

**Policy and Research Board's Annual Report to Council**

<b>Purpose of paper</b>	To provide an overview of items considered by the Policy and Research Board in 2018.
<b>Action</b>	For noting
<b>Status</b>	Public session
<b>Corporate Strategy 2016-19</b>	Performance Objective 1: To improve our performance across all our functions so that we are highly effective as a regulator.
<b>Business Plan 2018</b>	Not applicable
<b>Decision Trail</b>	In accordance with the General Dental Council Standing Orders for the Non-Statutory Committees of Council 2017 the Policy and Research Board must report annually to the Council on its expenditure, its progress made against the work programme for that year and its planned work programme for the following year. The Policy and Research Board reviewed the 2018 Annual Report to Council and 2018 work programme as circulated by email.
<b>Recommendations</b>	The Council is asked to note the annual report.
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<b>Appendices</b>	Appendix A - Workshops held in 2018 Appendix B– 2018 Work plan

**1. Executive summary**

- 1.1. This paper reports on the work undertaken by the Policy and Research Board (the Board) throughout 2018. The Council is asked to note the 2018 annual report.

**2. Introduction and background**

- 2.1. The key purpose of the Board is to provide oversight of the development and implementation of strategy, policy and research initiatives.
- 2.2. In accordance with the General Dental Council Standing Orders for the Non-Statutory Committees of Council 2016, the Board must report annually to the Council on its expenditure, its progress made against the work programme for that year and its planned work programme for the following year.

- 2.3. The Board held meetings on 7 February, 18 April, 29 June, 21 September and 14 November 2018. The membership for 2018 was, Kirstie Moons (Chair), Lawrence Mudford (until 30 September), Catherine Brady, Geraldine Campbell, Caroline Logan and Jeyanthi John. We welcomed Simon Morrow to the Committee's membership on 4 October. Sheila Kumar stepped down as a member in August.
- 2.4. The Board made significant progress and covered the full range of areas detailed in the Work Programme over the 5 meetings and workshops. Some significant items that were introduced in 2018 will continue into 2019 such as Shifting the Balance, Specialty Listing and CPD.
- 2.5. The Policy and Research Board reviewed the 2018 Annual Report to Council and 2019 work programme by email.

### **3. Engagement**

- 3.1. The Board engaged with a number of the GDC's key stakeholders. The Board actively sought opportunities for stakeholders to attend workshops and discuss policy development and collaboration opportunities, which would continue into 2019. Discussions were held with, among others, the Department of Health and Social Care, the Joint Committee on Cosmetic Practice, the Faculty of General Dental Practice, National Voices and defence organisations. PRB also received a presentation from the University of Salford on the application of human factors methodologies in dentistry, from which emerged the National Advisory Board on Human Factors, which the GDC is supporting. Patients and the public also attended a very productive workshop with PRB considering professionalism. Further information on the workshops is available at the end of the report.
- 3.2. Student and trainee registrant engagement strategy: The Executive is pursuing an ambition to engage with all students at a very early stage of their training. The board discussed its proposals to undertake a series of prototype engagement events with a number of institutions across the country. The proposals sought a range of opportunities, including across the four nations and seeking to involve DCPs. The prototypes are currently being delivered and are receiving excellent feedback.

### **4. Shifting the balance**

- 4.1. The Board received a programme update as a standing item at each meeting. Following the consultation feedback and some early development of the programme, the Board reviewed the scope of some of the main workstreams in *Shifting the balance*.
- 4.2. The Board reviewed the recent programme update and challenged the Executive on any projects that had been amber or red over the year. It was agreed early in 2018 that reporting would be updated to be more reflective of activities complete, benchmarking, tangible outputs and original vs revised milestones.
- 4.3. With the appointment of the Programme and Portfolio Manager (Corporate Projects), considerable work had been done on the programme to accelerate progress, by bringing greater clarity to scope and deliverables in some areas.
- 4.4. We considered early drafts of *Moving Upstream* and the developing corporate strategy.

### **5. Promoting Professionalism**

- 5.1. This workstream, an important component of the GDCs upstream work, is intended to broker a conversation between the public and the profession about the nature of professionalism in dentistry and how the GDC can use its regulatory influence to effect positive change. The team worked with an external partner to initiate a wide range of stakeholder conversations to test support for these ideas. The response was largely positive.

