

# Evidence Brief: Dental Workforce

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Produced by the Knowledge Management team Evidence Briefs offer an overview of the published reports, research, and evidence on a workforce-related topic.

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# Key publications – the big picture

## NHS dentistry in England

House of Commons Library, 11 June 2025

An overview of NHS dentistry in England, including a discussion of current challenges facing providers and the government response.

## Review Body on Doctors' and Dentists' Remuneration Fifty Third Report: 2025

Review Body on Doctors' and Dentists' Remuneration; Office for the Pay Review Bodies; Department of Health and Social Care, 22 May 2025

This report sets out the DDRB's recommendations for doctors' and dentists' pay in England, Scotland, Wales, and Northern Ireland.

## Sexual misconduct in dentistry

General Dental Council, May 2025

The review identified and evaluated the literature relating to sexual misconduct in dentistry. Researchers from the University of Manchester highlighted the need for systemic change to address sexual misconduct, and to prioritise new UK research that will provide a deeper understanding of experiences and interventions.

## Fixing NHS Dentistry

Committee of Public Accounts, 4 April 2025

The Department for Health and Social Care (DHSC) and NHS England's (NHSE) 2024 dental recovery plan has comprehensively failed to deliver improvements in access to NHS dentistry, and the most vulnerable patients continue to suffer the most from long-standing failures in the system.

## Community Dental Services in new GIRFT supplementary report

NHS England and Getting It Right First Time (GIRFT), January 2025

GIRFT guidance to help improve the Community Dental Service (CDS) for children and adults with special needs is now available to download.

The supplementary report was developed by a group of 25 experts working in a range of roles in different CDS providers from the specialties of paediatric dentistry and special care dentistry. As part of the work, a questionnaire was sent out to all 68 CDS providers in England, which received a 100% response rate.

See also Hospital Dentistry (GIRFT, 2021)

## Decay and delay: The state of dentistry and oral health in London

London Assembly, 2025

The London Assembly Health Committee started its investigation into dentistry and oral health in London in June 2024. Following widespread reports of a lack of access to NHS dentistry services, we set out to examine:

- the barriers for both adults and children in accessing NHS dentistry in London
- the experiences of Londoners who have used or tried to access dentistry in London
- trends related to the oral health of Londoners and related health inequalities
- what preventative measures are being taken to support the oral health of adults and children
- what action needs to be taken by the NHS and health partners in London to ensure all Londoners can access an NHS dentist and support good oral health.

### Investigating the gendered impacts of the dental health crisis

National Federation of Women's Institutes, 2025

This report captures a snapshot of the dental healthcare crisis by sharing the lived experiences of women living across England and Wales. The report's findings are a result of a Women's Institute survey on dental health, which obtained over 960 responses over Autumn 2024 -January 2025. Their stories highlight a lack of NHS dental services which is having devastating, and often gendered, consequences on society.

### Investigation into the NHS dental recovery plan

National Audit Office, 27 November 2024

The dental recovery plan was published in February 2024 under the previous government and aims to increase access to NHS dentistry services. The £200 million plan was intended to deliver more than 1.5 million additional NHS dentistry treatments (or 2.5 million appointments) in 2024-25 and has three components.

### Access to NHS dentistry 2024 – findings

Healthwatch, 20 November 2024

This document brings together new findings on access to NHS dentistry.

### Medical, dental, and healthcare students: UK numbers and student support arrangements

House of Commons Library, 31 October 2024

This briefing provides an overview of applicant and entrant numbers for medical, dental, and healthcare students across the UK. It also sets out the student support arrangements in place in each part of the UK, and covers the NHS bursary reforms in England.

### Views and experiences of dentistry 2024

General Dental Council, August 2024

We commissioned Community Research to undertake another round of research into the UK public's experiences of and views about dental services. The research included assessing the ongoing impact of external shocks such as Brexit, COVID-19, and the cost-of-living crisis on the UK's dental sector, which have led to considerable uncertainty among dental professionals and the public.

### Faster, simpler and fairer: our plan to recover and reform NHS dentistry

Department of Health & Social Care and NHS England, February 2024

Between 2020 and 2022, at least [7 million fewer patients saw an NHS dentist compared with pre-pandemic levels](#) (2022 data compared with 2019). As those patients have returned to dental practices, they have found it difficult to get the care they need. Our commitment is to improve access to NHS dental care for people who need it, especially in under-served parts of the country, and improve preventative care for the youngest children.

See also "[Update on the Dental Recovery Plan](#)" (May, 2024)

### Guidance: the establishment and introduction of the specialist role in England

NHS Employers, 2024

This document provides guidance on how NHS organisations in England should consider the introduction of the specialist role and embed this into their workforce. It will assist in supporting NHS employing organisations to identify the circumstances in which a specialist role could be established within an organisation's medical and dental workforce structure. This specialist grade was created as part of the contract reform negotiations for specialists, associate specialists and specialty

doctors and dentists (SAS), and agreed in England between the BMA, the Department of Health and Social Care and NHS Employers.

### Bold action or slow decay? The state of NHS dentistry and future policy actions

Nuffield Trust, December 2023

NHS-funded dental services in England are in near-terminal decline: nearly six million fewer courses of NHS dental treatment were provided last year than in the pre-pandemic year; funding in 2021/22 was over £500m lower in real terms than in 2014/15; and there are widespread problems in accessing a dentist. So what is to be done? This major new policy briefing proposes a series of short-term actions relating to appointment recall intervals, commissioning and the workforce. It also sets out two approaches for longer-term action, which involve improving the current dental model or adjusting the NHS offer.

### The cap on medical and dental student numbers in the UK

House of Commons Library, 12 September 2023

This briefing provides an overview of UK policies on training doctors and dentists. It covers calls to lift the cap on medical and dental school places, some of the associated challenges, and England's NHS Long Term Workforce Plan.

### NHS Long Term Workforce Plan

NHS, June 2023

The first comprehensive workforce plan for the NHS, putting staffing on a sustainable footing and improving patient care. It focuses on retaining existing talent and making the best use of new technology alongside the biggest recruitment drive in health service history.

See pages 46-48 "Dentistry Training"

"To support NHS service delivery plans, the Plan assesses that programmes for dental therapy and hygiene professionals need to expand by 20–40% and for dentistry places by 23–40% as soon as possible, although scaling places in the right geographies may take several years."

