



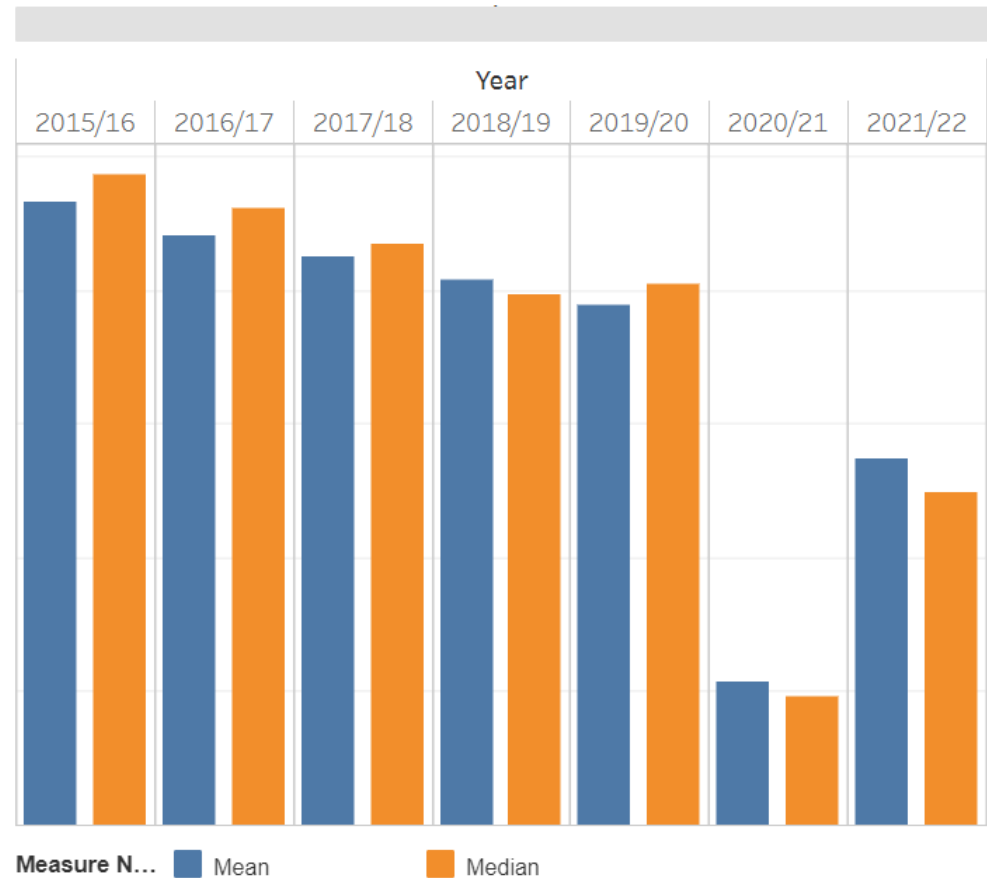
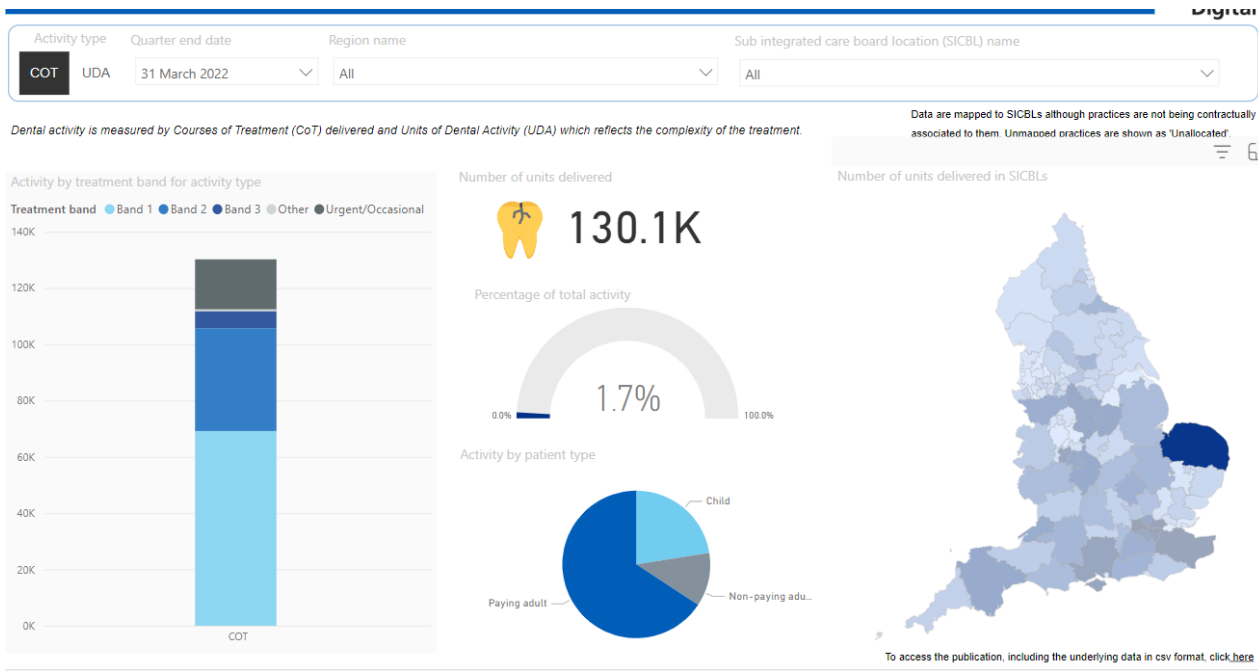
Improving lives **together**

