



Survey of European Qualified Dental Professionals

Final Report

General Dental Council

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Contents

Executive Summary	4
Aims and objectives	4
Methodology	4
Key Findings	4
Conclusions	10
1. The Research Programme	11
1.1 Introduction	11
1.2 Aims and objectives	11
1.3 Methodology.....	11
1.3.1 Mixed methodology of quantitative and qualitative research	11
1.3.2 Questionnaire design.....	12
1.3.3 Survey sample.....	12
1.3.4 Online survey fieldwork.....	12
1.3.5 Respondent profile	13
1.3.6 Interview guide design	14
1.3.7 Focus group and in depth interview stratification	14
1.4 Interpretation of the research findings	14
1.4.2 Interpreting quantitative data	14
1.4.3 Interpreting qualitative findings	15
2. Research Findings	16
2.1 Coming to the UK.....	16
2.1.1 Reasons for coming to the UK	16
2.1.2 Recruitment	18
2.1.3 Qualitative feedback	19
2.2 Future intentions	21
2.2.1 Staying or leaving	21
2.2.2 Intentions to leave	22
2.2.3 Qualitative feedback	24
2.2.4 Reasons for leaving	25
2.2.5 Significance of Brexit in decision to leave	26
2.2.6 Qualitative feedback	26
2.2.7 Actions or mitigations that might affect decision.....	29
2.2.8 Qualitative feedback	29
2.2.9 Reasons for staying.....	31
2.2.10 Qualitative feedback	31
2.3 Impact of the UK leaving the EU.....	33
2.3.1 Impact on workplace.....	33
2.3.2 Impact on dentistry	35
2.3.3 Impact on healthcare in general.....	36
2.3.4 Perceptions of Brexit	37
2.3.5 Qualitative feedback	39
2.4 Online survey demographic profile	44
2.5 In depth interview stratification	45
3. Conclusions	46
Appendix A – Online questionnaire	49
Appendix B – In depth interview guide	59

Executive Summary

Aims and objectives

Enventure Research, an independent research agency, was commissioned by the General Dental Council (GDC) to undertake research with European qualified dental professionals to understand the impact of the UK leaving the EU on dentistry. There were two elements to the research; an online survey with European qualified dental professionals followed by a programme of qualitative research to investigate key themes highlighted in the survey results.

The aim of the research was to provide valid and statistically reliable data and qualitative evidence of European qualified GDC registrants' views and future intentions to help inform future GDC policy and strategy.

Methodology

A mixed quantitative and qualitative approach was taken to this research in the form of an online survey (quantitative research) and in depth telephone interviews (qualitative research).

The online survey was issued to all European qualified dental professionals on the GDC register (approximately 6,300 registrants). Over a four week period in June and July 2018, 2,464 registrants completed the survey (a response rate of 39%), providing a very robust sample size for analysis.

An interview guide was designed to form the basis of discussion during the in depth interviews, based around the results of the online survey to stimulate discussion and provide greater understanding of the results. In total 10 in depth interviews were facilitated by researchers from Enventure Research.

Registrants who took part in the online survey are referred to as 'respondents' and registrants who took part in the qualitative research are referred to as 'participants'.

Key Findings

Reasons for coming to the UK

More than half of European qualified dental professionals who responded to the online survey said they came to the UK to work (55%) and 27% said they had come for family reasons.

Many interview participants said that they had come to the UK originally to work, largely for economic reasons and because there were many posts available. A few had also come for personal or family reasons.

Out of those survey respondents who said that they had come to the UK to work, just under seven in ten (69%) had been recruited to fill a specific post before they moved to the UK.

A small proportion (4%) said that they had come to the UK to find a job. Three quarters of these respondents (75%) said they had found a post within three months of moving to the UK. Interview participants unanimously agreed that it had been quick and easy to find a post in the UK, with some finding one before they qualified and moved over.

Intentions to leave the UK

Almost a third (32%) of survey respondents said they were considering leaving the UK in the next few years. Respondents who had lived and worked in the UK for three to 10 years and 11 to 20 years were more likely to say that they were considering leaving the UK in the next few years (36% and 32% respectively) than those who had been in the UK for two years or fewer (27%) or more than 21 years (18%).

Amongst those survey respondents who were considering leaving, only one in nine (11%) was intending to leave in the next six months and a further 10% were considering leaving in seven to 12 months. Just over a third (34%) were intending to go in one to two years and 33% in three to five years' time.

Those who were considering leaving the UK were asked how strong their intention to leave was, with 1 being very unlikely to 10 for very likely. Almost four in ten (38%) rated their intention to leave as 9 or above and a further 35% said their intention to leave was 7 to 8. Only a small proportion (5%) said their intention was 4 or below.

For many interview participants, the decision to leave would be based on whether their rights to live and work in the UK would be affected and if their qualifications would continue to be recognised following the UK leaving the EU.

Survey respondents who were considering leaving were asked which country they were intending to go to. Spain was most popular (13%), followed by Poland (10%), Greece (9%), Sweden (8%) and Portugal (7%). Interview participants who were considering leaving the UK were mainly considering relocating to their country of origin or another English speaking country. Some of these participants conceded they might earn less money in other countries or struggle to find a job, but others thought that rising wages and shortages of dental professionals in other European countries might make them more attractive to dental professionals than the UK, particularly given the fall in the value of the pound following the EU referendum in 2016.

Reasons for wanting to leave the UK

Half (50%) of survey respondents who were considering leaving the UK said Brexit was the reason. Interview participants who were considering leaving the UK in the next few years, also largely attributed it to the UK leaving the EU. Some said they no longer felt welcome in the UK given the referendum result. Others highlighted that the fall in the value of the pound meant that it was no longer as economically attractive to live and work in the UK, as it once was. A few participants who were practice owners mentioned that their business costs had increased and it might not be financially viable to continue to keep their practice open, given that they import many materials and products from abroad. Some participants were also worried about the uncertainty surrounding their continued rights to live and work in the UK and were therefore considering moving to a country where they could be certain they had a long term future.

Some interview participants mentioned they were considering leaving the UK in the next few years for reasons other than Brexit. These included for family or personal reasons, which was also cited as a reason for considering leaving by a quarter (25%) of survey respondents.

Almost a quarter (24%) of survey respondents said they are considering leaving the UK because they believe that dentistry is in a poor state and disagree with the way it is being regulated or because of the working conditions in the NHS. A few interview participants said they were considering leaving because they did not enjoy working in the UK. They perceived their role to be too stressful or were fearful of patient complaints resulting in a GDC fitness to practise case or litigation. They thought that moving to another European country might provide them with a better work-life balance and improve their mental wellbeing. For these participants, these factors were more significant reasons to leave than Brexit.

Significance of Brexit in the decision to leave

Just over eight in ten (82%) of those who were considering leaving the UK said that Brexit and the current uncertainty about arrangements for EU citizens living and working in the UK was a significant factor in their reasons for considering leaving.

In line with the survey results, many interview participants said that the decision for the UK to leave the EU was the most significant factor that had caused them to consider leaving, with some explaining that they had never considered it before the EU referendum in 2016. Some of these participants felt betrayed by the government and those that had voted to leave the EU and they explained that they

had come to the UK to address a shortage of dental professionals, provided a service to the British public, paid tax and contributed to the economy.

Actions or mitigations that may dissuade registrants from leaving

A continuation of a system of mutual recognition of professional qualifications was most likely to mitigate survey respondents' decision to leave the UK (55%), closely followed by rights to live and work in the UK (53%). Four in ten (40%) also said that guarantees about citizenship might change their mind.

Interview participants agreed that if the British government provided clarity over their future rights to live and work in the UK they would not consider leaving. For some, freedom of movement was also a key factor, as they would want to continue to travel freely across Europe to see friends and family.

Some interview participants also thought that a system of mutual recognition of qualifications was also important. They mused that if they were required to gain additional qualifications at their own expense to continue to work in the UK, they would be likely to leave, as would many others.

Reasons for staying in the UK

Just over two thirds (68%) of survey respondents said they were considering staying in the UK. More than half (54%) said this was for personal or family reasons. A further 37% provided reasons such as job satisfaction, ownership of practices, the career opportunities in the UK, the working conditions or the salary. This was closely followed by 36% who felt settled in the UK, considered it to be home and enjoyed the quality of life. One in eleven (9%) survey respondents said they were a British national or they had gained British citizenship.

Interview participants who were planning to stay in the UK were doing so for largely personal reasons, such as feeling settled in the UK, having a mortgage, having a partner who was British or having children who were born and raised here. A few also owned their own practice or felt that the wages they were earning in the UK were still higher than they could earn elsewhere. Some older participants felt they were too close to retirement or too settled in their career in the UK to consider relocating, but mused that European qualified dental professionals who were at an earlier stage in their careers might be much more likely to leave the UK than they were.

A few participants who said they were planning to stay, however, still worried about their future in the UK, given the current uncertainty of whether they will be able to continue to live and work in this country when the UK leaves the EU in 2019.

Impact of Brexit on the workplace

When asked about the impact of Brexit on their workplace, 42% of survey respondents felt that it had had a negative effect. Just under four in ten (39%) thought that Brexit had had no impact on their workplace. Only a small proportion (2%) thought it had had a positive effect.

Some interview participants said their practices were having difficulties in recruiting staff due to Brexit, with many posts left unfilled and others thought that practice running costs had increased significantly due to the fall in value of the pound.

Almost a quarter of survey respondents (24%) reported that staff had left their workplace as a result of Brexit, but just under six in ten (59%) said that no staff had left for this reason. No interview participants had had colleagues or employees leave their practice due to Brexit, but a few were aware of staff leaving other practices.

A few interview participants thought that Brexit had had no impact on their workplace to date, but anticipated that the future impact would be negative, as it could result in staff leaving and recruitment difficulties.

Impact of Brexit on dentistry

Just over half of survey respondents (51%) perceived that Brexit had had a negative effect on dentistry. Just over a quarter (26%) said that it had had no impact and, again, only a small proportion felt that it had had a positive effect (2%).

All interview participants agreed that Brexit would have a negative effect on dentistry and many felt the effects were already being seen in the profession, in terms of rising costs for dental practices and deterring European qualified dental professionals from relocating to the UK to address shortages in some areas. They highlighted that a negative perception of how Europeans were treated in the UK, the fall in the value of the pound, and the uncertainty about long term futures in the UK were leading to fewer European qualified dental professionals considering the UK as a place to live and work. This in turn was having a negative impact for patients, who faced higher costs for treatment and difficulties in registering with an NHS dentist and getting appointments.

A few interview participants thought that the GDC could provide more reassurance to European qualified dental professionals that they are valued registrants and support them to achieve settlement status. A few mentioned information available on the GDC website, but thought that more clarity could be given in regards to whether European qualified dental professionals' qualifications will continue to be recognised and whether their registration conditions will remain unchanged once the UK leaves the European Union next year.

Impact of Brexit on healthcare in general

Six in ten (60%) survey respondents thought that Brexit had had a negative effect on healthcare in general. A much smaller proportion (15%) felt it had had no impact and only 2% thought that it had had a positive effect.

As also seen in the survey results, many interview participants believed that Brexit was having a negative effect on healthcare in general, for the same reasons they highlighted in regards to dentistry.

Perceptions of Brexit

Overall, over eight in ten respondents (84%) agreed that Brexit is leading to a shortage of healthcare workers in the UK and 75% agreed that it is leading to a shortage of dental professionals. Only a small proportion (7%) said they disagreed it was causing a shortage of dental professionals, with the rest saying they did not know (18%).

Some interview participants highlighted that there was a shortage of dental professionals prior to the 2016 referendum and thought Brexit had exacerbated the problem, as the UK was no longer an attractive place for European qualified dental professionals to relocate to. Some participants also mentioned that there was a negative portrayal in the media in some countries of how Europeans were treated in the UK, which they thought was deterring dental professionals from relocating to the UK.

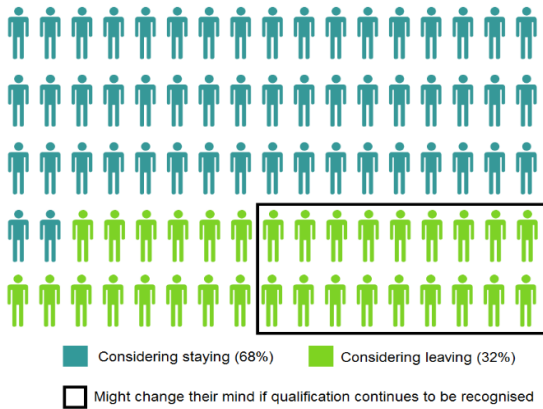
Overall just under half of survey respondents (49%) disagreed that they were clear about the arrangements that will be in place for EU citizens living and working in the UK after Brexit. By contrast, only 24% overall said they agreed they were clear.

Almost six in ten (56%) agreed overall that Brexit could lead to a shortage of dentists in their workplace. However, a just under a fifth (19%) said they disagreed with this. A quarter (25%) said they did not know.