### Project: Improving healthcare service provision for LGBTQ+ patients

a.r.u, 2023-24

Find out how and why LGBTQ+ individuals experience discrimination from healthcare professionals, and how we propose to address this.

"Guidance from the GDC (GDC 2015) for dentistry courses does not include reference to LGBTQ+ people"

See p. 27 for Dentistry of Meads, C. and Morrison, C.

(2023) Enhancing care: teaching clinical professions about LGBTQ+ health. Report to Dr Michael Brady, NHS England.

### Primary care home: exploring the potential for dental care to add value

National Association of Primary Care, January 2018

There is a strong case for the inclusion of dental care in the primary care home (PCH) model and a spectrum of possible arrangements that could make this happen. These range from full partnership structures to cover the registered population through to individual 'course of treatment' based contracts. Although there are considerable benefits to the full inclusion of dental care in the PCH model, the current contractual arrangements suggest that its adoption into a fully capitated budget would be complex.

## Case Studies

### [Urgent dental care pilot expanded in Sussex](#)

Healthcare Leader, January 2025

[NHS Sussex](#) is expanding access to urgent dental care appointments following the success of a pilot programme at high-street dentists.

The initiative is designed to improve access to urgent dental services for people without a regular dentist and vulnerable patient groups.

### [Surrey Growing Health Together](#)

NHS Confederation, 8 October 2024

Aligning partners to improve neighbourhood health and wellbeing in Surrey.

## The Star for workforce redesign

More resources and tools are available by searching for "dentist" in [the Star](#)

## Statistics

### [Dental - England](#)

NHS Business Services Authority

This publication was previously produced by NHS England (formerly NHS Digital). You can find previous publications in this series, from calendar year 2006 to financial year 2022/23, at the [NHS Dental statistics collection page](#) on the NHS Digital website.

## National Data Programme

Workforce, Training and Education staff can look at the [National Data Warehouse \(NDL\)](#) SharePoint site to find out more about datasets and Tableau products.

## Published Peer Reviewed Research

### Careers

#### [Dental careers: findings of a national dental workforce survey](#)

British Dental Journal 238, 2025

Aim: To explore dentists' experiences of their professional careers and job satisfaction within the United Kingdom (UK) workforce. Methods: A cross-sectional survey of the national dentist workforce was conducted using an online questionnaire, informed by previous research. The anonymous online survey was conducted between February and May 2021, with ethical approval, via national gatekeeper institutions, and promoted through social media. Statistical analysis of the data was performed in SPSS.

#### [Dental core training - a five-year review of career intentions and outcomes of trainees working at a large teaching hospital](#)

Full text available with NHS OpenAthens account\*

British Dental Journal 230, 2021

We reviewed five cohorts of dental core trainees over a five-year period in a single unit (2013-2018). We identify specific motivators for undertaking dental core training and common career paths. We suggest how mentorship and educational supervision is an important part of the overall experience. We suggest 'taster days' could allow trainees an introduction to the different specialties, helping to improve recruitment.

### Factors influencing dental trainees' choice of training programme and working patterns: a mixed-methods study

Full text available with NHS OpenAthens account\*

British Dental Journal 230(6), 2021

**Aims** To assess the training programme and future career choices of newly qualified dental trainees. **Methods** Mixed-methods study combining a national questionnaire with focus groups administered to dental foundation trainees (DFTs) in England. Two regions chose not to participate; therefore, the questionnaire was sent to 588 DFTs and 226 (38.4%) responded. Forty-one DFTs participated in six regional focus groups. **Results** Location was the primary factor when choosing a training post, with 86% wanting to live and work near friends and family.

### Projected speciality career choices among undergraduate dental students in Scotland

Full text available with NHS OpenAthens account\*

British Dental Journal 224(1), 2018

**Background** Despite increased numbers of dental specialists, around 90% of dentists in the UK continue to work in general practice. Previous research shows that undergraduate students indicate interest in speciality careers, however few studies have explored which specialties are of interest, when and why. The aim of this study was to explore whether Bachelor of Dental Surgery (BDS) undergraduates attending Glasgow Dental School (GDS) indicate a desire to pursue a speciality career, why, and the extent to which they feel prepared in this regard.

## Community

### The attitudes of dental therapists, dental therapy educators and dental therapy students in the South of England towards domiciliary dentistry: a qualitative study

British Dental Journal, 2024

**Introduction:** Dental therapists (DTs) are members of the dental team with a wide scope of practice, who support the provision of dental care to patient groups including those with vulnerabilities. One such group are older patients who are often unable to attend general dental practices to access their dental care. A domiciliary or 'home visit' may be required to deliver this care in a non-clinical setting.

### The contract between NHS dentistry and communities and how this varies by neighbourhood types

British Dental Journal, 2024

**Introduction** There is a growing concern that the NHS's ability to deliver dental care is not keeping pace with population growth. Also, existing capacity may not be evenly distributed, potentially creating dental deserts in some neighbourhoods. **Aims** This study aims to explore recent trends in NHS general practice dental capacity in England and analyse if these trends vary depending on neighbourhood context.

### Five years in the community dental service: clinicians' perspectives

Abstract only\*

British Dental Journal, 2024

**Introduction** Community dentists in England treat patients classed as vulnerable. The services in which they operate have faced challenges, with these known to have affected clinicians. It is important to monitor and understand the workforce and the effect the healthcare landscape, and its changes, has on them and the service they provide. **Aims** To explore and describe the evolution of working conditions of community dental service (CDS) dentists in England.

### The community and public dental services: a mixed-method exploration of the workforce

British Dental Journal, 2020

Aims: This exploratory study is the first in a series of two examining the working conditions of the community and public dental services in the UK to provide insight, context and understanding on their current status.

## Dental Deserts

### Tackling geographic barriers to primary dental care (dental deserts): a systematic review

British Dental Journal, 2025

Introduction: Inequitable distribution of the workforce is a major global challenge, regardless of country income status. England is facing a crisis in access to NHS dental care, with areas of the country being designated 'dental deserts'. Solutions are actively being pursued. Objective: To review global literature addressing geographic barriers to dental care and make recommendations for health policy and future research in relation to access.