5.2. As part of this work PRB held a workshop with members of public to seek their views on professionalism in dentistry.

## 6. Next phase of development of CPD

6.1. The Board engaged with proposals for developing the next phase of work on CPD. PRB considered the principles being adopted, the proposal to make use of an advisory group drawn from across the profession and beyond and developing plans for a literature review to build the evidence base. The advisory group is now established and have met twice to date.

## 7. Education

7.1. The Board provided constructive challenge to the Executive as they continued to develop and implement proposals to move to a thematic and risk-based approach to education quality assurance. The Board considered the Executive's work on the GDC's system of speciality listing and contributed to the development of a consultation document on this topic.

## 8. Research and data analysis

8.1. Across the year, PRB have contributed to a range of research, for instance:

8.2. **Professionalism workshop.** PRB held a workshop on professionalism in June. The workshop brought together 4 PRB members, 4 senior GDC staff members, and 10 members of the "Word of Mouth" panel. It was facilitated by Community Research and GDC staff. The aim of the workshop was to enable PRB members and GDC staff to explore, through discussion with dental patients, how patients and the public understand professionalism, both generally and specifically in relation to dentistry. Outcomes Are informing our work on what it means to be a professional.

8.3. **Developing coproduction at GDC.** A PRB workshop on coproduction at GDC was held in September. PRB considered it has a key role to play in (a) championing co-production and (b) playing a challenge role for projects where it is being used. Co-production can bring opposing stakeholder views together to resolve and then communicate to registrants etc. " you pay for it, we do it, all benefit from it. It was agreed that GDC and PRB must be clear about what co-production means and where it can be applied. PRB also recognised that it has an inbuilt 'bias' towards registrants, due to its membership and it influences the PRB perspective. How and whether this bias can be mitigated was considered at November's PRB meeting.

8.4. **Risk analysis matrix.** PRB have reviewed and fed back on the research team's support of QA to develop a self-assessment for education providers to complete, analysis of which will rate risk and be used to inform our risk-based quality assurance and thematic reviews. The matrix will be trialled and evaluated in late 2018 and 2019.

8.5. **EU exit research.** PRB have supported our research with registrants looking at the impact of Brexit. GDC have received the report and provided feedback to the contractors. Survey and interview findings were discussed at PRB, a final report has been received and a report is being drafted for the next Council meeting.

8.6. **Seriousness review.** PRB have fed into the development of a cross-regulatory project to look at how we define seriousness in FtP. Our proposed partnership with GDC and NMC has developed. A detailed invitation to tender is under development, we expect to issue the invitation later in Q1 2019 and for contractors to begin their work before the end of Q1. GDC will provide approximately 83% of funding and NMC the remainder. This is to a contract ceiling of approximately £115,000 (excluding VAT).

8.7. **Scope of Practice review.** PRB supported the development of a rationale for the review and an outline specification for an invitation to tender. The study was commissioned in December 2018. The study approach means that we have an independent, mixed method multi-perspective review of our scope of practice and more broadly the area of scope of practice. The value of the contract of £60,000 (ex VAT). The outcome of this work will ensure that GDC can use the

evidence generated to inform our future approach to scope of practice.

## **9. Ways of working**

- 9.1. At the meetings of PRB in September and November it was agreed that it would be useful for the work programme to be themed in a way which better accorded with the Strategy directorate's work and the Shifting the Balance programme. Board members would be tentatively matched to themes depending on their experience and areas of interest, and these would form part of the discussion at the November PRB workshop, and indeed be open to change. More than one person could be attached to a theme, and those identified with streams of work could be involved in early discussions and input of focused interest and early steers.

## **10. Expenditure**

- 10.1. The only costs associated with the Board in 2018 were the travel and subsistence of Council members for the five meetings.

## **11. 2019 Workplan**

We are working with the Executive to generate a committee workplan that is based more closely on milestones in relevant workstreams in the costed corporate plan.

## **12. Recommendations**

- 12.1. The Council is asked to **note** the annual report.

## **Appendix A – Overview of workshops held in 2018**

### **Workshop - Department of Health and Social Care**

Helen Miscampbell (Section Head – Dental and Eyecare Services) and Mark Bennett, (Head of Professional Regulation Branch) were invited to attend a workshop to give the Board an opportunity to understand in more detail the Department's timetable, aims and objectives in relation to implementing the new NHS dental contract in England and its anticipated impact. Develop a shared understanding of the some of the risks and issues regarding the provision of dental services in the short, medium and long term. Understand the Department's relationships with other stakeholders, including devolved administrations, Health Education England, etc. Understand the Department's plans following the recent consultation on the reform of professional regulation.