Just over half (52%) agreed that Brexit could lead to an increase in vacancies in their workplace and two thirds (67%) agreed that Brexit could lead to difficulties in recruitment in their workplace. Interview participants agreed that Brexit was going to lead to further problems in recruitment for dental practices.

Key Findings Summary

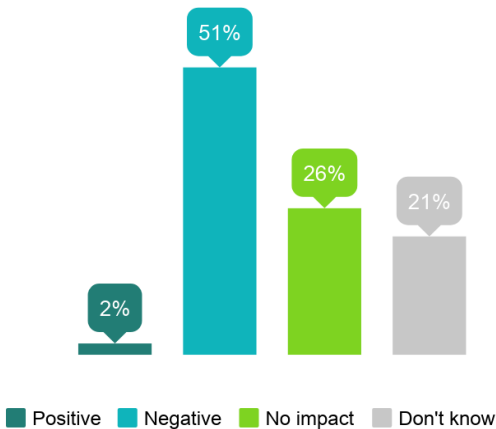
Almost a third of those responding are considering leaving the UK in the next few years; of these, 55% said this might be mitigated if their qualifications continued to be recognised*



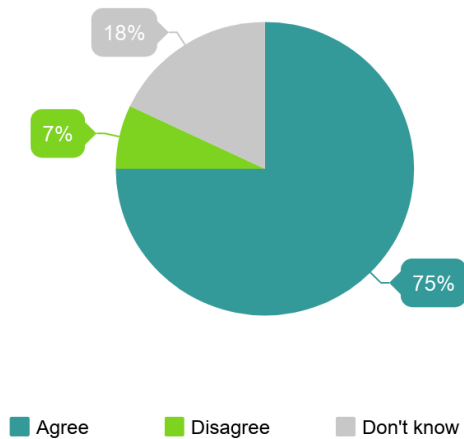
Of those considering leaving, more than eight in ten said Brexit and the uncertainty was a significant factor in forming their decision



Just over half thought Brexit had had a **negative effect** on dentistry



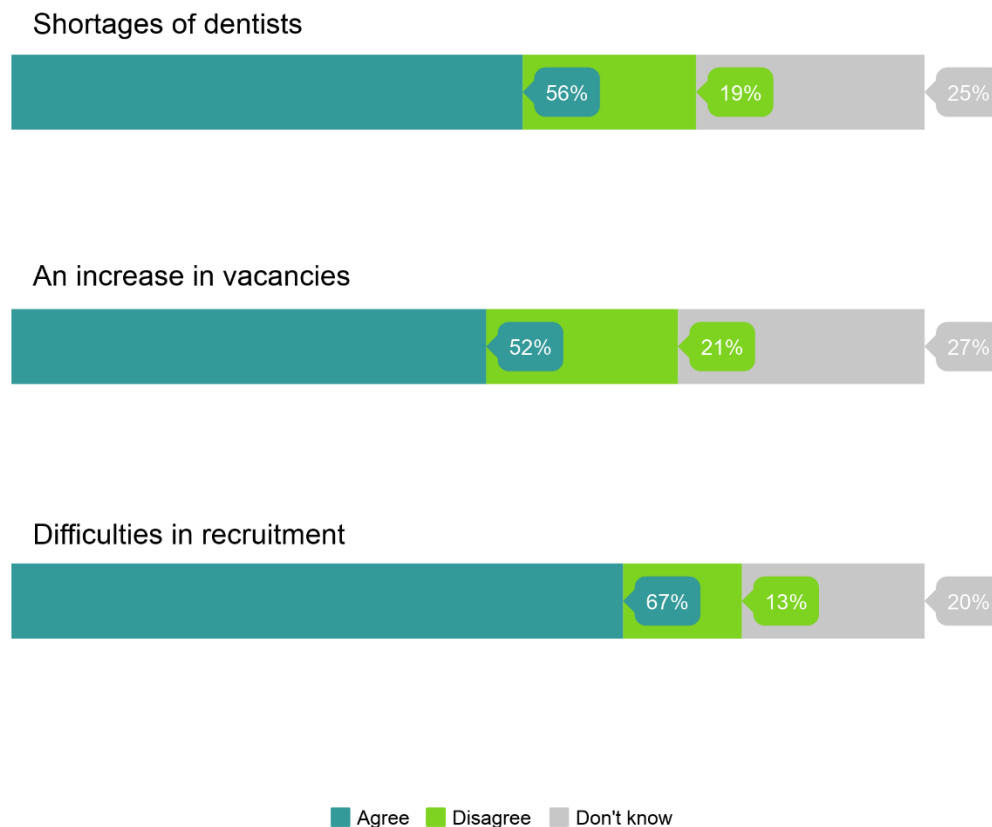
Three quarters agreed that Brexit is leading to a **shortage** of dental professionals



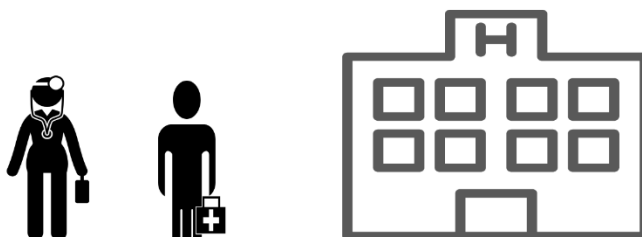
*Since this research was completed, the UK Government issued a technical notice in relation to the recognition of professional qualifications. This confirmed that EEA professionals (including UK nationals holding EEA qualifications) who are already established and have received a recognition decision in the UK will not be affected and will continue to have their qualifications recognised.

Many thought that Brexit would have a **negative impact** on their workplace

In my workplace, Brexit could lead to...



84% agreed that Brexit is leading to a **shortage of healthcare workers** in the UK



Conclusions

Enventure Research has drawn a number of conclusions from the research. More information about these conclusions can be found in Chapter 3 of the report.

- Many European qualified dental professionals came to the UK originally to work, as they could earn a higher salary than in other European countries
- Many European qualified dental professionals are considering leaving the UK in the next few years, largely because of the uncertainty around Brexit and the fall in the value of the pound
- European qualified dental professionals who arrived in the UK after the EU referendum but are still at a relatively early stage in their career are more likely to leave
- There are other reasons why some European qualified dental professionals might leave the UK in the next few years
- Clarity in regards to future rights to live and work in the UK and a continuation of a system of mutual recognition of qualifications might stop some European qualified dental professionals from leaving
- Some think that Brexit is having a negative impact on their workplace, dentistry and healthcare in general in the UK
- Many fear that Brexit is exacerbating already existing difficulties in recruitment of dental and healthcare professionals owing to national shortages and this will get worse in the future
- Some feel that Brexit could have a negative impact for dental patients
- A few suggest that the GDC could provide more reassurance and support to European qualified dental professionals

1. The Research Programme

1.1 Introduction

The General Dental Council (GDC) is an organisation which regulates all practicing dental professionals within the United Kingdom, protecting patients and members of the public. All dental professionals, including dentists and dental care professionals (DCPs) are required to be registered with the GDC to practise. There are approximately 109,000 dental professionals registered with the GDC. Of these, approximately 69,000 are DCPs and 40,000 are dentists.

There has been much debate recently about the impact of the UK leaving the European Union on healthcare professionals who are EU nationals, including dental professionals. As part of its commitment to using research to build a strong evidence base to inform the organisation's policy and strategy, the GDC wished to carry out research with EU nationals currently on the register who practise in the UK in order to gather evidence and understand the impact of the UK leaving the EU on dentistry.

Enventure Research, an independent research agency, was commissioned to undertake this research. All research was conducted independently by Enventure Research to ensure a true and accurate reflection of registrants' views was achieved.

1.2 Aims and objectives

The aim of the research was to provide valid and statistically reliable quantitative data and qualitative evidence of European qualified GDC registrants' views and future intentions to help inform future GDC policy and strategy. Within this overall aim, the project objectives were to:

- Provide data to measure registrants' future intentions in regards to the UK leaving the European Union
- Obtain registrants' insight into the impact of the decision by the UK to leave the European Union on their workplace, dentistry and healthcare in general
- Explore other key themes or issues emerging in depth from the survey results

1.3 Methodology

1.3.1 Mixed methodology of quantitative and qualitative research

A mixed methodology of quantitative and qualitative approaches was undertaken for this research in the form of an online survey and in depth interviews.

The purpose of quantitative research is to determine as conclusively as possible what any given population thinks about certain issues by collating the views of a sample from within that population, in this case, a sample of European qualified dental professionals who are on the GDC register. By analysing the results of a quantitative survey, we can make accurate assumptions and conclusions based on what the overall population of dental professionals thinks, subject to certain margins of error. In order to reduce the margin of error, a large sample size is required.

Qualitative research differs from quantitative research in that it is not meant to be statistically representative or to produce any definitive conclusions. It is used instead to explore opinions, attitudes and motivations in greater depth, exploring the reasons that sit behind the views that may be expressed within a survey. Qualitative research is ideal for exploring issues which are highlighted in quantitative survey results in depth, asking more probing questions, something which is not possible in a quantitative setting. Qualitative research is undertaken in the form of open-ended and free-flowing discussion and deliberation based around a number of broad themes, topics or issues. The number of participants involved in qualitative research is generally much smaller than those involved in

quantitative research, as much more time is spent with each participant to gain a greater depth of understanding.

The quantitative research (the online survey) allowed for robust statistical data to be collected from a large number of European qualified GDC registrants. The qualitative research (in depth interviews carried out with a select number of GDC registrants) provided in depth exploration of issues and key themes that were highlighted in the results of the online survey.

1.3.2 Questionnaire design

A questionnaire was designed by the GDC and Enventure Research. It consisted of 31 questions which covered the following topic areas:

- Role
- Background
- Future intentions
- Views on Brexit
- Views on current and future impact of Brexit on workplace, dentistry and healthcare in general

For reference, a copy of the questionnaire can be found in **Appendix A**.

1.3.3 Survey sample

Online survey invitations were sent to all European qualified dental professionals who were registered with the GDC (approximately 6,300). No quotas were set on responses, but the returned sample has been compared to the profile of European qualified registrants and is broadly representative in terms of registrant type. Therefore it has been deemed unnecessary to apply any weights to the returned data. All results presented within this report are therefore based on unweighted data.

1.3.4 Online survey fieldwork

The survey was hosted online by Enventure Research between 14 June and 9 July 2018. All GDC registrants within the sample received a personalised email invitation which contained a unique link to take part in the survey. During the fieldwork period, those who were yet to complete the survey were targeted with reminder email invitations. Two reminder emails were issued to encourage registrants to participate in the survey. Respondents were able to save their progress and return to the questionnaire at a later date if they wished.

During the four-week period, 2,464 GDC registrants took part in the survey, which provides a very robust sample size to draw results from. This equates to a response rate of 39%.

1.3.5 Respondent profile

The table below provides the profile of respondents.

For more information about the respondent profile, including a demographic breakdown see section 2.4 of the report.

Figure 1 – Profile of respondents

Characteristic	Number	Percentage
Role		
Dentist	2,215	90%
Specialist	179	7%
Dental hygienist	64	3%
Dental technician	33	1%
Dental nurse	32	1%
Clinical dental technician	10	0%
Orthodontic therapist	7	0%
Dental therapist	6	0%
Specialism		
Orthodontics	67	37%
Oral Surgery	42	23%
Periodontics	33	18%
Prosthodontics	17	9%
Endodontics	15	8%
Restorative Dentistry	6	3%
Oral Medicine	6	3%
Paediatric Dentistry	5	3%
Special Care Dentistry	4	2%
Dental Public Health	3	2%
Oral and Maxillofacial Pathology	2	1%
Oral Microbiology	1	1%
Dental and Maxillofacial Radiology	1	1%
Place of work		
In a single dental practice	1,271	52%
In more than one dental practice	671	27%
In practice(s) owned by a multiple	314	13%
In a hospital	114	5%
Dental school / university / college / school	86	3%
Locum	84	3%
Community / Community Dental Services	66	3%
Salaried Primary Care Dental Services	28	1%
In a dental laboratory	22	1%
Armed Forces	7	0%
Retired	3	0%
Not currently working	47	2%
Other	26	1%

<i>Type of dental care provided</i>		
NHS only	262	11%
Private only	461	19%
Mixture of NHS and private care	1,676	69%
Private plan	6	0%
Don't know	9	0%
<i>Years registered with GDC</i>		
Two years or fewer	270	11%
Three to ten years	1,131	46%
11 to 20 years	860	35%
21+ years	203	8%

1.3.6 Interview guide design

In depth interviews were facilitated by researchers from Enventure Research, who followed a specifically designed interview guide to allow all relevant topics to be covered. The interview guide was designed to highlight key results from the online survey to participants in order to stimulate discussion and explore the reasons behind the results in greater depth. The main areas covered within the guide were:

- Circumstances that led to arrival in the UK
- Personal intentions and motivations behind them
- The significance of Brexit in decisions to leave and likelihood of leaving
- Mitigations that might persuade registrants who are considering leaving to stay
- Impact of Brexit on workplace, dentistry and healthcare in general

The in depth interview guide can be found in **Appendix B**.

