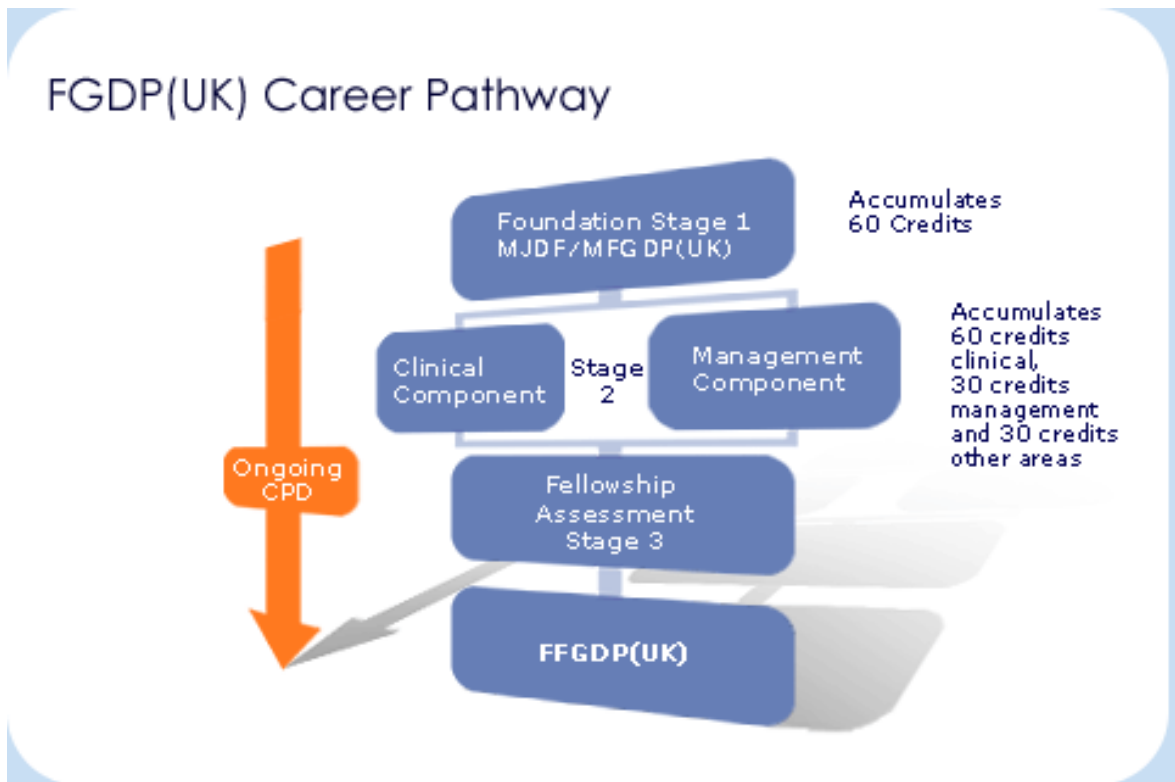




Regulations and Framework for the FGDP(UK) Career Pathway

March 2008

The FGDP(UK) Career Pathway



Regulations and Framework for the FGDP(UK) Career Pathway

Introduction

1. The FGDP(UK)'s Career Pathway aims to provide career long support and development for the general dental practitioner leading to the FFGDP(UK). Progression on the pathway will provide accreditation for the practitioner and a system of quality benchmarking which can be relied upon by organisations who commission services and by patients.

2. The Career Pathway is based on the principles of credit transfer. This will allow credit towards the completion of the pathway to be given for educational components provided by a variety of organisations. The principles of credit transfer are outlined in paragraphs 8 to 10.

Career Pathway Structure

3. The career pathway consists of three stages:

Stage 1 The generalist clinical foundation stage.

Stage 2 The intermediate stage, which includes further clinical training and a component in practice management. This will include Faculty accreditation of the practitioner with a special interest in a clinical or clinically related area.

Stage 3 The Fellowship Assessment which will demonstrate that all that has been learned is being put into practice to the benefit of patients.

4. The award of Fellowship involves the production of a portfolio of evidence, which includes the satisfactory completion of a practice questionnaire and practice visit.

Regulations

5. The Career Pathway is defined in two sets of regulations incorporated in this document¹:

a. The first in annex A relate to those who aim to satisfy the requirements of the pathway by following taught components (Regulations for the FGDP(UK) Taught Career Pathway).

b. The second in annex B relate to route that the FGDP(UK) is developing for experienced practitioners who aim to satisfy the requirements of the pathway by virtue of previous training and experience (Regulations for the FGDP(UK) Experiential Learning Career Pathway).