## Education and Training

### Postgraduate Education for Dental Therapists in Special Care Dentistry: Educators' Views Abstract only\*

European Journal of Dental Education : Official Journal of the Association for Dental Education in Europe 29(2), 2025

INTRODUCTION: Special Care Dentistry (SCD) calls for the use of a diversified workforce to improve the oral care of patients. Previous studies have found that there is a lack of postgraduate education for groups such as dental therapists; however, interest in education from this group is expressed. The present study seeks to find the views of university educators regarding the provision of postgraduate education in Special Care Dentistry for dental therapists in the United Kingdom.

### The Postgraduate Educational Environment at a United Kingdom Dental School: A Quantitative Study Using a Modified Dundee Ready Educational Environment Measure Questionnaire

European Journal of Dental Education : Official Journal of the Association for Dental Education in Europe, 2025

INTRODUCTION: Quantitative research on postgraduate (PG) dental students' perceptions of their educational environment is lacking. The aim of this research was to increase our understanding of taught PG dental students' educational environment.,

### Evaluation of postgraduate foundation training for dental therapists: does participation enhance career prospects?

British Dental Journal, 2024

Objectives: This study explored the value of dental therapy foundation training (DTFT) in the UK and how participation influenced career prospects.

Aims: To examine the efficacy of postgraduate foundation training for dental therapists (DTs) and evaluate whether participation increased clinical confidence. To investigate whether participation in the scheme enhanced career prospects and to determine barriers encountered by DTs in securing suitable positions, inclusive of COVID-19 restrictions.

### Dental trainee motivations for the acquisition and use of postgraduate qualifications in medical education

British Dental Journal 236, 2024

Introduction: Medical and dental education is increasingly professionalised. The expectation is that educators have appropriate training and qualifications. Entry to dental speciality training is highly competitive and applications are scored using defined criteria, including experience in education.

### Flexibility and access to dental postgraduate speciality training

British Dental Journal 235, 2023

Increasingly, there is a clear emphasis on the need for improved access to flexible training. This reflects changing societal attitudes and expectations towards work-life balance and increasing demand for flexible working. The recently published *Advancing dental care review: final report (2021)* reflects these same demands within dental postgraduate training. Increasing flexible training options has the potential for far-reaching beneficial effects for dental speciality training.

### Integrated care: a new model for dental education

British Dental Journal 231, 2021

The COVID-19 pandemic has had a devastating health, economic and social impact on the UK health services. The learning from redeployment demonstrated that dental professionals can be rapidly integrated into the wider healthcare system, but the challenge is how this can be sustained in the future.

### Preparing dental students for independent practice: a scoping review of methods and trends in undergraduate clinical skills teaching in the UK and Ireland

British Dental Journal 230, 2021

Introduction: The governing bodies for dentistry in the UK and Ireland require dentists, at graduation, to possess the knowledge, skills and attributes which enable them to practise safely, without supervision. The means by which dental schools achieve this may differ and may undergo modification in response to changes in the expectations of governing bodies and challenges within the teaching environment. It is therefore important to identify which of these approaches works well and to disseminate good practice described in the literature.

### Mouth care training and practice: a survey of nursing staff working in National Health Service hospitals in England

Journal of Research in Nursing: JRN 26(6), 2021

Background: This study investigated the training and mouth care practice of nursing staff in hospital Trusts across England. Oral health has been found to deteriorate during hospital admission, mouth care standards have been found to be poor., Aims: The objectives of the study were to assess if and what the barriers are to supporting inpatients' mouth care, and to assess how confident nursing staff are in carrying out mouth care assessments and mouth care and see if this is related to previous training.,

### The dental core training experience: the views of trainees and their postgraduate training leads

British Dental Journal 228, 2020

Introduction: Dental core training (DCT) is an optional, postgraduate programme with a duration of one to three years that dentists in the UK can pursue to further strengthen their skillset. Aims: To understand career motivations and preferences of trainees pursuing DCT, and their perceptions and experiences of the programme.

### Education and training in craft skills dentistry

British Dental Journal 226, 2019

In order to best use available resources, the dental workforce needs to be sufficiently skilled to provide the correct treatment in the right place in the patient pathway, without need for escalation to secondary care. Education is a means to improve quality of healthcare with significance being placed on the proficiency of teaching and effectiveness of learning. The aim is to make the most efficient use of resources to upskill the existing workforce without significant reduction in the services that can be provided during training.

### Opinion: Is less-than-full-time training in dentistry swimming against the tide?

British Dental Journal 227, 2019

With ongoing changes to the demography of the dental workforce coupled with the changing expectations of those participating in early career post-graduate training, dentistry is experiencing a shift in how it might manage trainees. Drawing on experience from medicine and the anticipated behavioural differences, it is worth considering a way in which training might be able to adapt to the requirements of newer graduates, to ensure that the profession does not lose out on preparing the best candidates possible for careers that improve the state of dentistry both as a vocation and for patient benefit.

### A novel, integrated curriculum for dental hygiene-therapists and dentists

British Dental Journal, 226, 2019

Introduction: In certain communities patients may struggle to find access to adequate dental treatment. One proposed strategy to help meet population need is to train more dental hygiene-therapists. However, established attitudes and hierarchies, along with a lack of clear understanding of different roles within some general practice environments has led to underutilised shared-care approaches.

### The two-year longitudinal dental foundation training programme: an option worth revisiting

Full text available with NHS OpenAthens account\*

British Dental Journal, 2019

Two-year longitudinal dental foundation training (LDFT) programmes are available for dental graduates through a national recruitment process. These two-year schemes have been around for many years and enable foundation dentists to gain valuable experiences in general practice as well as the hospital and community services.

### The evaluation of an innovative dental nurse training pilot scheme

British Dental Journal 224, 2018

Introduction: Dental nurses traditionally train in either hospitals or practices. A London pilot scheme provided exposure to both settings to explore the potential for dual training. This evaluation examined the motivation, experiences, career expectations and initial careers of trainees.

### The transition from dental school to postgraduate dental foundation training: strengthening the interaction between stakeholders

Full text available with NHS OpenAthens account\*

British Dental Journal 224(4), 2018: This article demonstrates the benefits of collaboration between dental educators in undergraduate and postgraduate settings, to facilitate the transition of dental students into dental foundation training (DFT). The School of Dental Sciences at Newcastle University and Health Education England, working across north-east and north Cumbria, have strengthened links by forming a dental foundation programme undergraduate liaison group (FPUG) involving all stakeholders.