1.3.7 Focus group and in depth interview stratification

A series of 10 in depth interviews was held with a selection of GDC registrants, who had taken part in the online survey, between 30 July and 3 August 2018.

In depth interviews were stratified to ensure a range of dental professional groups were included within the research working in different countries (including Wales, Scotland and Northern Ireland), in a mix of urban and rural areas and with different levels of experience. A mix of participants who were considering leaving the UK in the next few years and those considering staying was also included.

The stratification of in depth interviews can be found in section 2.5 of this report.

1.4 Interpretation of the research findings

1.4.2 Interpreting quantitative data

This report contains several tables and charts that present survey results. In some instances, the responses may not add up to 100%. There are several reasons why this might happen:

- The question may have allowed each respondent to give more than one answer
- Only the most common responses may be shown in the table or chart
- Individual percentages are rounded to the nearest whole number so the total may come to 99% or 101%
- A response of less than 0.5% will be shown as 0%

As the online survey was undertaken with a sample of European qualified registrants, and not the entire population, all results are subject to sampling tolerances. However, as the response rate to the online

survey was large (2,464 registrants took part in the survey of approximately 6,300), the margin of error when interpreting the results is low.

A sample size of 2,464 carries a maximum confidence interval of +/-1.6% at the 95% confidence level. For example, when interpreting the results to a survey question which all respondents answered, where 50% of registrants in the sample responded with a particular answer, there is a 95% chance that this result would not vary by more than +/- 1.6% had the result been obtained from the entire target population (between 48.4% and 51.6%). Where not all survey respondents have answered a question, as not all questions were relevant to all respondents, the sample size is sometimes smaller and therefore are subject to larger confidence intervals.

Subgroup analysis has been undertaken to explore the results provided by different registrant groups and other key subgroups such as professional role. This analysis has only been carried out where the sample size is seen to be sufficient for comment (over 100). Where sample sizes were not large enough, subgroups have been combined (for example, number of years registered) to create a larger group. Differences that are 'significant' as corroborated via statistical testing have been commented on this report. It should be noted that subgroups are subject to larger confidence intervals.

Throughout this report, registrants who took part in the online survey are referred to as 'respondents'.

1.4.3 Interpreting qualitative findings

When interpreting qualitative research findings, which for this research have been collected via in depth telephone interviews, it is important to remember that these findings differ to those collected via a quantitative methodology. Qualitative findings are collected by speaking in much greater depth to a select number of participants (in this case, 10 GDC registrants).

Therefore, it should be remembered that qualitative findings are not meant to be statistically accurate, robust or representative, but instead are collected to provide additional insight and greater understanding based on in depth discussion and deliberation, something not possible to achieve via a quantitative survey. For example, if the majority of participants in a series of in depth interviews hold a certain opinion, this does not necessarily apply to the majority of the target population.

Throughout this report, registrants who took part in qualitative research (in depth interviews) are referred to as 'participants'.

2. Research Findings

This section of the report presents the detailed research findings for the Survey of European Qualified Dental Professionals. The findings follow the results of the quantitative online survey, which are supported where relevant by qualitative evidence from the in depth interviews. The results of the online survey are presented in tables, charts and percentages, supported by subgroup analysis where relevant. The findings from the qualitative research are illustrated by direct quotations where appropriate. Enventure Research has also supplied the GDC with a full set of data tables related to the survey. These will be published on the GDC website.

The views expressed in this report are those of European qualified dental professionals and are not necessarily shared by the General Dental Council.

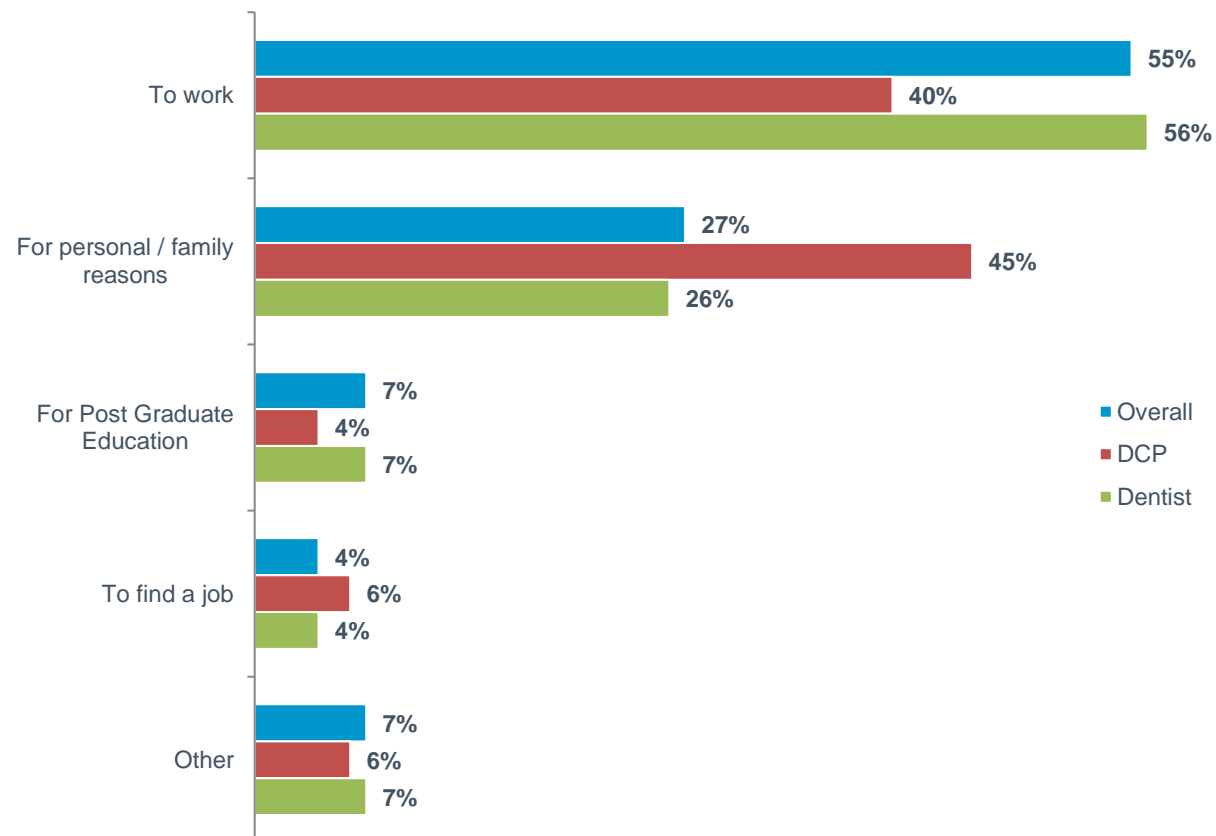
2.1 Coming to the UK

2.1.1 Reasons for coming to the UK

When asked the reasons that led them to come to the UK, 55% of survey respondents said it was to work. A further 27% said it was for personal or family reasons. Significantly smaller proportions said it was to find a job (4%) or for Post Graduate Education (7%).

Dental Care Professionals (DCPs) were more likely to say that they came to the UK for personal or family reasons (45%) than dentists (26%), who were more likely to say they came to the UK to work (56% compared to 40%).

Figure 2 – What were the reasons that led you to come to the UK? By registrant type
Base: All respondents (Overall – 2,464; DCPs – 138; Dentists – 2,326)



Subgroup analysis

Subgroups more likely to say that they came to the UK **to work** (55% overall) included those who:

- Had been registered with the GDC for longer (11 to 20 years 59% and 21+ years 61%), compared to those who had been for a shorter time (two years or fewer 46% and three to ten years 53%)
- Provided a mixture of NHS and private dental care (58%), particularly compared to those who provided private care only or private plan (47%)
- Were male (64%) compared to female (48%)

Subgroups more likely say that they came to the UK **for personal / family reasons** (27% overall) included those who:

- Had been registered with the GDC for a shorter period of time (two years or fewer 33% and three to ten years 29%), particularly compared to those who had been registered for the longest (21+ years 16%)
- Provided private care only or private plan (35%), particularly compared to those who provided NHS care only (21%)
- Were female (35%) compared to male (18%)

A few respondents (7%) provided 'other' reasons. These included more respondents stating personal / family reasons, respondents saying they were British nationals or citizens or that they came for training opportunities, career development, work experience or to learn English.

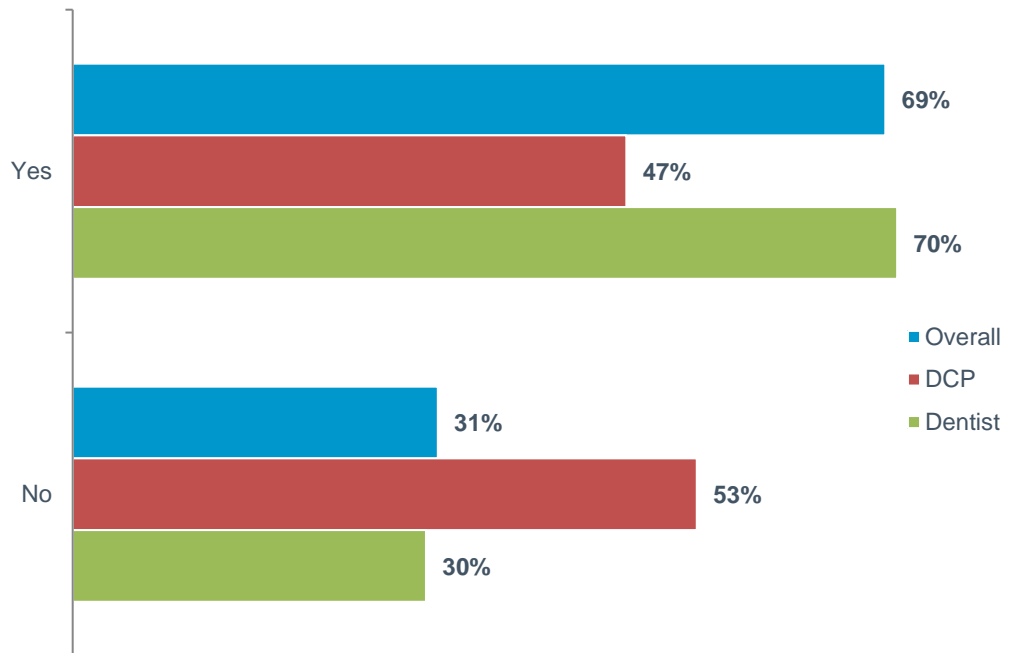
2.1.2 Recruitment

Respondents who indicated that they came to the UK to work were asked if they were recruited to fill a specific post before they moved to the UK. Just under seven in ten (69%) said they were and 31% indicated that they were not.

A larger proportion of dentists said they were recruited to fill a specific post (70%) than DCPs (47%).

Figure 3 – Were you recruited to fill a specific post before you moved to the UK? By registrant type

Base: Those who came to the UK to work (Overall – 1,357, DCPs – 55; Dentists – 1,302)



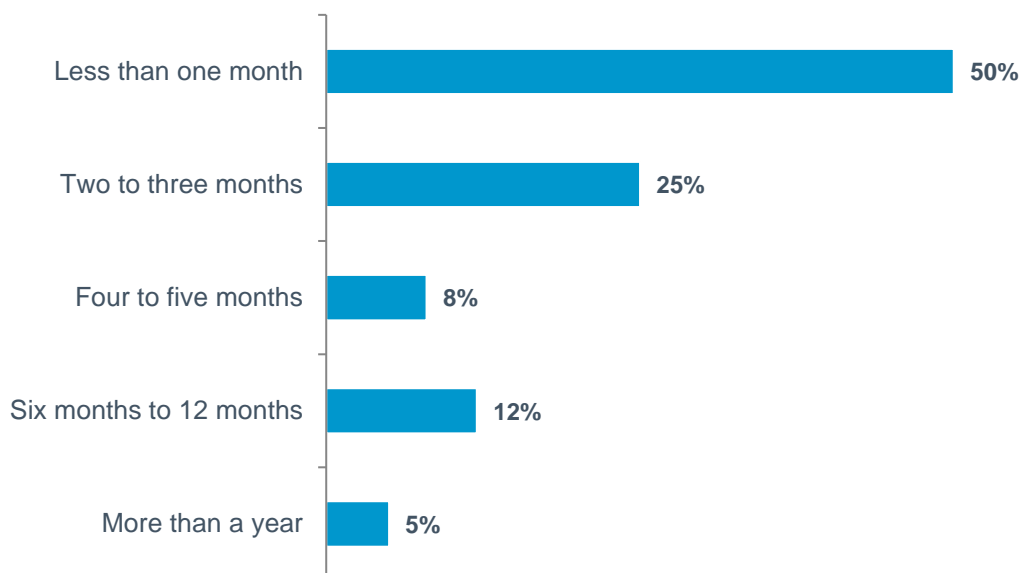
Subgroup analysis

Subgroups more likely to say that they **were recruited to fill a specific post** before they moved to the UK (69% overall) included those who:

- Had been registered with the GDC for three to ten years (72%) or 11 to 20 years (74%), particularly compared to those who had been registered for a longer period of time (21+ years 46%)
- Provided a mixture of NHS and private dental care (72%) or NHS care only (74%) compared to those who provided private care only or private plan (55%)

Respondents who indicated that they came to the UK to find a job were asked how long it took them to find a post after they moved to the country. Half (50%) said they found a post in less than one month. A further quarter (25%) said it took them between two months and three months. The remaining quarter (25%) said it took them more than four months (8% four months to five months, 12% six months to 12 months and 5% more than a year).