6. The existence of the second route recognises that there are many experienced practitioners who have already made significant progression in their development and for whom it will not necessarily be practical or appropriate to participate in taught training programmes.

7. In progressing to the Fellowship practitioners may combine elements from the taught and the experiential regulations for as long as the experiential route is maintained.

Credit Transfer Arrangements

8. Both sets of regulations are based on a credit transfer framework. This follows the Quality Assurance Agency recognised principles of credit accumulation and transfer:

a. The FGDP(UK)'s tariff for educational credits is 1 Postgraduate credit for each 10 hours of learning time². Learning time includes number of hours spent in lectures/seminars, how many hours each piece of coursework/case presentation takes to complete, and self-directed study.

b. Postgraduate programmes that are at the educational level of a Masters degree (Level 7)³, include an assessment and have been externally quality assured are credit rated.

9. A total of 180 credits will be required to qualify the practitioner for the final Fellowship Assessment.

¹ Separate regulations will be maintained for the Faculty Diplomas of MFGDP(UK), MGDS, and FFGDP(UK). Where these diplomas are referred to as a part of the career pathway, reference should be made to the regulations of the individual diploma for the detailed requirements of the assessment process.

² There are other systems of credit rating which vary from this system. All components submitted for the Career Pathway will be assessed on the rating system explained here or as submitted by the (UK) University delivering the course.

³ With the exception of the Management component, where qualifications reaching the educational level of a Honours degree (Level 6) and HND, DipHE, Year 2 of Degree (Level 5) will be accepted.

10. The degree of commitment required for the completion of the career pathway by either the taught or experiential components will be comparable and be defined by reference to the same credit system.

11. The FGDP(UK) will seek to encourage providers of postgraduate education to adhere to the principles of credit transfer and to apply a credit rating to their qualifications in the interests of transparency.

Recognition of 'Special Interests'.

12. Recognition of special interests, whereby certain specialised services are delivered by a 'generalist' is an increasingly important part of the delivery of health care.

13. Stage 2 of the Career Pathway will include recognition of special interests. The minimum level of attainment for Faculty recognition of a special interest is the completion of a single clinically related component of 60 credits, (e.g. the level of a postgraduate certificate).

14. The FGDP(UK) will consider the accreditation of those who have been awarded a contract to provide services as a dentist with a special interest (DwSI) on a case-by-case basis. Practitioners who wish their DwSI contract to be considered for this type of accreditation will normally be asked to provide verification that they have been appointed in accordance with the national guidelines for the appointment of DwSIs developed by the FGDP(UK) and Department of Health⁴ and have been providing services to a satisfactory level for at least one year.

Mentoring and Support for Participants

15. Participants at Stage 3 of the Pathway will be introduced to a trained mentor on entry to the Fellowship, who will provide support and guidance in the preparation for the Fellowship assessment.

16. Practitioners who are working through the Foundation Stage and Stage 2 of the Pathway can seek advice and support from the Faculty.

⁴ The national guidelines refer to the clinical competency frameworks and guidelines for the appointment of DwSIs that that been developed by the FGDP(UK) and the Department of Health. Further information and the competency frameworks are available either from the FGDP(UK) or Primary Care Contracting.

Regulations for the FGDP(UK) Taught Career Pathway

Entry requirements

1. The requirements for entry to the FGDP(UK)'s Career Pathway are;
 - a. a dental qualification registerable in the UK with the General Dental Council (GDC), or with an equivalent body in the country of practice.
 - b. to maintain membership of the FGDP(UK) as a requirement of participating in the career pathway.

Stage 1 - Foundation Stage

2. The starting point for the career pathway is normally the completion of one of the following qualifications:

MJDF
MFGDP(UK)
MFDS

3. If a practitioner does not hold one of the qualifications listed in paragraph 2 but holds one of the qualifications below, the practitioner will be exempted from the foundation stage but will be required to complete the MJDF portfolio of evidence.⁵

MCCD
MClinDent
MSc (in a dental discipline)
MPhil (in a dental discipline)
PhD (in a dental discipline)

4. Postgraduate Diplomas in a dental discipline will also be considered, subject to the discretion of the Credit Transfer Committee.

5. Holders of the MGDS from any of the Royal Colleges will be exempt from the foundation stage.

6. In the case of overseas qualifications, equivalences will be considered by the Credit Transfer Committee on a case by case basis through submission of a portfolio to

⁵ Where a qualification has been used to gain full or part exemption from Foundation stage, the participant will still be able to retain full use of these credits for Stage 2 of the pathway, where applicable.

include a recent curriculum vitae, a transcript of learning for qualifications undertaken and completion of the MJDF portfolio of evidence.