### **Workshop – Human Factors in Dentistry**

Simon Wright, Clinical Lead Postgraduate Dental Programmes and Research, Edge Hill University, presented results of comprehensive research he had conducted over several years into the application of Human Factors (HF) to dentistry.

The consideration of “human factors” acknowledges that everyone, no matter how well trained and motivated they are, can make errors, and that in some workplaces, the consequences of such errors can be severe. Human failure, in some form, is often a contributory factor to accidents, both within and outside healthcare. But as in the case of technical failure, robust management of, and focused efforts to prevent, human failure can prove effective.

Simon Wright proposed a National Human Factors Advisory Workgroup, which he hoped would include the GDC on its Board, which would help take matters forward. Other useful approaches which could be explored by such a group were also suggested.

### **June Workshop – Developing a work programme for Promoting Professionalism in the registered population**

Promoting Professionalism has been a key strand of work to emerge from the ‘upstream’ strand of Shifting the Balance which was being explored to see how it might be used to drive improvement and public protection. The workshop session brought together PRB members and members of the GDC's ‘Word of Mouth’ panel (made up of patients and the public and run by Community Research) to explore what professionalism means to the public. Word of Mouth is a 5,000 strong online panel of patients and members of the public.

The workshop was followed in the afternoon by presentation of research done to develop proposals for a prioritised programme of work to promote professionalism, which built on other streams of work, including development of CPD, values-based practice, complaints handline, and seriousness. The research entailed a desktop review of relevant initiatives, interviews with other regulators including the Professional Standards Authority (PSA) and a series of semi-structured interviews with a range of dental care industry stakeholders, including: regulators (the PSA, HCPC, NMC, GMC, SRA, and CAA), two CDOs, NIMDTA (the PG Dean), ADG (clinical director), COPDEND/NES (Chair), DSC (Chair), FGDP (CEO and Registrar and Dean-elect), DTA (Council member), BADT (immediate past president) and SBDN (patron).

A key message from discussions with the regulators was the importance of working alongside stakeholders to develop content. The importance of being ‘out there at every opportunity’ to promote this work was stressed by some.

Among dental industry stakeholders, there was widespread support for the principle of Promoting professionalism. None had adopted any formal definition of professionalism, but there was support for the GDC leading work to agree core principles of professionalism that multiple parties could contribute to and adopt. The overarching conclusion of this work is that the direction of travel set out in Shifting the balance has been strongly reinforced by our findings.

As a Board we supported the direction of travel and endorsed work done thus far. We also stressed the importance of Promoting Professionalism being applicable to the whole dental team. The project would be scoped, costed, planned and considered by EMT. The work would entail cultural change and therefore likely to continue for some while. As the concept of professionalism changed and evolved, the profession and the regulator should continue to monitor and update this.

### **Workshop – Public/Patients – What is Dental Professionalism?**

David Teeman introduced a short presentation on ‘co-production’ and video clips of members of the public/patients commenting on what constituted profession. There were group discussions and feedback on a number of questions in two sessions. The first session included: what did/could co-production mean to the GDC, how did it fit with Shifting the Balance, who were we talking about when we talked about co-production. The second session looked at: the role of PRB; the possible obstacles to co-production taking place; what the options were if it was not possible to do everything ‘perfectly.’

### **Workshop – Voluntary Regulation**

The final workshop of 2018, held on 14 November 2018 was on the theme of Voluntary. The speaker was David Sines, Chair of the Joint Committee of Cosmetic Practitioners (JCCP). The Board were informed of the JCCP’s creation and reasons for its creation. The JCCP works closely with the medical regulators and now has an MoU with all of them and this allows closer working especially on FtP cases.

Professor Sines discussed a wide range of issues including the interface between statutory and voluntary regulation, the boundaries between healthcare and cosmetic treatment and how regulation should regard people operating at those boundaries, and how the GDC and JCCP could work together most effectively in the public interest.

Professor Sines described the market for cosmetic treatments in the UK and what procedures could be carried out by beauticians and what were medical procedures. The board were informed that a small number of GDC registrants were also ‘registered’ by the JCCP.