Figure 4 – How long did it take you to find a post after moving to the UK?
Base: Those who came to the UK to find a job (102)



2.1.3 Qualitative feedback

Coming to the UK for economic reasons

In line with the survey results, most participants said that they had originally come to the UK to work. These participants explained that this was largely for economic reasons, as they could earn more in the UK than in other European countries.

The salary you can get is like nothing compared to what you can get [in other European countries].

DCP, England

In Portugal they don't pay new dentists. They want us to work for free. Here it is better.

Dentist, Wales

Coming to the UK for personal reasons

A few participants explained that they first came to the UK for family or personal reasons. This included following partners to the UK, because their partner was British or because they had family living in the UK.

For family reasons. Definitely not job reasons. My qualification was applicable everywhere, but my husband wanted to become a teacher and he didn't speak any German, so there wasn't an option for him to easily come the other way.

Dentist, Scotland

Some participants said that they had come to the UK for the culture, the lifestyle, or because they spoke good English. This meant that they wanted to try living and working in the UK, particularly as they could earn a good salary working as a dental professional.

I was sure I was going to come here because I love the country, I love the language, I love everything so I knew I was coming.

DCP, England

Because I was ok with my English and I didn't need to learn another language like I would have had to if I had gone to Belgium or the Netherlands or Germany. I chose where I could speak the language.

Dentist, England

A few participants had arrived in the UK to work after the EU referendum in 2016. They explained that the decision for the UK to leave the European Union had not deterred them from moving to the UK. These participants accepted that there might be future challenges for them, given the current uncertainty about future rights to live and work in the UK for European qualified dental professionals, but they felt that the benefits of living and working in the UK outweighed the risks.

It didn't worry me. I know there are going to be some challenges. I will probably have to do some kind of legal paperwork, but anything is doable. You can get through that kind of thing.

Dentist, Wales

It was October 2016 that I moved here, so Brexit was quite recent, but it didn't make me change my mind.

DCP, England

Finding a job in the UK

The majority of participants said it was easy to find their first post in the UK. Some participants had taken part in training schemes for private dental companies run in European countries to prepare them for living and working as a dental professional in the UK. These participants had been placed in jobs before they arrived in the UK.

My job was waiting for me before I even qualified.

Dentist, England

Other participants had taken the decision to move to the UK and had then looked for a position. These participants explained that when they first arrived in the UK there had been a shortage of dental professionals, particularly in certain areas, outside of the larger cities.

It was extremely easy. I applied for seven positions and I got offered seven positions. I applied from Germany and I flew over for interviews. I applied in the June, flew over in July and started in August.

Dentist, Scotland

The problem is that in this area there is a huge shortage of dentists so it was really really easy to find a job in this area.

DCP, England

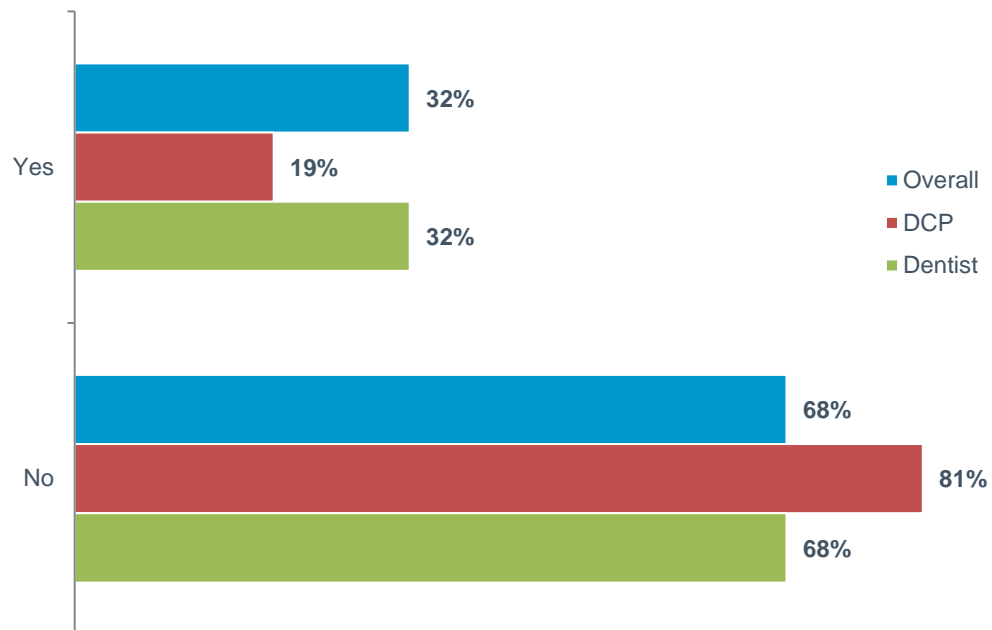
2.2 Future intentions

2.2.1 Staying or leaving

Almost a third of survey respondents (32%) said they were considering leaving the UK in the next few years. Just over two thirds (68%) said they were not.

A larger proportion of dentists said they were intending to leave in the next few years (32%) than DCPs (19%).

Figure 5 – Are you considering leaving in the next few years? By registrant type
Base: All respondents (Overall – 2,464; DCPs – 138; Dentists – 2,326)



Subgroup analysis

Subgroups more likely to say that they **were considering leaving the UK** in the next few years (32% overall) included those who:

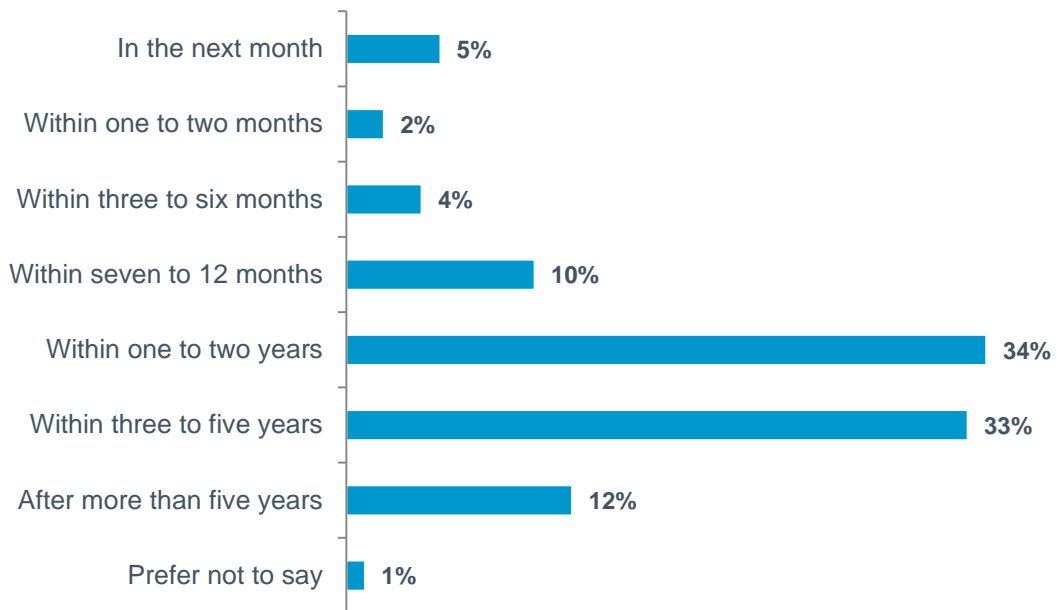
- Had been in the UK for three to 10 years (36%) or 11 to 20 years (32%) compared to those who had been here for two years or fewer (27%) or 21 years or more (18%)
- Were male (34%) compared to female (28%)
- Were from a White ethnic background (32%) compared to a non-White background (17%)
- Thought that Brexit had had a negative effect on dentistry (41%) compared to those who thought it had had a positive effect (10%) or no impact (24%)

2.2.2 Intentions to leave

Those who indicated that they were considering leaving the UK in the next few years were asked when they were intending to go.

The largest proportion (34%) said they intend to go within one to two years, closely followed by 33% saying within three to five years. One in eight (12%) said they intend to go after more than five years. Smaller proportions said they were intending to go in the next month (5%), within one to two months (2%), within three to six months (4%), and within seven to 12 months (10%).

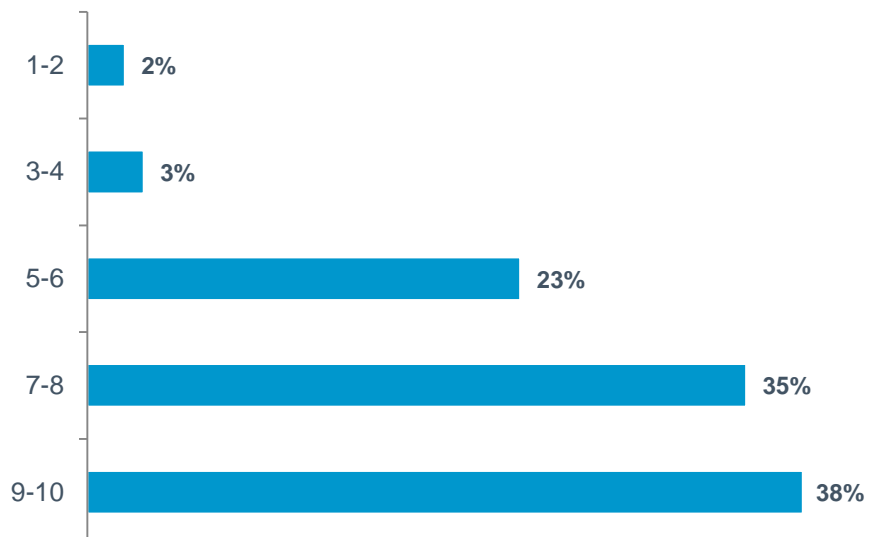
Figure 6 – When are you intending to go?
Base: Those who are considering leaving in the next few years (778)



Respondents were asked how strong their intention to leave was and were able to choose from a scale from 1 (very unlikely) to 10 (very likely).

Almost four in ten (38%) indicated their intention to leave was 9 or 10 and a further 35% said it was 7 or 8. Only a small proportion (5%) indicated their intention was 4 or below.

Figure 7 – On a scale of 1 to 10, with 10 meaning very likely and 1 meaning very unlikely, how strong would you say your intention to leave is?
Base: Those who are considering leaving in the next few years (778)



Respondents who were considering leaving the UK in the next few years were most likely to intend to go to Spain (13%), closely followed by Poland (10%), Greece (9%) and Sweden (8%), amongst others.

Figure 8 – Which country do you intend to go to?
Base: Those who are considering leaving in the next few years (778)

Country	Number	Percentage
Spain	105	13%
Poland	80	10%
Greece	70	9%
Sweden	60	8%
Portugal	52	7%
Germany	44	6%
France	40	5%
Romania	30	4%
Bulgaria	27	3%
Ireland	25	3%
Italy	20	3%
Australia	17	2%
Netherlands	17	2%
Denmark	13	2%
Lithuania	13	2%
United Arab Emirates	13	2%
Canada	12	2%
United States	12	2%
Hungary	10	1%
New Zealand	9	1%
Switzerland	9	1%
Cyprus	7	1%
Finland	6	1%
Belgium	4	1%
Czech Republic	4	1%
Luxembourg	3	0%
Latvia	2	0%
Norway	2	0%
Slovakia	2	0%
Afghanistan	1	0%
American Samoa	1	0%
China	1	0%
Cook Islands	1	0%
Costa Rica	1	0%
Croatia	1	0%
Gibraltar	1	0%
Guam (USA)	1	0%
Iceland	1	0%
Iran	1	0%
Malaysia	1	0%
Malta	1	0%
Mauritius	1	0%
Mexico	1	0%
Pakistan	1	0%

Qatar	1	0%
Saudi Arabia	1	0%
South Africa	1	0%
Thailand	1	0%
Turkey	1	0%
Venezuela	1	0%
Other	5	1%
Don't know	43	6%

2.2.3 Qualitative feedback

Likelihood of leaving

Amongst those participants who were considering leaving, the majority said they were considering it as an option, but for many it was dependent on the impact of the UK leaving the European Union on their ability to work and live in this country. However, a few participants had already decided to leave and were actively looking for another position in another country.

No one knows how leaving the UK will affect all our lives. It depends on those effects really.

Dentist, England

I am leaving for sure. It's a fact. I am trying to find another job. I will be leaving within the next year.