### An evaluation of a two-site pilot model for dental foundation training

British Dental Journal 223, 2017

- Describes a pilot dental foundation training programme in North West London which involved foundation dentists (trainees) working within two dental practices under two teams of educational supervisors (trainers).
- Evaluates the two-site training through direct engagement with the stakeholders.
- Highlights the advantages, weaknesses, and challenges of the two-site training model piloted.

### Transition of new dental graduates into practice: a qualitative study Abstract only\*

European Journal of Dental Education: Official Journal of the Association for Dental Education in Europe 20(2), 2016

AIMS: The aims of this study were to explore the transition of new dental graduates to gain a deeper understanding of the merits and challenges of a mentored year for new graduates in general dental practice settings.

### An investigation of the clinical experiences of dentists within the national dental foundation training programme in the North West of England Full text available with NHS OpenAthens account\*

British Dental Journal 221(6), 2016

Objective To investigate the clinical experiences of foundation dentists (FDs) in the North West of England. Methods Three research methods were used: a questionnaire completed by FDs at the end of their training; an analysis of the clinical logs of experience recorded in the educational portfolios; and analysis of NHS Business Services Authority (NHSBSA) activity data for the 12 month period of training of FDs. Results A response rate of 100% (N = 50) was achieved for the questionnaire and complete data for 49 of the 50 FDs was available from the NHSBSA and clinical logs in the educational portfolios.

## Environmental Considerations

### An estimated carbon footprint of NHS primary dental care within England. How can dentistry be more environmentally sustainable? Full text available with NHS OpenAthens account\*

British Dental Journal 223(8), 2017

Introduction National Health Service (NHS) England dental teams need to consider from a professional perspective how they can, along with their NHS colleagues, play their part in reducing their carbon emissions and improve the sustainability of the care they deliver. In order to help understand carbon

emissions from dental services, Public Health England (PHE) commissioned a calculation and analysis of the carbon footprint of key dental procedures.

## Equality, Diversity and Inclusion

### Ethnic diversity in academic dentistry in the United Kingdom

European Journal of Dental Education : Official Journal of the Association for Dental Education in Europe 27(3), 2023

This paper focuses on what is known about dental academia in the United Kingdom, where there are formal research training pathways. There is an emerging recognition of the requirement for action, and it is hoped this will stimulate debate and impetus for research across Europe.

### Exploring dental academics' perceptions of and experience with discrimination in the UK and Ireland: a qualitative study Abstract only\*

British Dental Journal, 2023

Introduction Diversity is known to be important but diversity of dental school academics in the UK and Ireland is low in comparison with the dental profession and the overall population. The aims were to explore whether UK and Ireland dental school academics are satisfied with their career progression, whether they believe that there are barriers to career progression in dental schools based on protected characteristics, and experience of discrimination at work.

### The 'leaky' BAME pipeline in UK dentistry

British Dental Journal, 2022

Introduction: There are growing calls for dentistry to debate, critique and analyse the role and place of racism in the profession. This article supports this debate and considers whether people from Black, Asian and Minority Ethnic (BAME)

backgrounds experience barriers to progressing in the profession.

### Addressing racial inequalities in dental education: decolonising the dental curricula

British Dental Journal 230, 2021

The aim of this paper is to highlight the impact of racial disparities on the educational experiences of Black and minority ethnic students in healthcare education. Attainment gaps and barriers to career progression for minority ethnic home students in the United Kingdom have been recognised for decades, but little progress has been made to address these issues.

### Reaching A Female Majority: A Silent Transition for Dentistry in the United Kingdom

Primary Dental Journal 10(2), 2021

This paper highlights the process of transition to a female majority for dentistry, examines various influences on this trajectory, and considers the implications for the profession, health systems and patients, as well as individual dentists. This celebratory transition has been facilitated by educational systems that provide both males and females with equal opportunities and is supported by legislation, as well as societal change that has spanned decades. In crossing this gender representation threshold, we have outperformed doctors nationally.

### The influence of gender on career aspirations of University of Birmingham dental students and junior trainees in the West Midlands

British Dental Journal, 228, 2020

Aims: To investigate the gender differences among University of Birmingham dental students and dental core trainees (junior trainees within four years of graduation) in the West Midlands, and to assess career aspirations and working patterns.

### A rapid review of barriers to oral healthcare for vulnerable people

British Dental Journal 227, 2019

Introduction: People from vulnerable groups have higher levels of untreated dental disease compared to the general population, yet often experience barriers to accessing care. Difficulties accessing oral healthcare services have been suggested as one of the pathways that contribute to oral health inequalities.

### Do high tuition fees make a difference? Characteristics of applicants to UK medical and dental schools before and after the introduction of high tuition fees in 2012

British Dental Journal, 222, 2017

Aim: To compare trends in the volume, socio-demography and academic experience of UK applicants and entrants to medicine and dentistry in the UK with university in general, before and after the major increase in university fees in England in 2012. Methods: Descriptive trend analyses of University and College Admissions Services (UCAS) data for *focused* (preferred subject was medicine or dentistry) and *accepted* applicants, 2010-14, compared with university in general in relation to socio-demography (age, sex, ethnicity, POLAR 2, region) and academic experience (school type). POLAR2 data provide an indication of the likelihood of young people in the area participating in further or higher education.

## Extended roles

### A survey to explore the motivation, scope of practice, job satisfaction and timings of procedures undertaken by dental nurses with additional duties at one NHS trust

British Dental Journal, 2025

Aim: This study aims, first, to explore the motivation, job satisfaction, training status, use of additional skills, perception of departmental support, and career plans of qualified dental nurses. And second, to determine the time taken to perform

dental procedures by dental nurses with additional duties and the factors that affect these timings.

### Health and wellbeing

#### Same difference: a qualitative exploration of stressors experienced by dental team members across the UK

British Dental Journal, 2025

Introduction: Poor mental health and wellbeing in dental team members is increasingly recognised. The practise of dentistry is linked to high levels of self-reported stress, burnout and psychological distress. Different dental systems operate across the four United Kingdom (UK) countries and there is currently a lack of exploration of the impacts these different systems have on the stressors and challenges dental teams experience.

