

Page 2: Information about the person or organisation completing this submission

Q1 This submission was completed by:

Name

Karyn Large

Q2 Are you making this submission

as a registered practitioner

Q3 Please tell us which part of the sector your submission represents

a registered dental therapist

Page 3: Area one: new core recertification programme

Q4 What, if anything, do you like about our proposed core recertification programme?

The reflection element-always good to think through things as to what contributed to the successes or failures.I think it is important to review your own practise and continuing to work on improving.Striving for excellence but also acknowledging that its not always going to happen.

Professional development plan is a good idea helps you to think where the areas are that you need to work on in a positive manner.

I'm still undecided on the peer attestation but can see value in discussing dental issues ,technologies, new ways of working and clinical issues with small groups of peers in non-threading ways but one to one I'm not that comfortable with.A person only has to have a slight disagreement and things can cause issues at any time.For example radiography calibration is a great example of a group working together and discussing what they see.I only like the idea of peer attestation if it it from a colleague in a senior clinician role or PDO role.* years keeping the recertification records for 8 years seems ok.

I personally would prefer that the recertification cycle be 2 yearly. I think that time frame is more manageable for accessing CPD and doing a decent professional development plan linked to it all.

Phase two consultation on recertification

Q5 Is there anything about our proposed core recertification programme you would change?

Yes,

Please explain.:

I would keep the cycle to 2 yearly rather than 12 months. It would still be linked to the APC cycle but it would enable the person to make a decent professional development plan over the 2 years and then link it all to the CPD activities or look for appropriate uni courses etc. Reflection I see is very important - helps you with clarity of your practise and its always good to have change for the better instead of always keeping with the same old. Its important to discuss techniques and technologies with peers though as you can learn innovative ways of doing some of the same old things in a new way can be very refreshing. I would like to not have just one professional peer but maybe work in a study group of say 3 or 4 and then do the PDP. It is still means of achieving your PDP learning objectives and facilitating reflection of your practise. I would like the PDP to be over a 2 year cycle but am happy with that as a proposal. I think participation in a fortnightly or monthly study group would help with improving knowledge and skills. The minimum annual quota of PDAs expressed in hours sounds ok for example I anticipate say my study group of say 4-6 members and meet for 2 hours, do research etc or hands on activities to which we all have turns contributing to means 20 hours plus attending some CPD courses like eg Big day in -5 hours and say BOPDHB inservice days also 3-5 hours at a time. Plus appraisals at 1-2 hours a time It would be reasonably achievable to do 30-50 hours over the 2 years with a good solid plan. Written reflective statement I think is a good proposal. Its a way of sitting down and really thinking about why you are in dentistry and what keeps you in it. This links to your learning objectives in the PDP and the impact of participation has had on your practise. I don't like the idea of a professional peer writing an attestation on you but maybe you could use several peers to confirm on your behalf things that they have assisted you with and whether it met the standards or your PDP objectives.

Q6 Do you support our proposal to change the recertification cycle to 12 months?

No,

Please explain.:

I think its too short I personally like the idea of a 2 yearly cycle -enables a better PDP to be thought about and better planning to be done then just work solidly towards it every month.

Phase two consultation on recertification

Q7 Do you think our proposed core recertification programme should include a requirement for practitioners to complete an online open-book assessment of their technical and clinical knowledge and skills?

Yes,

Please explain.:

I like doing on-line assessments as long as the format is clean and simple to do in a timely manner. Basing it on the standards frameworks is a good idea. it will help practitioners keep up to date with the requirements instead of just relying on their Das or just ticking the boxes on the recertification APC every year.

Q8 If a proposal about an online open-book assessment of a practitioner's technical and clinical skills and knowledge is supported, how often should practitioners be required to complete an assessment?