Norfolk and Waveney Integrated Care System

Primary Care Workforce Team Overview for 22/23: Dentistry



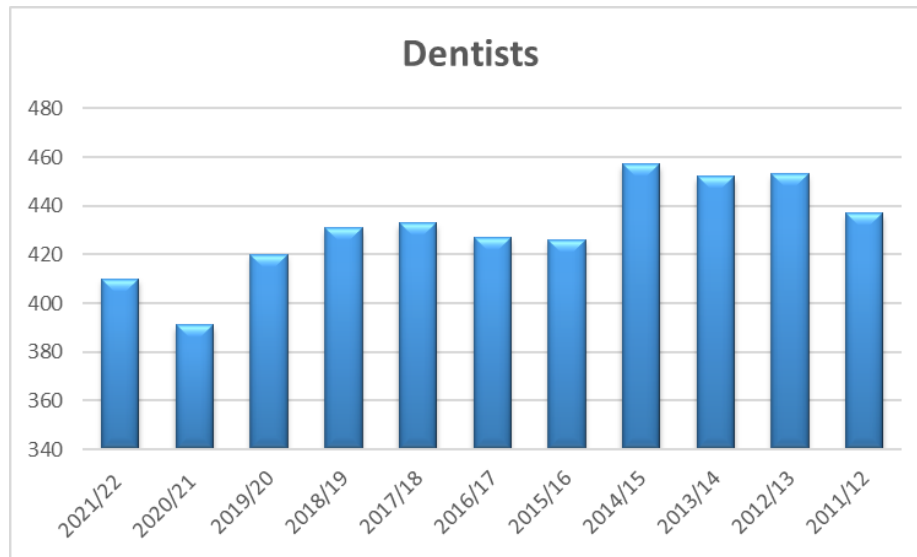
Dentistry Demand vs Capacity



Primary Care Workforce – Dentistry

NHS Digital have published Dentistry workforce figures from 2011 to 2021. At the end of March 2021, a headcount of **410 dentists** were reported, who perform NHS activity across our system.

A summary of the headcount from the period of 2011/12 to 2021/22 is shown below:

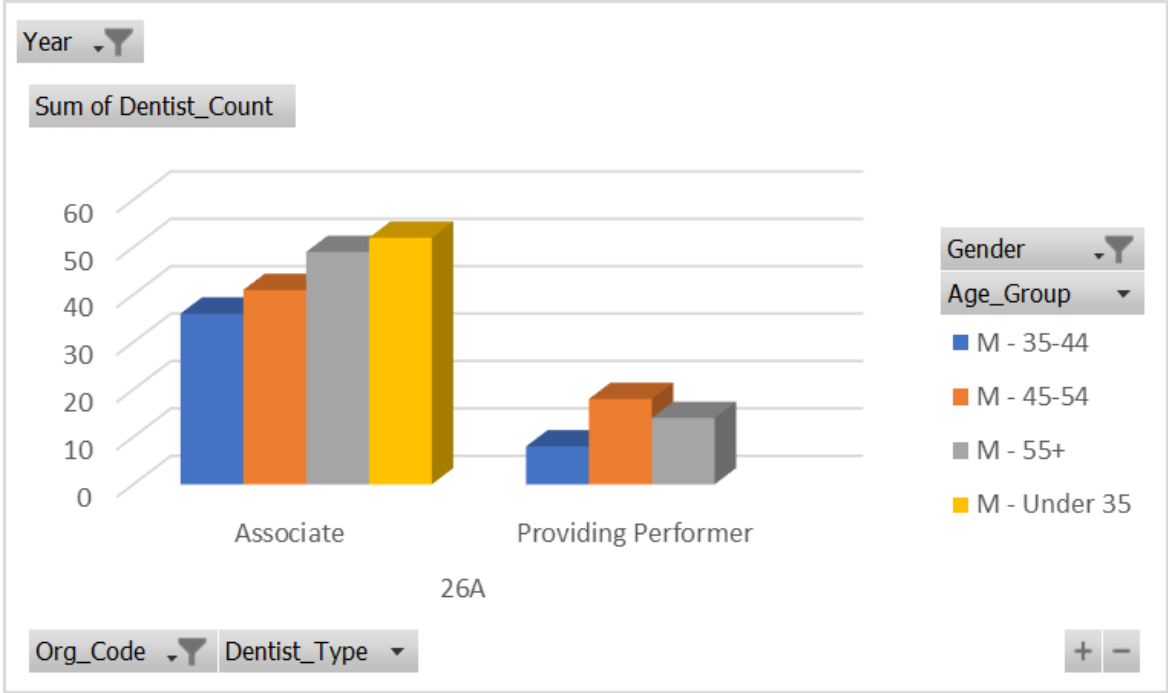
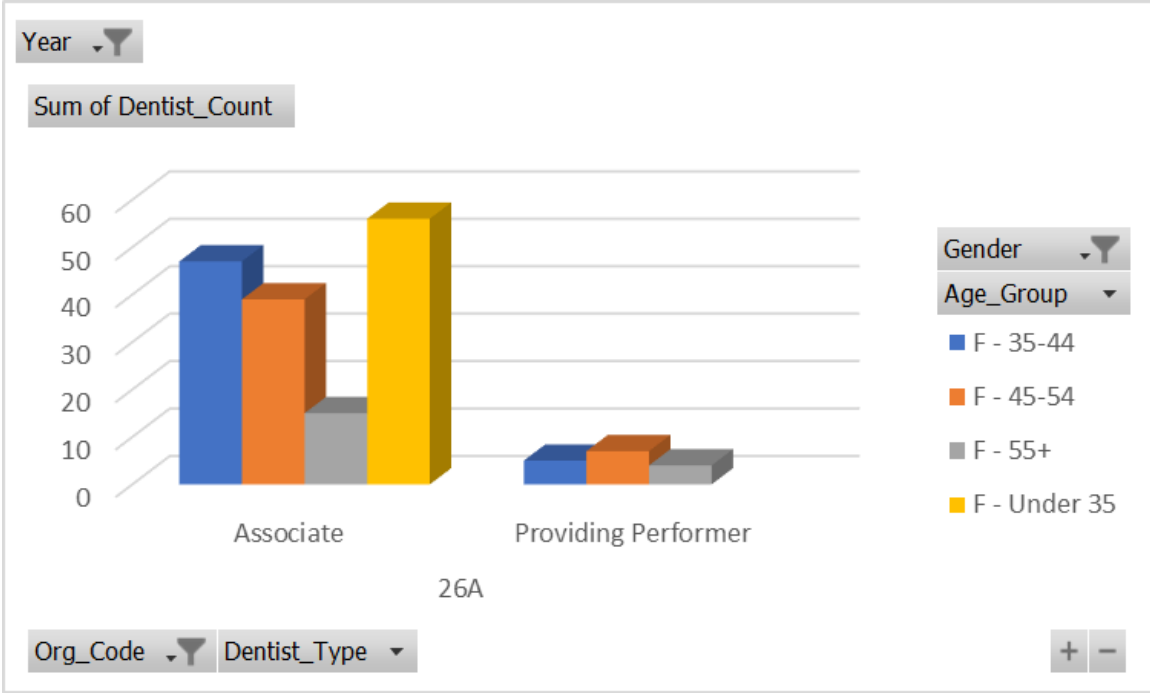