#### Enhancing the wellbeing of the UK oral healthcare workforce

British Dental Journal 236, 672, 2024

In 2023, the MINDSET U.K. collaboration, comprising experts in mental health and dentistry, invited all members of the dental team to take part in a survey to evaluate the current status of mental health and wellbeing of dental teams across the UK. There was a good response rate to the survey and data analysis is currently underway with plans to disseminate results over the coming months to policy, service and education leaders, as well as the wider dental community.

#### Mental health and inclusivity support and education in a UK dental school: a cross-sectional survey

British Dental Journal 233, 2022

Aims: To establish the current support and knowledge around mental health and equality, diversity and inclusion at a UK Dental School and make suggestions about improvements.

Objectives: Conduct a survey of dental undergraduate students at Newcastle Dental School to elicit responses.

#### A survey of mental wellbeing and stress among dental therapists and hygienists in South West England Abstract only\*

British Dental Journal, 2022

Introduction Mental health and wellbeing of the dental team has been brought into sharp focus during the COVID-19 pandemic. Despite this renewed interest, there has been longstanding issues with poor mental health and wellbeing in the dental profession for some time. While there is some evidence that documents poor mental wellbeing amongst dentists, there appears to be a lack of evidence concerning dental care professionals.

#### Supporting dentists' health and wellbeing – workforce assets under stress: a qualitative study in England Abstract only\*

British Dental Journal, 2021

Background: Multiple determinants influence dentists' health and wellbeing. In light of recent concerns, the aim of this research was to explore contemporary influences on dentists' health and wellbeing in England, drawing on their lived experience.

#### Key determinants of health and wellbeing of dentists within the UK: a rapid review of over two decades of research

British Dental Journal 227, 2019

Aim: To review the key determinants of health and wellbeing among dentists working in the UK. Methods: Rapid review of the literature (1996-2018) across seven health and social science databases through OVID and the Cochrane Library, professional and health system sources. Records were screened according to agreed inclusion and exclusion criteria by title, abstract and full text. Data extraction and qualitative synthesis of the included studies were performed. Quality assessments for risk of bias were made using a mixed methods appraisal tool.

### Health Visitors

[Knowledge, attitude and practice among Health Visitors in the United Kingdom toward children's oral health](#) Abstract only\*

Public Health Nursing (Boston, Mass.) 35(1), 2018

OBJECTIVES: The purpose of this study was to determine knowledge, attitude, and practical behavior of health visitors regarding children's oral health in the United Kingdom (UK)., METHODS: A web-based self-administered survey with 18 closed and 2 open ended questions was distributed to a convenience sample of approximately 9,000 health visitors who were currently employed in the United Kingdom and a member of the Institute of Health Visiting.

### Interprofessional collaboration

[Physicians' perceptions of the role of the dental hygienist in interprofessional collaboration: a pilot study](#) Full text available with NHS OpenAthens account\*

Journal of Interprofessional Care 35(1), 2021

Shifts in healthcare models, and greater numbers of patients seeking care, has encouraged professional organizations to recommend collaborative healthcare teams. In the realm of oral health, the American Dental Hygienists' Association (ADHA) and the Commission on Dental Accreditation (CODA) have set recommendations that interprofessional collaboration (IPC) be emphasized in the profession. The purpose of this study was to determine physicians' perceptions of the role of the dental hygienist in IPC. A pilot study utilizing a nonprobability sampling method which included a purposive sample of 30 licensed physicians was conducted.

### Job satisfaction

[High job satisfaction among orthodontic therapists: a UK workforce survey](#)

British Dental Journal 224, 2018

Background: Orthodontic therapy is a new professional group within dentistry, about which little is known. This study aimed to conduct a population survey to examine the profile, working practices, motivation, experiences, career expectations and level of job satisfaction of orthodontic therapists in the UK.

### Learning from Covid-19

[A national survey of the impact of the COVID-19 pandemic on training and wellbeing of restorative and mono-speciality specialist trainees in the UK and Ireland](#)

British Dental Journal, 2024

Introduction COVID-19 emergency and associated measures across the UK and Ireland during the first and third waves of the pandemic disrupted mainstream dental services and training across all specialties. Aims Investigate the effect of COVID-19 pandemic on training, mental health and wellbeing of specialty trainees (STs) in restorative dentistry and associated mono-specialities across the United Kingdom and Ireland.

### Paediatrics

[Paediatric dentistry provision in the North East of England: workforce confidence and attitudes](#) Abstract only\*

British Dental Journal, 2022

Background: Exploration of workforce confidence and attitudes towards the provision of paediatric dental care has the potential to inform targeted workforce development to address the oral health needs of children. Aims: To explore: workforce confidence in providing paediatric dentistry; attitudes towards existing

paediatric dental service provision; and perceived capacity and willingness to deliver Level 2 paediatric dental services.

### How is paediatric dentistry taught? A survey to evaluate undergraduate dental teaching in dental schools in the United Kingdom

European Journal of Dental Education : Official Journal of the Association for Dental Education in Europe 24(4), 2020

INTRODUCTION: The quality assurance of undergraduate dental education in the UK is regulated by the General Dental Council who describe the competencies expected of the newly qualified dentist or "safe beginner." Whilst the literature has explored the level of undergraduate training in a number of dental specialties within the UK, there is a paucity of information on the UK curriculum for undergraduate paediatric dental teaching.

## Pharmacists

### 'We do not seem to engage with dentists': A qualitative study of primary healthcare staff and patients in the North East of England on the role of pharmacists in oral healthcare

BMJ Open 10(2), 2020

Objective To explore the attitudes towards, and perceptions of, primary care healthcare staff and patients, regarding the role of clinical pharmacists in the provision of oral health advice and collaboration with dentists in general practice. Design Interpretivist methodology using qualitative semi-structured interviews and focus groups.

## Prisons

### Dental education and prison health: A scoping review Abstract only\*

Journal of Dental Education 86(10), 2022

INTRODUCTION: There is a huge oral disease burden among imprisoned people. Comprehensive guidelines are available on prison dentistry. Prison dental education is important to increase the quality and quantity of the dental workforce in prisons. It improves student perceptions about imprisoned people and gives students a sense of social responsibility and accountability., OBJECTIVES: The aim of the scoping review was to determine what is known in the literature about teaching pre-doctoral dental students about prison health.