7. The transcript of learning will include a detailed course programme, curriculum, course notes and pieces of assessed work.

8. Completion of the Foundation Stage accumulates a total of 60 credits.

Stage 2

9. There are three components the individual must complete to accumulate the 120 credits necessary for achievement of Stage 2 of the FGDP(UK) Career Pathway:

- a. 60 credits from a clinically related component (single discipline or a combination).
- b. 30 credits from a management component.
- c. 30 credits gained from other areas (see paragraph 16).

Clinical Component

10. Completion of the clinical component of 60 credits may be satisfied by demonstration of competencies in a number of clinically related areas. Where 60 credits have been accumulated in one area, the FGDP(UK) will recognise this as a minimum demonstration of a special interest.

11. Completion of a programme to postgraduate certificate level will carry an award of 60 credits from the respective institute. Examples of such programmes are given at Annex A

12. Modules worth less than 60 credits are acceptable, providing they are of a clinically related nature and the necessary number of modules is taken to accumulate the total 60 credit requirement.

13. All taught components submitted under this heading should result from a programme that is at the educational level of a Masters degree (Level 7) and has been assessed and externally quality assured by the Quality Assurance Agency for Higher Education or similar body.

Management Component

14. A mandatory element will be a module in management, covering aspects of management in relation to the dental practice. A total of 30 credits should be accumulated in this area.

15. Specialised postgraduate qualifications or modules in dental management are recognised such as the FGDP(UK)'s Certificate in Dental Health Services Leadership

and Management, in addition to generic MBA and DMS modules or qualifications. Elsewhere, other qualifications, which incorporate a management module or modules, are at the educational level of a Honours degree (Level 6) or HND, DipHE, Year 2 of Degree (Level 5) and have been assessed and externally quality assured by the Quality Assurance Agency for Higher Education or similar body are acceptable.

Other Areas Component

16. The remaining 30 credits necessary for completion of the second stage of the pathway can be achieved in a variety of ways. These may be achieved by taking FGDP(UK) qualifications or modules or other externally quality assured qualifications or modules, which may be in management, a clinically related or other approved area.

17. Where, a clinically related component has been undertaken which provides more than the 60 credits for the clinical component, a further 30 may be credited here.

18. Continuing professional development courses that do not meet the criteria for accreditation in the clinical and management components but that meet a separate set of criteria for accreditation of CPD courses towards the Career Pathway, may be accredited for up to 20 credits towards the other areas component. Guidelines for the accreditation of courses towards the Career Pathway are available on request.

Clinically Related Qualifications

19. Clinical related qualifications will be considered for credits at Stage 2 and will be reviewed by the Credit Transfer Committee on a case by case basis.

Stage 3

Fellowship Assessment

20. The Fellowship Assessment is the final process and so does not carry any credits.

21. The Fellowship Assessment gives practitioners the opportunity to demonstrate that all that has been learned from a programme of structured continuing postgraduate education and training, has been put into practice, and that practitioner and practice are capable of delivering the highest standard of patient care.

22. The award of Fellowship involves the production of a portfolio of evidence, which includes the satisfactory completion of a practice questionnaire and practice visit. The final portfolio of evidence will form the basis of the final reflective discussion with the Fellowship assessors. The portfolio will normally be assessed on a visit to the College (see paragraph 22).

The final portfolio of evidence consists of the following components:

- a. Full CPD record for the last five years
- b. An up to date curriculum vitae
- c. A copy of the personal development plan, covering a minimum of five years and any agreed alterations
- d. Completed practice questionnaire, as signed off by the mentor
- e. Four clinical cases, plus supporting evidence
- f. Details of two recent audits (completed within the last five years) with a summary of results and actions taken
- g. A reflective commentary of no more than 1000 words on a learning experience(s) that changed the way the candidate practises

23. For each scheduled Fellowship Assessment, one in ten assessments will take place in the dentist's practice. This will be in addition to the requirement to have had a practice accreditation visit, and is designed as a quality control measure to ensure that at the Fellowship stage all practitioners maintain the standard of practice management previously demonstrated.

24. In addition each participant will be assigned a mentor, who will be able to certify that the evidence as presented within the portfolio, is to the best of their knowledge, accurate.

Regulations for the FGDP(UK) Experiential Learning Career Pathway

Introduction

1. The existence of the second route recognises that there are many experienced practitioners who have already made significant progression in their development and for whom it will not necessarily be practical or appropriate to participate in taught training programmes.

2. This option is intended to be available for a period of 5 years from the approval of these regulations, allowing experienced practitioners to progress to the Fellowship by an alternative to taught components.