102 primary care dental contractors

There is currently no information available to understand the vacancy levels for this primary care service or the wider workforce position for the following roles:

- Dental Hygienist
- Dental Nurse
- Dental Technicians
- Dental Therapists

Primary Care Workforce – Workforce Demographics



Female Staff: 173 Headcount

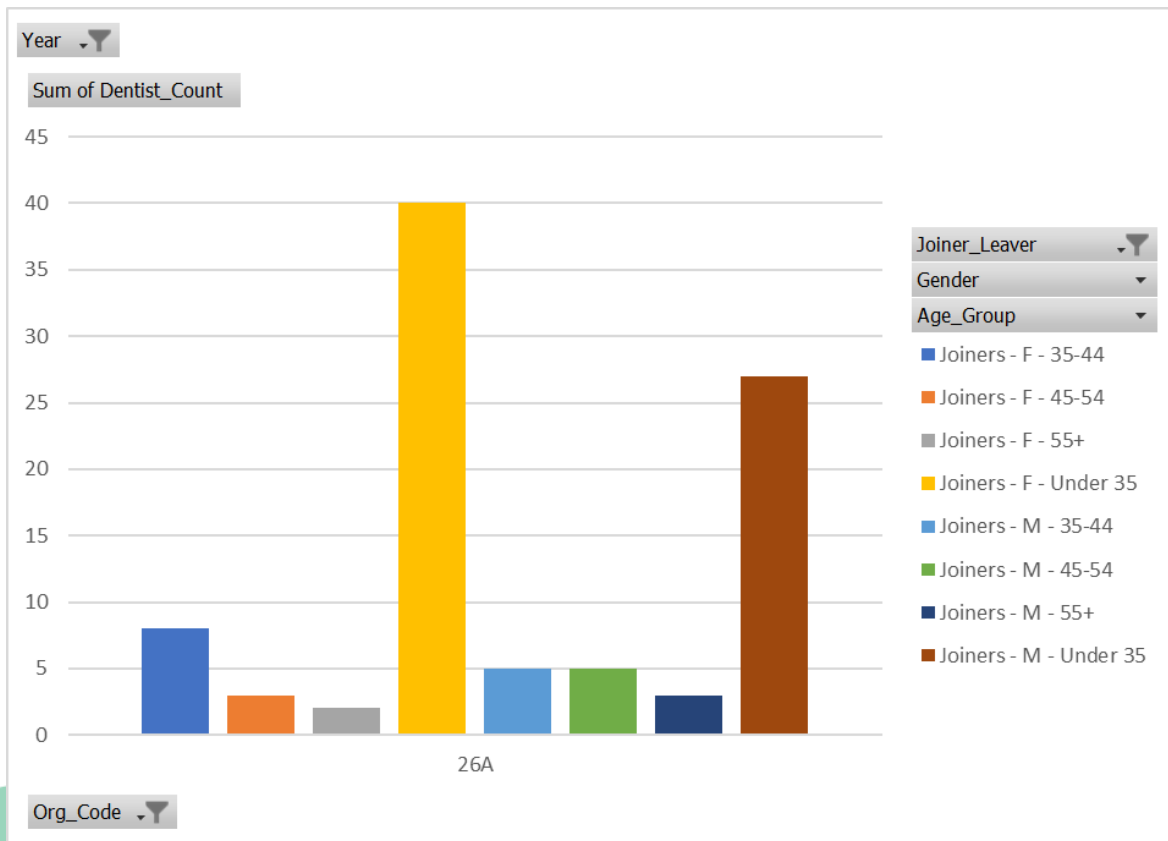
- 62% under the age of 44
- 11% over the age of 55