## Recruitment and Retention

### Valuing and retaining the dental workforce: a mixed-methods exploration of workforce sustainability in the North East of England

BMC Health Services Research 25(1), 2025

Background: NHS dentistry is experiencing significant recruitment and retention challenges, particularly in rural, coastal, and deprived urban areas. Issues have been exacerbated by the Covid-19 pandemic, leading to unequal distribution of dental professionals across UK geographies. Despite workforce policy initiatives, issues persist. This study explores factors influencing workforce sustainability in the North East of England - an under-served region of the UK.

### Oral and dental healthcare team workforce recruitment Full text available with NHS OpenAthens account\*

British Dental Journal 235, 399, 2023

#### *Key points*

- We lack basic information about the dental workforce in the UK.
- But we do know that general dental practices are struggling to recruit staff, with the problem much more acute for those focused on NHS care.

- The government has developed an NHS workforce plan but recruiting staff won't fix our problems without addressing major retention issues.

### Opinion: The dental workforce recruitment and retention crisis in the UK

British Dental Journal 234, 2023

The precarious state of NHS dentistry is widely acknowledged, yet there is limited progress in addressing the underlying issues. Further delays will undoubtedly impact patient care, leading to oral health deterioration and unnecessary suffering. This will predominantly affect the most vulnerable in society, resulting in greater oral health inequalities.

### Recruitment and retention in dentistry in the UK: a scoping review to explore the challenges across the UK, with a particular interest in rural and coastal areas Abstract only\*

British Dental Journal, 2023

Introduction There is currently reduced access to NHS dental services in the UK, particularly in England, with rural and coastal areas significantly affected. Recruitment and retention in dentistry has been highlighted as an issue contributing to the problem. Objectives To explore what is known or unknown about recruitment and retention of the dental workforce in the UK, with a particular focus on rural and coastal areas. We were keen to gain information relating to factors affecting recruitment and retention, geographical distribution of the workforce, anticipated challenges, strategies or proposals to assist workforce planning and the extent of empirical research.

## Restorative Services

### General dental practitioner views on the current and future provision of advanced NHS restorative dentistry services: a cross-sectional survey in England

British Dental Journal, 2022

Introduction Advanced NHS restorative dentistry services are an important aspect of patient care. Managed clinical networks (MCNs) have been proposed as a future model of care

## Rural and Remote

### Dental practice workforce challenges in rural England: survey into recruitment and retention in Devon and Cornwall Abstract only\*

British Dental Journal, 2023

Introduction: Devon and Cornwall have been identified as 'dental deserts' with limited NHS dental access and high levels of oral health inequality. Challenges around recruitment and retention of the dental workforce have been acknowledged as an important contributory factor.

### Recruitment and retention in dentistry in the UK: a scoping review to explore the challenges across the UK, with a particular interest in rural and coastal areas Abstract only\*

British Dental Journal, 2023

Introduction: There is currently reduced access to NHS dental services in the UK, particularly in England, with rural and coastal areas significantly affected. Recruitment and retention in dentistry has been highlighted as an issue contributing to the problem.

### Disparities in the geographic distribution of NHS general dental care services in England Abstract only\*

British Dental Journal, 2021

Objectives: To assess the geographic distribution of NHS dental practices in England in relation to deprivation and rurality.

Methods: A total of 7,851 dental practices in England were included in this study against a population of 53,004,517 from 171,349 statistical areas. The practices were mapped using

geographic information systems technology and integrated with census population data, the Index of Multiple Deprivation and the rural-urban classification.

### Skills

Utilisation of the dental workforce: a service evaluation in one dental institute Abstract only\*

British Dental Journal, 2024

Objective: This study examines the skill set and utilisation of dental care professionals (DCPs) in secondary and tertiary dental care roles. Methods: DCPs were surveyed across various specialities using the General Dental Council's Scope of practice as a reference.

Dentists' preparedness to provide Level 2 services in the North East of England: a mixed methods study

British Dental Journal, 2023

Background: Dentists capable of delivering Level 2 complexity treatments may benefit patient access to dental care and increase workforce morale. However, little is known about attitudes, capability and training needs relating to Level 2 dental services. Aims: To examine attitudes to, and perceived readiness for delivery of Level 2 dental services by NHS dentists in the North East of England and North Cumbria.

Competencies for dental public health specialists: A thematic analysis Abstract only\*

European Journal of Dental Education, 2022

Introduction: Competency frameworks have been used to accurately guide the training and assessment of professionals. Dental Public Health professionals require a variety of skills beyond clinical aspects to meet ongoing social, economic, epidemiologic, technological, etc. developments. The purpose of this study was to develop a primary competency framework for

dental public health (DPH) professionals by reviewing existing documents that can be modified by authorities based on their needs.

Assessing dentist and dental student knowledge of and attitudes towards shared decision-making in the United Kingdom Abstract only\*

European Journal of Dental Education : Official Journal of the Association for Dental Education in Europe 25(4), 2021

INTRODUCTION: Shared decision-making (SDM) is a partnership between healthcare professionals and patients when choosing care., AIM: To measure knowledge of, and attitudes to, SDM amongst undergraduate dental students and dentists in the UK.

A whole-team approach to optimising general dental practice teamwork: development of the Skills Optimisation Self-Evaluation Toolkit (SOSET) Full text available with NHS

OpenAthens account\*

British Dental Journal 228(6), 2020

Introduction Studies across the health service reveal benefits of teamwork and barriers to its optimal use. Drawing upon the established Maturity Matrix Dentistry method, the Skills Optimisation Self-Evaluation Toolkit (SOSET) was developed to enable the whole dental team to critically review how they address skill-mix in delivery of patient-centred oral healthcare in their practice. This paper outlines the development of the SOSET and explores its usefulness to general dental practice teams. Methods Research literature and interview data from general dental practice teams were coded for high-level factors (positive and negative) influencing teamwork.

[The evaluation of a continuing professional development package for primary care dentists designed to reduce stress, build resilience and improve clinical decision-making](#) Full text available with NHS OpenAthens account\*

British Dental Journal 223(4), 2017

Introduction Stress and burnout are widely accepted as a

problem for primary care dental practitioners. Previous programmes to address this issue have met with some success.

Burnout is associated with poor coping skills and emotion regulation, and increased rates of clinical errors. Anxiety is associated with poor decision-making and is thought to be associated with poor clinical decision-making. Attempts to improve decision-making use increasing meta-awareness and review of thinking processes.

