other areas of healthcare

Key reports:

- Nuffield (1993)
- GDC Standards for the Dental Team (2007, 2013)
- GDC Scope of Practice (2009, 2013)
- Steele Review (2009, 2014)
- GDC Direct Access (2013)



Problems

“Financial restraints due to the NHS system of pay means we are not able to utilize staff to offer the preventive dentistry we wish to offer.”

“Insufficient rooms, facilities”

“They (H/T) improve our patients’ oral health but financially on the NHS they do not make any profit.”

Frees time for GDPs to do more complex work. and grow funding.

“I have no problems with extending duties of DCPs but this has to be made profitable for practices to employ these people. With no payments for prevention, this cannot be the case and obviously with extended duties come higher wage demands.”

“More efficient use of resources and time, however value of hygiene not properly recognised under contract.”

Cowpe, Barnes, Bullock. 2013. Skill-mix in dental teams in Wales. Vital 10(2) 38-43



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Trawsnewid y gweithlu ar gyfer Cymru iachach
Transforming the workforce for a healthier Wales

Developing professional identity in multi-professional teams

“Professional protectionism or resistance can inhibit the development of new models of care and prevent those working in new roles from forming their own professional identities. To deliver the best care for patients, teams must overcome traditional boundaries to work together more collaboratively; understanding the contribution of each member of the group...”

Academy of Medical Royal Colleges May 2020





I can do things you cannot, you
can do things I cannot; together
we can do great things.

Mother Teresa

“ quote fancy