3. Practitioners who have been in practice for 10 years or more will be able to complete the foundation stage in accordance with the requirements of paragraphs 9 to 11 of this set of regulations.

4. It is also envisaged that the experiential options described for stage 2 of this pathway will normally be available for practitioners who have been in practice for 10 years or more. Practitioners with less experience but who feel that they may be able to demonstrate the competencies required should contact the Faculty office for advice and may be asked to submit information relating to experience and training. In such cases experiential options will be made available at the discretion of the Credit Transfer Committee

5. The continuation of this route will be subject to review on 1 November 2008. Practitioners should assume that they will need to have fulfilled the requirements for entry to the Fellowship Assessment and have applied for the Fellowship assessment before 1 November 2008.

6. 'Experiential learning' is defined as:

- knowledge and skills acquired through work experience and professional study which has not necessarily been attested through any professional certification;

7. This may be demonstrated through, for example, peer and audit review, log diaries, personal development plans and education and training. Paragraphs 12 to 14 describe the portfolio approach to the demonstration and assessment of competencies acquired through experiential learning.

Entry requirements

8. The requirements for entry to the FGDP(UK)'s experiential career pathway components are:

- a. a dental qualification registerable in the UK with the General Dental Council (GDC), or with an equivalent body in the country of practice
- b. to have normally been engaged in the practice of dentistry for at least 10 years since qualification, of which at least 8 years must have been spent in primary dental care or an approved equivalent.
- c. to maintain membership of the FGDP(UK) as a requirement of participating in the career pathway.

Stage 1 - Foundation Stage

9. For practitioners in the qualifying category (i.e. in practice for over 10 years), the foundation stage of the career pathway may be achieved by the submission of an up to date curriculum vitae, a record of continuing professional development activity, commencing from the start of compliance with the GDC's statutory scheme and completion of the MJDF portfolio of evidence.

10. Completion of the Foundation Stage accumulates a total of 60 credits

11. No qualification is awarded where Accredited Prior Learning or Accredited Experiential Prior Learning has been counted towards completion of the Foundation Stage.

Stage 2

12. Individuals can claim and accumulate credits towards Stage 2 based on their prior experiential learning, providing it is assessed with the same rigour as taught learning would be at postgraduate Level M, in order for it to be awarded equivalent credits (see page 2). Competencies will be tested to the same level as for the taught pathway.

13. Credits in this context will be assessed according to learning and competency frameworks developed by the FGDP(UK). Competency frameworks are in development and will be publicised and appended to these regulations as they become available. The first frameworks will be made available in:

Clinical areas: Orthodontics
 Periodontics
 Endodontics
 Minor Oral Surgery

Clinically related: Leadership and Management
 Research

14. Completion of a competency framework in a single clinically related area will allow a practitioner to gain a minimum of 60 clinical credits towards Stage 2 of the Career Pathway.⁶

Stage 3

Fellowship Assessment

15. The final Fellowship Assessment will be the same as that described for the taught pathway.

⁶ The regulations relating to the assessment of practitioners against competency frameworks will apply when an assessment process has been established by the FGDP(UK). The FGDP(UK) is not currently able to offer such assessment against the competency frameworks to those who do not have a DwSI contract.

Example of programmes satisfying the 60 credit clinical component for stage 2 of the FGDP(UK) career pathway

Notes:

1. Some of these programmes may carry more than 60 units in which case an additional 30 units may be used to satisfy the 'other' requirement for stage 2 of the taught pathway (see page 6 paragraph 15).

2. Where 60 credits have been accumulated in a single discipline, the FGDP(UK) recognises this as a minimum demonstration of a special interest. A total of 60 credits may be accumulated in different disciplines and satisfy the 60 credit requirement, but will not meet the definition of a special interest.

- FGDP(UK) Diploma in Implant Dentistry
- FGDP(UK) Diploma in Restorative Dentistry
- Queen Mary's School of Medicine & Dentistry, Institute of Dentistry, Barts and the London, MSc in Implant Dentistry
- UCL Eastman Postgraduate Certificate, Diploma and MSc programmes
- Birmingham University MSc in Primary Dental Care
- Cardiff University Diploma in Dental Studies
- BUOLD modules (40 credits for each module) leading to Bristol University Postgraduate Diploma in Dental Studies
- Liverpool University, Postgraduate Certificate/Diploma in Dental Sciences
- Sheffield University MSc in Implant Dentistry
- Newcastle University, Postgraduate Diploma in Sedation in Dentistry
- University of Warwick Postgraduate Certificate/Diploma/MSc in Implant Dentistry.
- University of Manchester MSc programmes