[Dentists' requirements for continuing professional development in Ireland. A pilot study conducted at University College Cork](#)

Abstract only\*

Journal of the Irish Dental Association 61(1), 2015

AIMS: To determine the self-assessed continuing professional development (CPD) needs of dental practitioners and identify how each discipline can best be served by a dental CPD programme. To set findings in the context of the available literature and contribute to the development of CPD programmes.,

### Special Care Dentistry

[Oral Health Care for People with Disability: Curriculum Content in Oral Health Programs](#)

Journal of Dental Education, 2025

PURPOSE/OBJECTIVES: The shortage of dental practitioners willing to treat people with disability has become a significant concern, attributed mainly to inadequate undergraduate education and clinical experience in special needs dentistry

(SND). Working closely with dentists, the Oral Health Therapy workforce is highly skilled in preventive dentistry, and they could provide dental services to enhance accessibility for people with disability

[Ten years on: an online questionnaire evaluation of the UK special care dentistry specialist workforce](#) Abstract only\*

British Dental Journal, 2021

Aims: To provide information on the demographics and work patterns of the UK special care dentistry (SCD) specialist workforce. Design: A self-administered electronic questionnaire.

### Supervision, Coaching, and Mentorship

[Exploring the challenges which influence general dental practitioners' participation as educational supervisors in dental foundation training in the South West of England](#) Abstract only\*

British Dental Journal 238, 2025

Introduction: The challenges of recruitment and retention of dentists within the NHS are a major contributory factor in delivering dental access. Availability and geographical location of dental foundation training (DFT) placements is considered to be an important element in recruiting new dental graduates to poorly served areas. A recent decline in the number of dentists applying to act as educational supervisors (ESs) for DFT has been observed, which could have a direct impact on the future sustainability of NHS services.

[A qualitative study of coach mentoring dentists in difficulty from a mentor perspective](#)

British Dental Journal 238, 2025

Introduction: The General Dental Council (GDC) regulates the United Kingdom (UK) dental profession and a dentist may be mandated to attend a fitness to practise (FtP) panel. In this study, such dentists are referred to as a 'dentist in difficulty' (DD).

Coach mentoring by a coach mentor (CM) is one of the GDC suggestions to support DDs to help them fulfil the conditions set by a FtP panel. There is little published literature on coach mentoring DDs.

### Do dental nurses and trainee dental nurses suffer from job-related stress and could mentorship help them to cope with that stress?

British Dental Journal, 2025

Background: Stress in dentistry is widely researched and the evidence is that it is a stressful profession. Research has mainly focused on dentists and oftentimes the rest of the team has not been considered. Working in dentistry relies on teamwork and the multidisciplinary team; therefore, it is of paramount importance that all members of the team are researched.

Aim: To investigate current perceptions of stress and its triggers in dental nurses (DNs) (including trainee dental nurse [TDNs]) and explore if mentoring could help.

### Role models and professional development in dentistry: an important resource: The views of early career stage dentists at one academic health science centre in England Abstract only\*

European Journal of Dental Education : Official Journal of the Association for Dental Education in Europe 22(1), 2018

BACKGROUND: The importance of role models, and their differing influence in early, mid- and late careers, has been identified in the process of professional development of medical doctors. There is a paucity of evidence within dentistry on role models and their attributes., AIM: To explore the views of early career dentists on positive and negative role models across key phases of professional development, together with role models' attributes and perceived influence.

## Technology

### Transforming undergraduate dental education: the impact of artificial intelligence

British Dental Journal 238, 2025

Artificial intelligence (AI) is a rapidly evolving area, having had a transformative effect within some areas of medicine and dentistry. In dentistry, AI systems are contributing to clinical decision-making, diagnostics and treatment planning. Ongoing advances in AI technology will lead to further expansion of its existing applications and more widespread use within the field of dentistry.

### Telehealth technologies in care homes: a gap for dentistry?

Journal of Public Health 46(1), March 2024

Background: Telehealth technologies are playing an increasing role in healthcare. This study aimed to review the literature relating to the use of telehealth technologies in care homes with a focus on teledentistry.

### A scoping review of the use and application of virtual reality in pre-clinical dental education

British Dental Journal 226, 2019

Introduction: Virtual reality (VR) is gaining recognition as a valuable tool for training dental students and its use by dental schools around the world is growing. It is timely to review the literature relating to the use of VR in dental education, in order to ensure that educators are well-informed of current areas of inquiry, and those requiring further investigation, to enable appropriate decisions about whether to employ VR as a teaching tool.

### Waiting Lists

#### Waiting in line for a check-up: evaluating access to NHS dental services in England

British Dental Journal, 2025

Abstract: Aims Access to dental services in England has seen a gradual decline over recent years and this has become increasingly prevalent following the COVID-19 pandemic. This research provides a geographical assessment of access to National Health Service (NHS) dental services in local authorities across England, highlighting regions which require specific interventions to improve patient access.

#### Oral surgery wait times in NHS secondary dental care in England: a five-year review Abstract only\*

British Dental Journal, 2022

Aims To report the oral surgery referral to treatment waiting times in hospitals in England and to identify any trends in the percentage of patients seen within 18 weeks. Materials and methods Data published by the NHS statistics team was analysed from 2016-2020. Results Pre-COVID-19, the best performing month was February 2016, with 91.5% of patients seen within 18 weeks. The worst performing month was September 2019, with 79.3% of patients seen within 18 weeks.

### Workforce

#### Editorial: A sustainable oral health workforce – time to act

British Dental Journal, 2024

Our expensively educated and trained oral health workforce is the backbone of our dental systems in the UK. We currently have 44,601 dentists and 77,490 dental care professionals registered to practise, the majority being female.<sup>1</sup> This represents one dentist for every 1,500 population - a healthy ratio given the volume and scope of dental care professionals. Approximately

10% of dentists hold a specialist title, with men in the majority for 8 of the 13 specialties.<sup>1</sup> Interest in developing special interests within the NHS has stalled; thus, for most of the workforce in primary care, there is little hope of career progression.

#### How to ensure an appropriate oral health workforce? Modelling future scenarios for the Netherlands

BMC Human Resources for Health 22(73), 2024

Background: Current methods for oral health workforce planning lack responsiveness to dynamic needs, hampering efficiency, equity and sustainability. Effective workforce planning is vital for resilient health care systems and achieving universal health coverage. Given this context, we developed and operationalised a needs-adaptive oral health workforce planning model and explored the potential of various future scenarios.