Dentist, Scotland

Relocating to other countries

The majority of participants who were considering leaving the UK said that they were considering relocating to their country of origin or to another English speaking country because they spoke the language, were familiar with the culture or had friends and family living there. However, these participants conceded that they were likely to earn less money or struggle to find a job in other countries and therefore this might stop them from relocating.

My whole family lives in Greece. I will go there as long as there are jobs. There aren't many jobs, but the quality is better. At maximum they see 10 patients per day. Mainly it is under private only.

Dentist, Scotland

If I was going, I would go back home [to Lithuania]. It's because of the family. If I go, it's for family. I would want my daughter to be around family. The pay will probably be less, but everything costs less. At the moment if I want to work, I have to pay nearly £1000, whereas in Lithuania, it's like €60 a month. What you get is less, but what you pay is less.

DCP, England

However, a few participants thought that currently there were shortages of dental professionals in other European countries and levels of pay were on the rise. They highlighted that because of the uncertainty around the impact of the UK leaving the European Union, working in these countries was an attractive prospect for some dental professionals. These participants felt that the UK could lose many dental professionals to these countries in the future.

If I go by the dental forums, on the continent they have workforce shortages. They get paid well, they have enough patients, they have a good lifestyle and there are professional bodies that support them. It's very attractive.

Dentist, Scotland

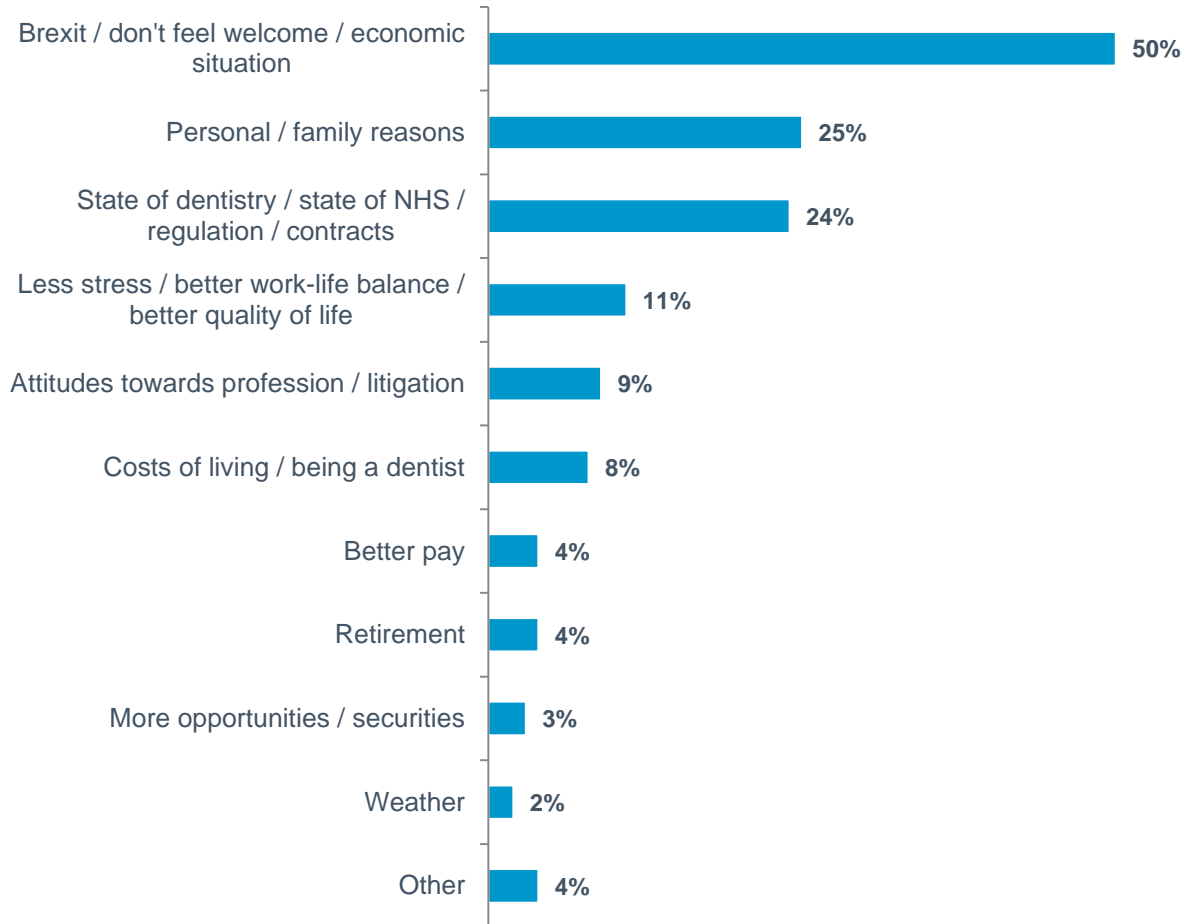
In Holland when I qualified there were too many dentists and now it seems to be the other way round.

Dentist, England

2.2.4 Reasons for leaving

Respondents who were considering leaving the UK in the next few years were asked the motivations and reasons behind their intention. These comments were collated, themed and are presented in the chart below. Half (50%) cited Brexit, feelings of not being welcome in the UK and the economic situation as a motivation. A further quarter (25%) specified personal or family reasons. Almost a quarter (24%) also mentioned the state of dentistry, including the way it is regulated or the state of the NHS, including NHS contracts as reasons for intending to leave. One in nine (11%) felt that working as a dentist elsewhere would be less stressful, they could have a better quality of life or a better work-life balance. One in nine (11%) felt that working as a dentist elsewhere would be less stressful, they could have a better quality of life or a better work-life balance.

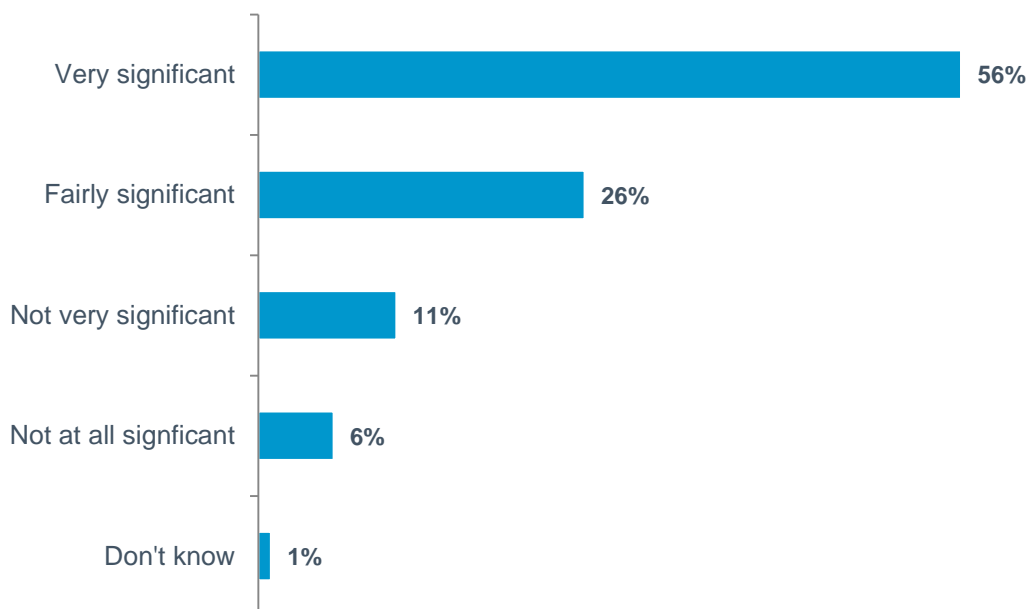
Figure 9 – What are the motivations and reasons for considering leaving?
Base: Those who are considering leaving in the next few years (764)



2.2.5 Significance of Brexit in decision to leave

Almost six in ten (56%) said Brexit and the current uncertainty about arrangements for EU citizens living and working in the UK was a very significant factor in their reasons for considering leaving. A further 26% said it was fairly significant, providing an overall total of 82% saying it was very or fairly significant. By comparison, 17% said it was not significant (11% not very and 6% not at all).

**Figure 10 – How significant a factor is Brexit and the current uncertainty about arrangements for EU citizens living and working in the UK in your reasons for considering leaving?
Base: Those who are considering leaving in the next few years (778)**



Subgroup analysis

Subgroups more likely to say that **Brexit and the current uncertainty about arrangements for EU citizens living and working in the UK was a significant factor** in their reasons for considering leaving (82% overall) included those who were male (87%) compared to female (76%)

2.2.6 Qualitative feedback

Significance of leaving the European Union

In line with the survey results, many of those participants who said they were considering leaving said they were doing so as a result of the decision for the UK to leave the European Union and said that this was the most significant reason.

I don't want to leave from a personal point of view, but if 'No deal' goes ahead, I think it's very likely.

Dentist, Scotland

It's the only reason. I've lived here for 14 years and I thought I would be here forever. I've opened up a practice and really committed myself. If I move it would only be due to Brexit. It's had a huge impact mentally.

Dentist, Scotland

Some of these participants expressed feelings of being betrayed by the public and the government and no longer felt welcome. They explained that they had come to the UK to address the shortage of dental professionals, had provided a service to UK citizens, paid tax on their earnings and contributed to the UK economy. These participants felt undervalued by the government and by those who had voted for the UK to leave the European Union in 2016.

When I first came to Britain there was a national shortage of dentists. You come over here, you make a life, you contribute, like many other Europeans have done. I really did not come for my job chances. I don't know if people are aware, but Britain really hasn't got a high reputation on the continent for the quality of dental training and dentistry. My dad has a big practice in Germany and I could have taken that over very easily, but instead I've put in so much effort to build something up, to provide good quality, to build up a stable patient base, to give people jobs here. Then the government turns around and says 'Immigrants out'. To be honest, coming from Germany and knowing the history there, it is galling and an insult.

Dentist, Scotland

I felt really welcome in this country. Then when they voted [in the referendum], I thought that even though everybody is smiling, we don't know what they are feeling. We are disappointed that they don't like us. The UK didn't pay anything for my education and when I came straight away I started paying a lot of tax. They should be appreciable of people coming here. We never think about getting benefits or anything. We want to work, pay tax, we are a good age so we are not using too much from the NHS. I think we are actually really good for this country.

DCP, England

Some participants felt that the decision for the UK to leave the European Union had affected them economically and that this would get worse over time, particularly once the UK leaves the EU in March 2019. Some said that their wages were now worth less on the continent, given the fall in the value of the pound since the referendum. Others mentioned that their business costs had increased significantly since 2016 as they sourced materials and products from outside of the UK. Some were therefore considering moving to another country in order to maximise their earnings.

All my materials get imported from abroad. If they go up 10%, 15% or 20%, I will have to explain it to my patients. I have to pay overheads. I'm a new practice owner and overheads are horrendous. I might not be able to afford to keep my practice open. If I lose my livelihood, it means I am leaving.

Dentist, Scotland

If the cost of living increases that much. We wouldn't be able to save that much money because obviously you spend a lot more on food and rent or transport. Or going for a vacation to Hungary. If the cost of the flights to the EU will be increased, we don't want that.

Dentist, England

Some participants cited the unknown impact the UK leaving the EU will have on their rights to live and work in this country as the reason for considering leaving. A few also felt that if leaving the European Union affected their freedom of movement, they would leave the UK as they would want to continue to travel freely in Europe to see their friends and family.

What worries us is how quickly we will be able to get back to Lithuania and how quickly my family can come here if something happened to me or something happened to them.

DCP, England

We don't know what the situation is going to be like. We don't know if our company will be keen on getting us visas or if they need to. We would like to stay, but we don't know if we will be able to stay here.

Dentist, England

A few participants also conceded that if their qualifications were not recognised from March 2019, they would have no choice but to leave the country to continue their dental careers.

If they didn't recognise my qualifications then obviously we would leave straight away.

Dentist, England

Leaving for other reasons

In line with the survey results, a few participants who were considering leaving the UK in the next few years said that it was due to personal reasons. These included factors such as starting a family closer to family and friends, moving because of their partners' situation or because they did not like the climate in the UK.

In a couple of years we will move back to Hungary because we are planning to have a baby in the future. I don't want to be away from our families for that, but we will come back.

Dentist, England

As seen in the survey, a few participants were considering leaving because they were unhappy with working in the dental profession in the UK. Some of these participants said they found working in the profession too stressful and thought that working in another country would be easier and provide them with a better work-life balance. Some explained that they found that they were being asked by employers to see and treat too many patients in a single day in order for their practices to increase their profit margins. Others felt that there was a litigious culture in dentistry in the UK currently and they constantly fear complaints from patients being escalated to the GDC and being sued, which has a negative impact on their mental wellbeing. For these participants, these were much more significant reasons to leave the UK than the UK leaving the European Union.

I don't like the fact that I have to see 25 to 30 patients a day. I am not obliged to see them but the practice needs to make a profit so we have to see them.

Dentist, Scotland

There is always a lawyer behind the door that is trying to check your notes and your treatments.