Male Staff: 218 Headcount

- 44% under the age of 44
- 29% over the age of 55

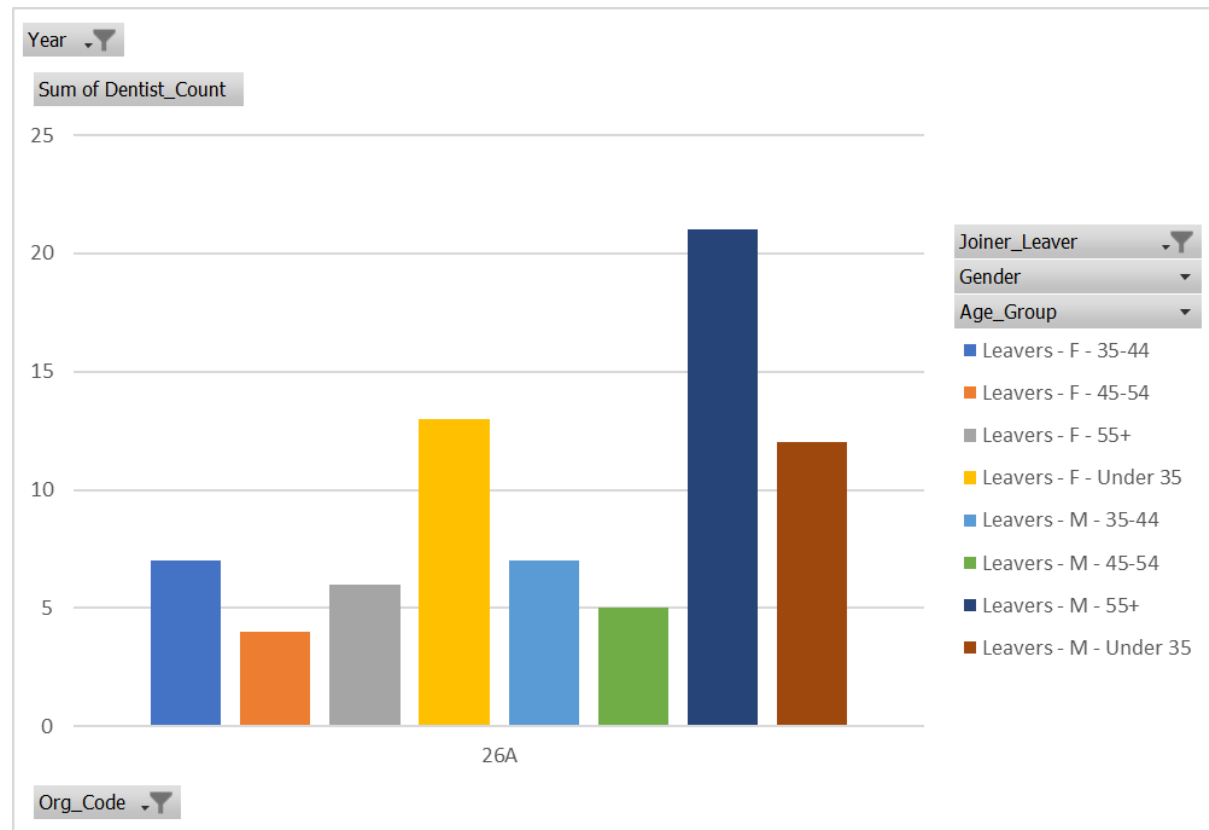


Joiners and Leavers – last 3 years



Joiners

- Under the age of 35 years: Female 43% and Male 29%

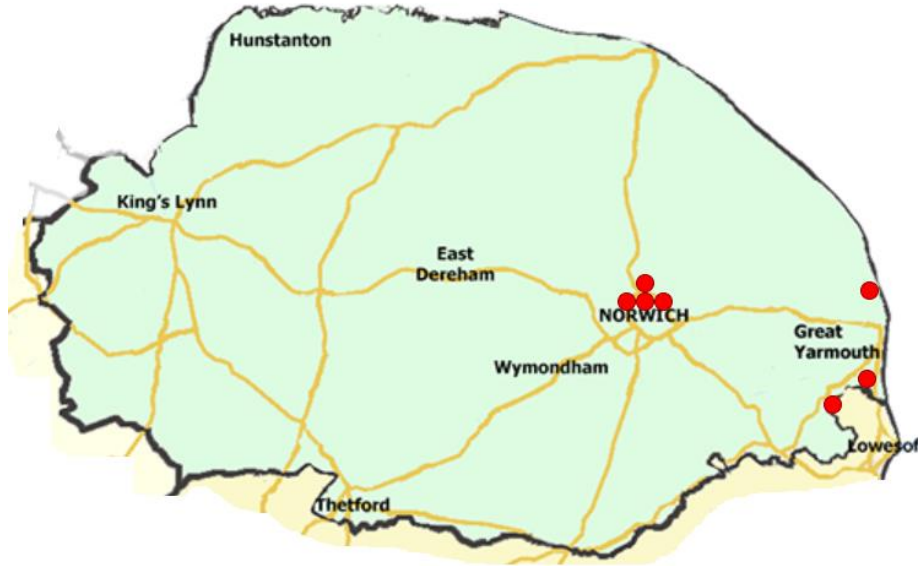
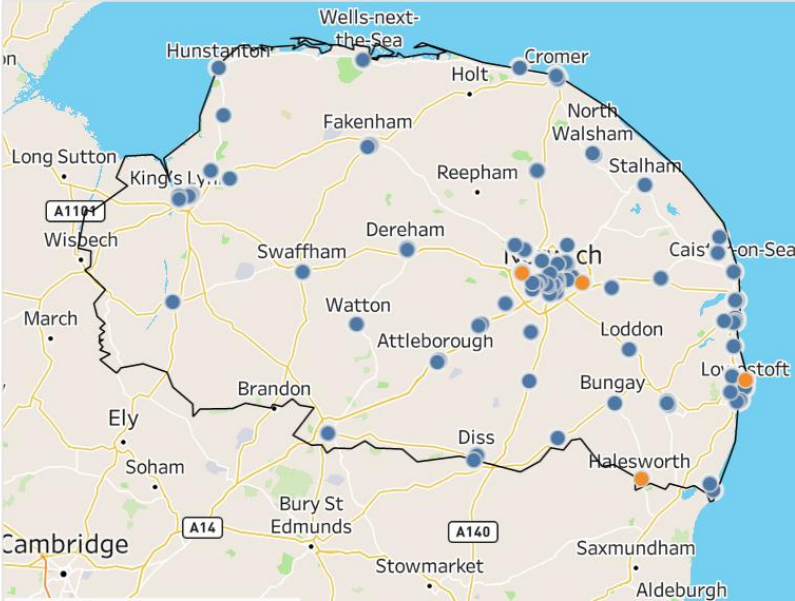


Leavers

- Under the age of 35 years: Female 17% and Male 16%
- Over the age of 55 years: Female 8% and Male 28%

Dental Foundation Training Practices

2019/20



5 Trainees in place
(Headcount) for 23/24

Training centre is at Norfolk and Norwich university trust hospital

A Foundation Dentist can work over more than 1 approved site.

There are **6 dental foundation training practices**, with a current capacity for :

1. Beechcroft dental practice, Costessey NR5 0RS
2. Beechcroft dental practice, Costessey NR5 0RS
3. John G Plummer and associates - Thorpe NR7 0UD and Costessey NR7 0AB (1FT position split over 2 sites)
4. John G Plummer and associates - Thorpe NR7 0UD and Costessey NR7 0AB (1FT position split over 2 sites)
5. John G Plummer and associates - Caister NR30 5 AQ and Gorleston NR31 6PF (1FT position split over 2 sites)
6. John G Plummer and associates - Lowestoft NR32 4PH (**1 FT post not filled this year**)

Note: There is a practice in Diss who have applied to become a training practice.



Next Steps

- Expansion of PCW Team to allow for new delegated responsibilities
- Stakeholder engagement with the LDC and Training program director for foundation dentists in Norfolk and Waveney primary care
- Data - workforce baseline summary of each practice and trajectory planning
- Workforce programmes of work being scoped to support the new delegated responsibilities for the ICB
- ICB Joint Forward Plan key priority of stabilising the dentistry workforce
- No additional KPI's/national mandates have been set by NHSE for workforce delivery including resourcing and CPD requirements
- Bidding for funding where appropriate and alignment of activities. Recent success within community and general practice aligned projects (£148k):
 - STAR programme – joint Clinical Pharmacist role (50% ARRS funded)
 - Ungraduated programmes of pharmacy
 - Summer Student Placements
 - PCN Integration Pilots
 - Pharmacy Leadership Training