Every two years ,

Please explain.:

Its probably just me personally but I quite like the 2 yearly time frame for recertification. The APC I am ok with being annually and doing the on-line assessment would be a better option than whats at present where we just tick the boxes. The poor results only then show up in the random audits. I am ok with the APC process as it is yearly but think that 2 yrs is better especially when timing and fitting in with other practitioners could be problematic as we are all run by our appointment books but it would be fine to diary ahead for a 2 yr PD P Plan. It would make you sit down and properly plan ahead then work methodically towards it collating and writing your data regularly as you go.

Q9 Do you have other proposals about our proposed core recertification programme you would like us to consider? Please explain.

Just that be user friendly, non judgemental supportive and multi faceted. Maybe include a case study thats been successful or very interesting and maybe one thats been not so good but reflect on what could have been done better at that time.

Page 4: Area two: support for new registrants

Q10 What, if anything, do you like about our draft proposals for supporting new registrants?

I think that sound reasonable. important to hold the APC to practise and good communication in English is important. Flexible approach is important. A solid mentoring programme for support and guidance for them is vital. Thats where I think one to one peer isn't always the way to go but maybe in a small study group where they have access to 3-4 peers for different types of support especially in their early years. maybe a 2 yr mentoring programme.

Q11 Is there anything about the draft proposals for supporting new registrants you would change?

No

Q12 Do you think the proposed two year minimum period for the mentoring relationship is:

just right

Q13 Do you think all new registrants should participate in a mentoring programme, or are there some new registrants who should not be required to participate in a mentoring programme? **Yes**

Q14 Do you have other proposals about supporting new registrants you would like us to consider? Please explain.

No. support and mentorship is important but in a caring non-judgemental way.

Page 5: Area three: addressing health-related competence decline concerns

Q15 What, if anything, do you like about our draft proposals for addressing health-related competence decline concerns?

the age 40 eye exams every 2 years is a good idea. Medical and health assessments also are a good idea but concerned that it will cost a lot. But also with some things like early onset dementia to 50 somethings age group it is a cause for concern. Its good to see further work is to be undertaken in this regard. It is a difficult subject also with issues around mental health it is important that it be investigated.

Q16 Is there anything about the draft proposals for addressing health-related competence decline concerns you would change? **No**

Q17 Do you have other proposals for addressing health-related competence decline concerns you would like us to consider? Please explain. **Respondent skipped this question**

Page 6: Area four: addressing recurring non-compliant practitioner behaviours

Q18 What, if anything, do you like about our draft proposals for addressing recurring non-compliant practitioner behaviours?

The APC declaratory statement is a useful tool because the practitioner has to state it accurately and if untrue should be held accountable as its really breaking the law so to speak putting it bluntly.

Q19 Is there anything about the draft proposals for addressing recurring non-compliant practitioner behaviours you would change?

Yes,
Please explain.:
I would like to see the council have to use a lesser amount of resources on these recurring bad behaviours. Maybe some very clear and concise compliance requirements .tighten it up and decide on a set number of non-compliant behaviours -lose your right to practise. supportive programmes and interventions need to be administered .I like the idea of the individual recertification programme to help with this and the additional assessments.

Q20 Do you have other proposals for addressing recurring non-compliant practitioner behaviours you would like us to consider? Please explain.

Respondent skipped this question

Page 7: Final thoughts and comments

Q21 Do you have any other comments, suggestions or information you want to share with us about the draft proposals for improving our approach to recertification?

changing from an activities based model to a qualitative based model seems sensible but i can't help but think learning outcomes are almost the same thing????still need to do valid education and reflect on that learning and then so that you can use it effectively.i don't want to see an increase in costs to us as practitioners and I like to see a robust and streamlined process easy and clearly defined.I agree it should align with the standards framework and not be an unnecessary or excessive burden also that it be more hands on and supportive.

I agree with the most of the promotion and prevention PDAs, and reviewing practice, also being able to measure outcomes but I don't like the one peer attestation.i feel you could use a few for different areas, for education, for practical and case study reviews.