Dentist, Scotland

Some participants said that living and working in the UK had not lived up to their expectations in terms of their earnings and the work-life balance they thought they would have. These participants thought that the differences between expectations and reality might cause some European qualified dental professionals to leave the country. However, some of these professionals thought that although the UK leaving the European Union might not be a significant cause of European qualified dental professionals leaving the UK, it was likely that it would deter dental professionals from coming to work in the UK in the future.

I think all of us came here for the same dreams. However, it is very different. Back in Greece we don't need to pay for indemnity insurance. We have something like the GDC, but it is not that high. We do dentistry in quite a different way. You only have to see 10 patients a day and you are trained for that. Sometimes here, it feels like you work in a factory. It is too stressful. That's the main reason as far as I know and I have discussed it with other colleagues. The main reasons are financial and the stress.

Dentist, Scotland

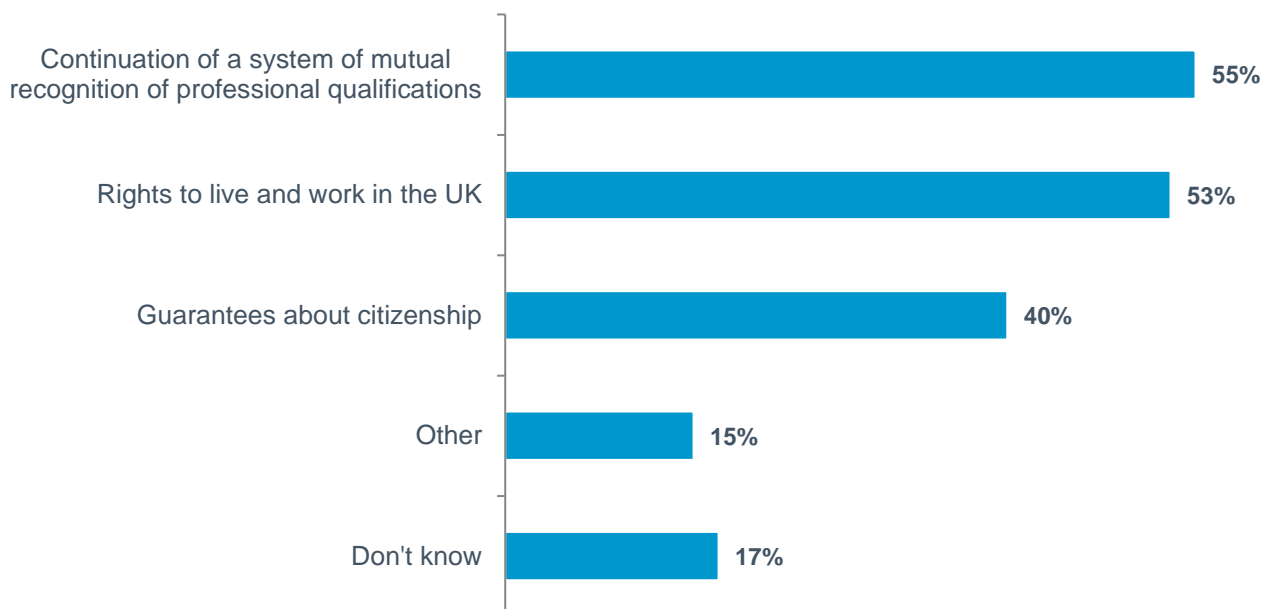
I've talked to a lot of people. Most people are thinking of leaving because they don't like the NHS work. It's not so much about the referendum. For the referendum, it's people saying they are considering not coming. It's the ones that are not here yet. They changed their minds because of the referendum. However, the ones that are here they don't think about leaving because of that I don't think.

Dentist, Wales

2.2.7 Actions or mitigations that might affect decision

Respondents who said they were intending to leave in the next few years were asked to identify if there were any actions or mitigations that might affect their intentions to leave. Over half (55%) suggested a continuation of a system of mutual recognition of professional qualifications, and 53% suggested rights to live and work in the UK. Four in ten (40%) indicated that guarantees about citizenship would affect their intentions to leave.

Figure 11 – Are there any actions or mitigations that might affect your intentions to leave?
Base: Those who are considering leaving in the next few years (778)



Subgroup analysis

Subgroups more likely to say that a **continuation of a system of mutual recognition of professional qualifications** might affect their intentions to leave (55% overall) included those who had been registered with the GDC for two years or fewer (63%) and three to ten years (59%), particularly compared to those registered for 21+ years (45%)

Subgroups more likely to say that **rights to live and work in the UK** might affect their intentions to leave (53% overall) included those who had been registered for two years or fewer (65%) and three to ten years (57%), particularly compared to those registered for 21+ years (43%)

2.2.8 Qualitative feedback

Actions or mitigations that might affect decision

Some participants said that if the British government provided guarantees about their rights to live and work in the UK after the UK leaves the European Union, it would make them more likely to consider staying in the country in the long term. As also seen in the survey, a few participants highlighted that there would need to be mutual recognition of their qualifications to work as a dental professional in the UK to ensure that they stay. These participants mused that if they were required to gain additional qualifications at their own expense, they would be likely to leave, as would many other European qualified dental professionals.

If we had a certain clear future here. If they said 'Don't worry you can keep working here if you have been working for five years or for two years or whatever'. If we could carry on working here and everything would be the same, I think people will stay.

DCP, England

There's a big question about recognition of qualifications and being able to work here and the other one is residency. That's what we need to know, whether we are going to be ok or if we are going to be considered like any other immigrants here.

Dentist, England

However, some participants took it for granted that, as healthcare professionals, their rights to live and work in the UK would be guaranteed. They perceived that, given the current shortage of healthcare professionals and the difficulties with recruitment, the NHS could not survive a mass exodus of European qualified professionals and this would provide the government with the impetus to grant these rights as soon as possible.

If the NHS needs qualified people like doctors, nurses, dentists I think they will have to say that if qualified people are leaving, the system will fail. I don't know how much they need us, but if there are going to be a lot of vacancies they will need to speak to the government.

Dentist, England

I have a colleague who is a maxillofacial surgeon in a hospital and he told me 'Don't think you will have any problem otherwise the NHS will collapse because of all the European dentists that are here.' The NHS need us or there are no people to cover the jobs. Patients need to be seen.

DCP, England

For other participants there were factors that were not related to the UK leaving the European Union that might deter dental professionals from leaving. These included changing NHS contracts, the NHS paying more for each patient, more support for dental professionals from regulatory bodies and a cultural shift that causes them to worry less about patients suing them.

There is something about changing the system in the NHS. If they paid for a variety of things it might make people reconsider but I don't think it has anything to do with Brexit. I don't think that those that are here already will leave because of that.

Dentist, Wales

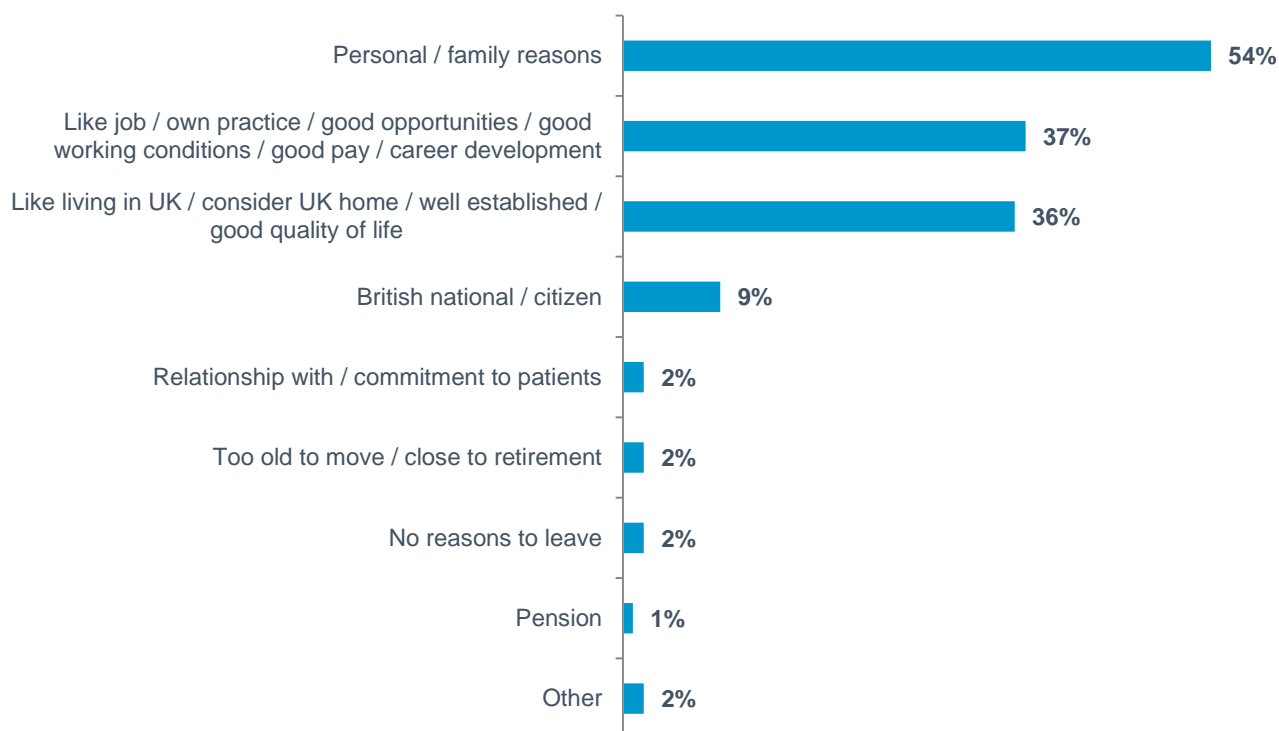
These things will not make a difference. I know people that have been here for more than five years and have the right to stay. They are considering leaving because of finance and stress. So these things will not make a difference.

Dentist, Scotland

2.2.9 Reasons for staying

Respondents who said they were intending to stay in the UK were asked the reasons why. Over half (54%) cited personal or family reasons. A further 37% said they liked their role, had their own practice, enjoyed the pay, working conditions or the career opportunities in the UK. More than a third (36%) said that they liked living in the UK, enjoyed the quality of life or considered it to be home.

Figure 12 – What are the motivations and reasons for considering staying?
Base: Those who are considering staying in the UK (1,667)



2.2.10 Qualitative feedback

Reasons for staying in the UK

Participants who were planning to stay in the UK regardless of the outcome of the negotiations surrounding the UK leaving the European Union provided mainly personal reasons for not considering leaving. This included feeling settled in the UK, having a family here, having a mortgage, earning a good wage, owning their own practice, love for the culture and the language, and a good rapport with patients, amongst others. A few participants explained that they were close to retirement age or too settled in their careers in the UK to consider relocating. They mused that European qualified dental professionals who were at an earlier stage in their careers might be more likely to leave the UK than they were.

I have roots here. My husband is from Britain and he has his mother here who is elderly. My children have been born here. They are dual nationals, but they are still Scottish. I love this country and I am settled here. In my head, I am European, German and Scottish. I wouldn't be leaving another country, I would be leaving my home. That itself is a strong motivation to not go. I've spent as much of my life here as in Germany.

Dentist, Scotland

My whole life is here. My parents are no longer alive so there's nobody in Holland and I've got family here. I won't be shutting up shop and leaving the country. I'm too old for that now.

Dentist, England

However, a few participants said that although they do not intend to leave, they were still worried about their future in the UK, given the current uncertainty about their rights to live and work here in the future.

My kids were born here and live here so it is not easy to just move and go because of Brexit. There would be no way we would leave the UK. However, it is worrying because we do not know what is going on and it seems the Prime Minister doesn't know either. That gives you confusion about your future and it's not a good feeling.

Dentist, England

2.3 Impact of the UK leaving the EU

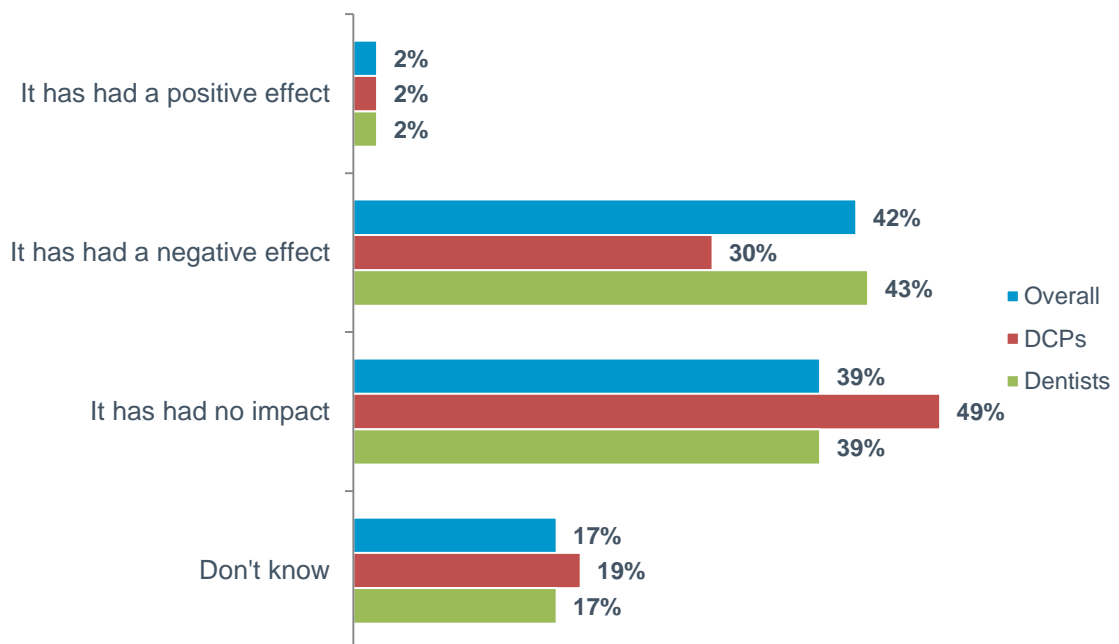
2.3.1 Impact on workplace

Survey respondents were asked about the impact of Brexit on their workplace. More than four in ten (42%) felt that it had had a negative effect and a further 39% thought it had had no impact. Only 2% thought it had had a positive effect and 17% did not know.