#### Health workforce for oral health inequity: Opportunity for action

PLOS One, June 2024

Oral health is high on the global agenda following the adoption of the 2022 global strategy on oral health at the 75th World Health Assembly. Given the global burden of oral disease, workforce development to achieve universal health coverage [UHC] is crucial to respond to population needs within the non-communicable disease agenda. The aim of this paper is to present an overview of the oral health workforce [OHWF] globally in relation to key contextual factors. Data from the National Health Workforce Accounts and a survey of World Health Organization [WHO] member states were integrated for analysis, together with country-level data on population and income status.

#### A typology of internationally qualified dentists in the United Kingdom

Journal of Migration and Health 9, 2024

Introduction: The Global Strategy for Human Resources for

Health 2030, requires member states to half their dependency on an international workforce by 2030. In order to design policies towards that goal, country-specific research on migration motivations of the health workforce is required. The United Kingdom (UK) is a net importer of health professionals and whilst there is a body of research on doctors' and nurses' migration, there is no research on the migration motivations of migrant dentists in the UK. This research explored the migration motivations of internationally qualified dentists (IQDs) in the UK and presents a typology to understand the global migration of dentists in the context of oral health workforce.

[A Cross-Sectional Study of the Current and Future Dental Hygiene and Dental Therapy Student Workforce in the UK and Ireland During 2022-2025: Considering Facilitators and Barriers to the Growth of This Workforce](#) Abstract only\*

International Journal of Dental Hygiene, 2024

INTRODUCTION: With evidence suggesting that dental hygienists (DH) and dental therapists (DThs) can undertake a significant proportion of routine clinical work, this paper explores the number of recent graduates and students currently in training in the UK and Ireland and considers whether there are sufficient DH and DTh registrants to positively impact on population needs.

[Immediate considerations for sustainable oral health workforce expansion](#)

British Dental Journal 235, 2023

Dental schools are committed to contributing to improving oral healthcare provision in the UK. With appropriate funding, and some reconfiguration of educational delivery, this will be possible through increasing the number of graduating oral health professionals. This may provide a transformative opportunity for dental education across the UK.

[Modelling a Consultant Workforce for the United Kingdom: needs-based planning for Dental Public Health](#) Abstract only\*

Community Dental Health 40(4), 2023

Objective: To develop a needs-based workforce planning model to explore specialist workforce capacity and capability for the effective, efficient, and safe provision of services in the United Kingdom (UK); and test the model using Dental Public Health (DPH). Basic Research Design: Data from a national workforce survey, national audit, and specialty workshops in 2020 and 2021 set the parameters for a safe effective DPH workforce. A working group drawing on external expertise, developed a conceptual workforce model which informed the mathematical modelling, taking a Markovian approach.

[Creativity, confidence and the courage to change: the future dental workforce – part one](#)

Faculty Dental Journal 13(3), 2022

We are required to serve a growing population with diverse oral healthcare needs from routine through to highly complex care. While traditional models of care have served much of the population well, we must continually plan for our growing ageing society with differing needs and persistent health inequalities, which are intensified by challenges in accessing care. It is increasingly important to address health inequalities and refresh paradigms of care, focusing on promoting health and ensuring greater levels of care for vulnerable groups across the life-course. This involves 'starting well' from birth, 'keeping well' through the school years, 'maintaining well' through adult life while planning for the longer term and 'sustaining well' into older age to 'end well'.

### Creativity, confidence and the courage to change: the future dental workforce – part two Title only\*

Faculty Dental Journal 13(4), 2022

### Dental specialist workforce and distribution in the United Kingdom: a specialist map Abstract only\*

British Dental Journal, 2021

Objectives: To illustrate, identify and assess a contemporary model of the geographic distribution of specialist dentists in relation to population age groups and rurality.

Methods: All UK dental specialists registered with the General Dental Council were extracted and paired with publicly available locations of work. Geographic information system tools were used to map specialist locations against population and rural-urban classifications of England, Wales, Scotland and Northern Ireland. The latest 2019 population estimates and health board areas were superimposed to create a specialist map. All other data were collected at the smallest geographic statistical areas and corresponding population data from the latest census.

### Development and retention of the dental workforce: findings from a regional workforce survey and symposium in England

BMC Health Services Research 20(255), 2020

Background: To help promote a flexible and sustainable workforce in dentistry, it is necessary to access accurate and timely data about the structure and nature of the evolving dental team. This paper considers the results and learning from a region-wide dental workforce survey conducted in one area of Health Education England and how the team has changed since the last survey a decade earlier.

### Planning the oral health workforce: Time for innovation

Community Dentistry and Oral Epidemiology 49(1), 2020

The levels and types of oral health problems occurring in populations change over time, while advances in technology

change the way oral health problems are addressed and the ways care is delivered.

### Needs-based planning for the oral health workforce - development and application of a simulation model

BMC Human Resources for Health 17(55), 2019

Background: The World Health Organization's global strategy on human resources for health includes an objective to align investment in human resources for health with the current and future needs of the population. Although oral health is a key indicator of overall health and wellbeing, and oral diseases are the most common noncommunicable diseases affecting half the world's population, oral health workforce planning efforts have been limited to simplistic target dentist-population or constant services-population ratios which do not account for levels of and changes in population need.

### Health workforce governance and oral health: Diversity and challenges in Europe Abstract only\*

Health Policy 119(12), 2015

Throughout the life course, [oral diseases](#) are some of the most common non-communicable diseases globally, and in Europe. Human resources for oral health are fundamental to healthcare systems in general and [dentistry](#) is no exception. As political and healthcare systems change, so do forms of governance. The aim of this paper is to examine human resources for oral health in Europe, against a workforce governance framework, using England as a case study. The findings suggest that neo-liberalist philosophies are leading to multiple forms of soft governance at professional, system, organisational and individual levels, most notably in England, where there is no longer professional self-regulation.

## Competency Frameworks

The Safe Practitioner: A framework of behaviours and outcomes for dental professional education

General Dental Council, 2023

The GDC has today published [The Safe Practitioner: A framework of behaviours and outcomes for dental professional education](#), which will replace [Preparing for Practice](#) as the curriculum document for all programmes of undergraduate dental education in the UK from September 2025.