A larger proportion of dentists thought that Brexit had had a negative effect on their workplace (43%) than DCPs (30%).

Figure 13 – Thinking about Brexit, which of the following statements best describes your view of Brexit on your workplace? By registrant type

Base: All respondents (Overall – 2,464; DCPs – 138; Dentists – 2,326)



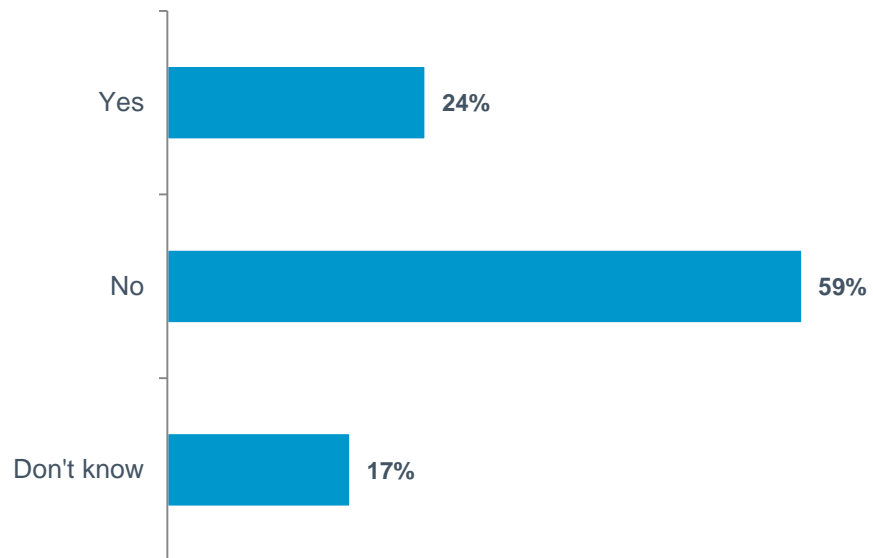
Subgroup analysis

Subgroups more likely to say that they thought Brexit had had a **negative effect on their workplace** (42% overall) included those who:

- Had been registered with the GDC for longer (21+ years 46% and 11 to 20 years 46%), particularly compared to those registered for two years or fewer (30%)
- Were male (46%) compared to female (38%)
- Were from England (43%), particularly compared to Scotland (34%)
- Were considering leaving the UK in the next few years (58%) compared to those that were not (35%)
- Thought that Brexit had had a negative effect on dentistry (69%) compared to those that thought it would have a positive effect (4%) or no impact (16%)

Almost a quarter of respondents (24%) said that staff had left their workplace as a result of Brexit and just under six in ten (59%) said that none had. A further 17% said they did not know.

Figure 14 – Have any staff left your workplace as a result of Brexit?
Base: All respondents (2,464)



Subgroup analysis

Subgroups more likely to say that staff had **left their workplace** (24% overall) included those who:

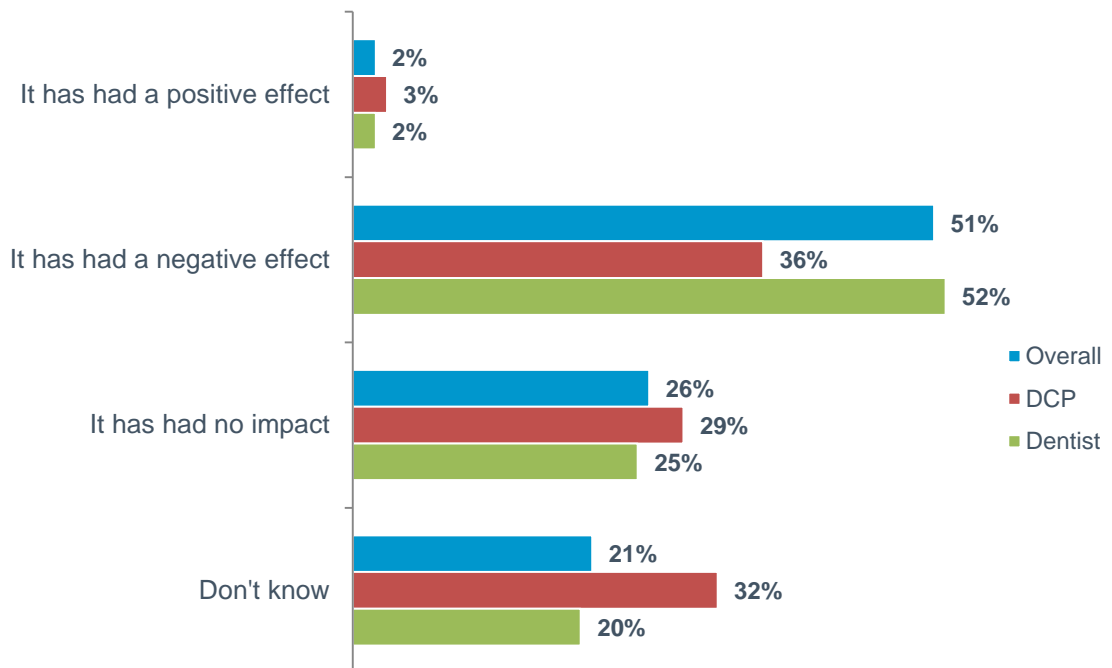
- Were male (28%) compared to female (20%)
- Were from England (26%), particularly compared to Scotland (13%)
- Were considering leaving the UK in the next few years (39%) compared to those who were not (17%)
- Thought that Brexit would have a negative effect on dentistry (34%), compared to those that thought it would have it no impact (12%) or a positive effect (13%)

2.3.2 Impact on dentistry

Just over half of survey respondents (51%) felt that Brexit was having a negative effect on dentistry. Just over a quarter (26%) thought it had had no impact and 21% did not know. Only a small proportion (2%) thought that it had had a positive effect.

Dentists were more likely to say that Brexit had had a negative effect on dentistry (52%) than DCPs (36%).

Figure 15 – Thinking about Brexit, which of the following statements best describes your view of Brexit on dentistry? By registrant type
Base: All respondents (Overall – 2,464; DCPs – 138; Dentists – 2,326)



Subgroup analysis

Subgroups more likely to say that they thought Brexit had had a **negative effect on dentistry** (51% overall) included those who:

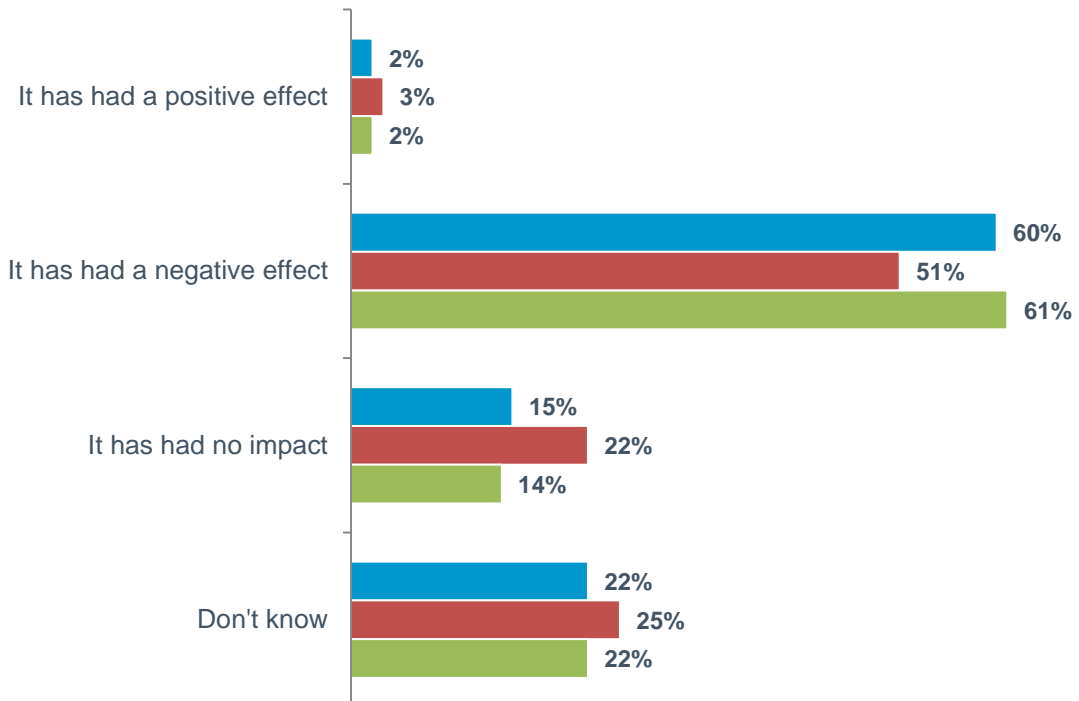
- Were male (55%) compared to female (48%)
- Were considering leaving the UK in the next few years (67%) compared to those who were not (44%)

2.3.3 Impact on healthcare in general

Six in ten survey respondents (60%) felt that Brexit was having a negative effect on healthcare in general. One in seven (15%) thought it had had no impact and 22% did not know. Only 2% thought that it had had a positive effect.

Again dentists were more likely to say that Brexit had had a negative effect (61%) compared to DCPs (51%).

Figure 16 – Thinking about Brexit, which of the following statements best describes your view of Brexit on healthcare in general? By registrant type
Base: All respondents (Overall – 2,464; DCPs – 138; Dentists – 2,326)



Subgroup analysis

Subgroups more likely to say that they thought Brexit had had a **negative effect on healthcare in general** (60% overall) included those who:

- Had been on the GDC register for three to ten years (61%), 11 to 20 years (61%) or 21+ years (61%) compared to those who had been on it for two years or fewer (53%)
- Provided NHS care only (64%) or a mixture of NHS and private (62%) compared to private only or private plan (53%)
- Were considering leaving the UK in the next few years (74%) compared to those who were not (54%)
- Thought that Brexit had had a negative effect on dentistry (94%) compared to those who thought it had had no impact (26%) or a positive effect (10%)

2.3.4 Perceptions of Brexit

Survey respondents were shown a series of statements relating to Brexit and asked the extent to which they agreed.

Over eight in ten (84%) agreed that Brexit is leading to a shortage of healthcare workers in the UK, with 53% saying they strongly agreed and 31% agreeing. Only 5% said they disagreed (4% disagreed and 1% strongly disagreed).

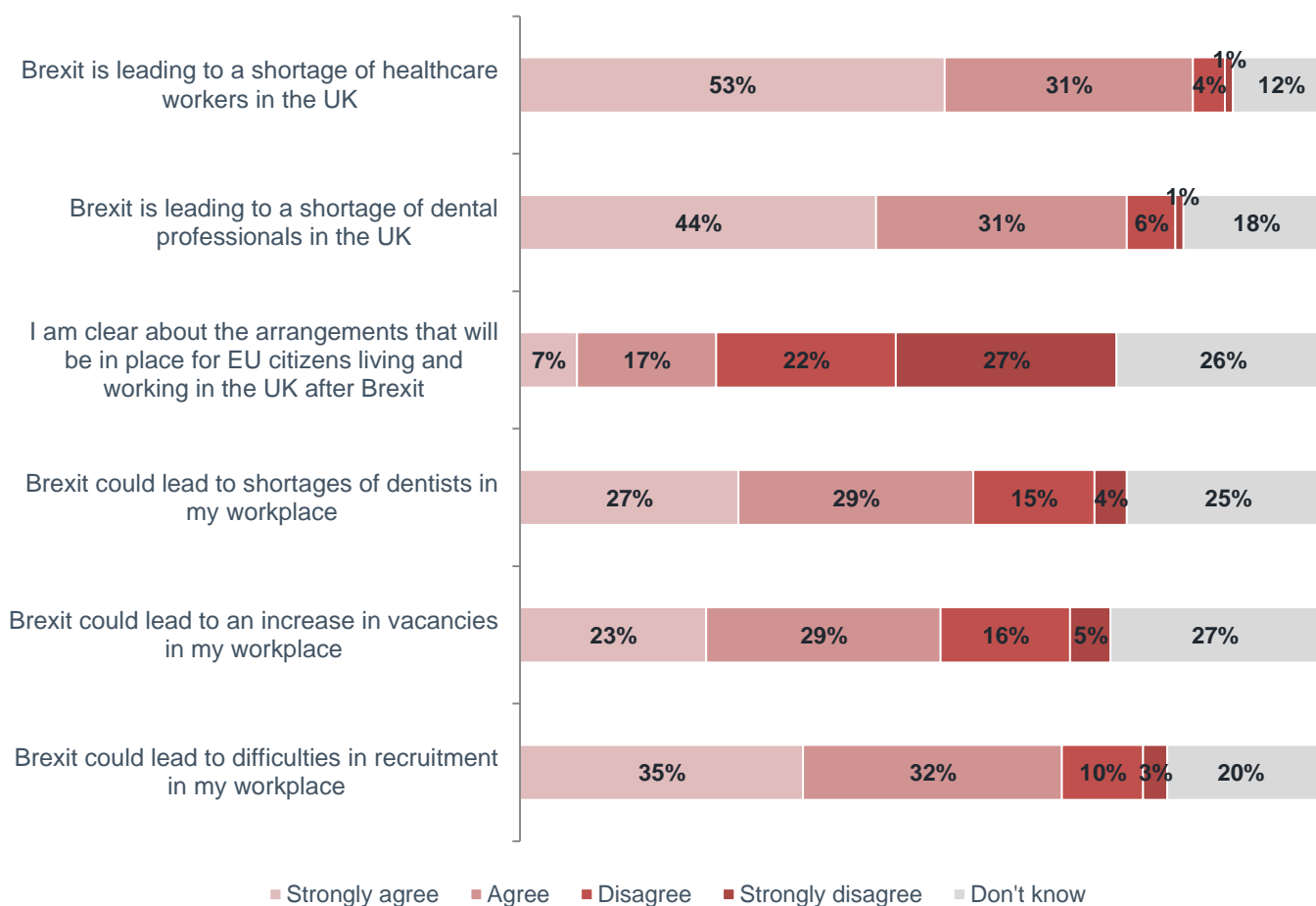
A smaller proportion (75%) agreed that Brexit is leading to a shortage of dental professionals in the UK. However, this was still a significant proportion, with 44% saying they strongly agreed and 31% agreeing. Only 7% said they disagreed (6% disagreed and 1% strongly disagreed).

Just under half of respondents (49%) disagreed that they were clear about the arrangements that will be in place for EU citizens living and working in the UK after Brexit. Only just under a quarter (24%) said they agreed with this.

Almost six in ten (56%) agreed that Brexit could lead to a shortage of dentists in their workplace. Just over a quarter (27%) strongly agreed and 29% agreed. Overall almost a fifth (19%) disagreed (15% just disagreed and 4% strongly disagreed).

Over half (52%) agreed that Brexit could lead to an increase in vacancies in their workplace (23% strongly agreed and 29% agreed) and two thirds (67%) agreed that Brexit could lead to difficulties in recruitment in their workplace (35% strongly agreed and 32% agreed).

**Figure 17 – To what extent would you agree or disagree with the following statements?
Base: All respondents (2,464)**



Subgroup analysis

Subgroups more likely to **agree that Brexit is leading to a shortage of healthcare workers in the UK** (84% overall) included those who:

- Were dentists (84%) compared to DCPs (77%)
- Provided a mixture of NHS and private dental care (86%), particularly compared to respondents who delivered private dental care only or private plan (79%)
- Were considering leaving the UK in the next few years (92%) compared to those who were not (80%)
- Thought that Brexit had had a negative effect on dentistry (96%) compared to those who thought it had had no impact (73%) or a positive effect (65%)

Subgroups more likely to **agree that Brexit is leading to a shortage of dental professionals in the UK** (75% overall) included those who:

- Had been registered for between three and ten years (78%), particularly compared to those who had been registered for two years or fewer (71%)
- Provided a mixture of NHS and private dental care (77%), particularly compared to respondents who delivered private dental care only (70%) or NHS care only (70%)
- Were from Wales (78%), particularly compared to Northern Ireland (38%)
- Were considering leaving the UK in the next few years (85%) compared to those who were not (70%)
- Thought that Brexit had had a negative effect on dentistry (90%) compared to those who thought it had had no impact (62%) or a positive effect (62%)

Subgroups more likely to **disagree that they were clear about the arrangements that will be in place for EU citizens living and working in the UK after Brexit** (49% overall) included those who:

- Were a dentist (50%) compared to those in DCP roles (31%)
- Had been registered with the GDC for 11 to 20 years (51%) or 21+ years (51%) compared to those who had been registered for two years or fewer (42%)
- Were from Scotland (58%), particularly compared to England (49%)
- Were considering leaving the UK in the next few years (59%) compared to those who were not (45%)
- Thought that Brexit had had a negative effect on dentistry (58%) compared to those who thought it had had no impact (41%) or a positive effect (19%)

Subgroups more likely to **agree that Brexit could lead to shortages of dental professionals in their workplace** (56% overall) included those who:

- Were a dentist (57%) compared to those in DCP roles (45%)
- Provided a mixture of NHS and private dental care (59%), particularly compared to respondents who delivered private dental care only or private plan (48%)
- Were male (60%) compared to female (53%)
- Were from Wales (64%), particularly compared to Northern Ireland (34%)
- Were considering leaving the UK in the next few years (72%) compared to those who were not (49%)
- Thought that Brexit had had a negative effect on dentistry (73%) compared to those who thought it had had no impact (41%) or a positive effect (46%)

Subgroup analysis (continued)

Subgroups more likely to **agree that Brexit could lead to an increase in vacancies in their workplace** (52% overall) included those who:

- Were a dentist (53%) compared to those in DCP roles (43%)
- Had been registered with the GDC for between three and ten years (55%), particularly compared to those who had been registered for less than two years (47%)
- Provided a mixture of NHS and private or private plan dental care (56%), particularly compared to respondents who delivered private dental care only (45%) or NHS care only (46%)
- Were male (56%) compared to female (49%)
- Were from Wales (64%), particularly compared to Scotland (39%) and Northern Ireland (34%)
- Were considering leaving the UK in the next few years (70%) compared to those who were not (44%)
- Thought that Brexit had had a negative effect on dentistry (69%) compared to those who thought it had had no impact (39%) or a positive effect (38%)

Subgroups more likely to **agree that Brexit could lead to difficulties in recruitment in their workplace** (67% overall) included those who:

- Provided a mixture of NHS and private dental care (69%), particularly compared to respondents who delivered private or private plan dental care only (61%) or NHS care only (59%)
- Were male (69%) compared to female (64%)
- Were from Wales (76%), particularly compared to Scotland (59%) and Northern Ireland (41%)
- Were considering leaving the UK in the next few years (79%) compared to those who were not (60%)
- Thought that Brexit had had a negative effect on dentistry (82%) compared to those who thought it had had no impact (53%) or a positive effect (40%)

2.3.5 Qualitative feedback

Impact on workplace

As seen in the survey, many participants thought that the decision for the UK to leave the European Union had had a negative effect on their workplace. No participants knew of anyone that had left their workplace as a result, but many mentioned that there had already been a shortage of dental professionals in some areas of the UK prior to the 2016 referendum and the outcome of the referendum had led to further difficulties in recruiting staff, particularly from the European Union.

The place where I worked until January they started looking for a hygienist a few months before I left and they still haven't found one.

DCP, England

Nurse applications have gone down dramatically. When we first sent out for applications, we had a lot of applications from young Polish nationals. We initially started with a small team doing quite specialised work, I needed really experienced nurses. This time around we would have very happily taken somebody who is reasonably young and maybe needs to improve their English a little bit, but there were none. We had two adverts, got three interview appointments, it's a private practice and it pays really well and nobody turned up. Contrast that with 30 two years ago.

Dentist, Scotland

However, in line with the survey results, some participants thought that there had been no impact on their workplace yet.

I don't think it has had any effect.

Dentist, England

It's not having a lot of effect either positive or negative. I do have some patients that say that they don't understand why this has happened and it's really bad for us as dentists. I don't think it has made a better or worse work environment. It's kind of the same. However, it has been much more difficult to get people to come [to work at the practice].

Dentist, Wales

Despite no participants knowing of any colleagues at their workplace that had left or were considering leaving, some knew of European qualified dental professionals in other parts of the UK who had left or were considering leaving because of the uncertainty around their future rights to work and live in the UK once the UK left the European Union.

I know that there were a couple of dentists that left.

Dentist, England

Some of my friends are in trouble. For example, one of my friends had a practice with nine surgeries up north. Since Brexit, six of the dentists have left and this town is packed with NHS patients.

Dentist, England

Impact on dentistry

All participants agreed that the effects were likely to be negative once the UK had left in March 2019. Some participants thought that practices' running costs would increase, which would be passed on in higher costs to patients and practices might lose patients and business. They worried that this might cause some practices to close.

I think we will have a lot less business for a considerable amount of time. People will have to accept prices that are a lot higher. I will have to see if I can actually retain my associates or I will work on a minimum staff and just go back to working by myself after we've just expanded because you obviously create overheads with extra people. If my income goes, the first thing I have to pay is the mortgage and the loan. It will mean working a lot harder and hoping we don't lose all of our patients.

Dentist, Scotland

Most participants thought that there was a shortage of dental professionals in the UK, which was leading to difficulties in recruitment and increasing running costs for many practices. Many of these participants thought that the UK leaving the European Union was exacerbating the problem, as many European qualified dental professionals were not considering the UK as a potential place to come and work, given the uncertain future they would face here and the fall in the value of the pound.

Even now there is a shortage. There are hundreds of jobs available. There are qualified dentists out there that don't pick the UK. The main factor that someone is going to come here for is the financial future. If this is not available anymore, why wouldn't they choose Holland or another country?

Dentist, Scotland

Because of Brexit it [the shortage] will get bigger and bigger.

DCP, England

Some participants explained further that there was a negative portrayal of how Europeans were treated in the UK in the media in some countries and this was also deterring dental professionals from relocating to the UK to work.

Because the BBC doesn't really report anything people in the UK don't know how they are perceived in and outside of Europe. It's just looking like a little England thing. People of my level of qualifications have different options. They won't want to come to Britain. They will look at Canada or wherever else they have a chance.

Dentist, Scotland

In Spain if you listen to the news, they say so many things about how we are treated horribly [in the UK] and everything is a lot worse.

DCP, England

Some participants noted that working as a dental professional in other European countries was now much more attractive than it used to be, owing to rises in wages and living standards. They thought that these factors, coupled with the fall in value of the pound, meant that the UK was now a less attractive country to live and work in for European qualified dental professionals. A few participants also highlighted that there were now many more opportunities for young dental professionals in other European countries and that dental standards were on the rise in these countries. They explained that many young dental professionals who might have come to the UK, would now be more likely to stay in their country of origin or relocate to another European country where their future rights to live and work were guaranteed.

In the past lots of people did come because there was a glut, but now our young dentists have lots of chances at home. You only leave if it's driven by a personal factor or because your own chances at home aren't good. However, certainly for Germany that's not the case anymore. There's no more incentive to leave from an economic or job chances point of view.

Dentist, Scotland

When I first applied here, there were a lot of people in southern Europe that weren't very well off who migrated but now Europe is recovering, European dentists will not come anymore. You already have shortages of associates going round, shortages of dental nurses. That's going to get really bad.

Dentist, Scotland

Some participants thought that the shortage of dental professionals in the UK was having a negative impact on patients, as it meant some would not have affordable access to dental treatment and for those that did, getting appointments would be challenging. A few participants cited cases of practices not being able to take on more patients because of staff shortages and patients having to wait a long time to get an appointment.

Queues around the door and they have to accept any price they are offered. The people who haven't got the money will be left out.

Dentist, Scotland

On Saturday I was working as a locum and I saw a patient that said they had had to wait for two years for the appointment. If someone has an infection, they need to be seen as soon as possible.

DCP, England

Mitigating factors

Participants discussed factors that might soften the perceived negative impact that they thought Brexit was having on dentistry in the UK. Some thought that the government should guarantee their rights to live and work in the UK and explained that there was a lack of clarity around these rights at the moment. Providing clarity would enable dental professionals to plan their future appropriately and might provide reassurance to European qualified dental professionals considering coming to the UK that they can have a long term future here.

It's more the politicians and the government that need to provide us with more information so I can make a decision. At the moment I can't tell what will happen in March or in two years' time. We cannot plan because I cannot control these things.

Dentist, England

I don't think I know enough about it [Brexit], it's very difficult to follow. I think more clarification for European nationals and whether they'll be able to stay and whether they'll have the same rights as UK residents [would be beneficial].

Dentist, Scotland

A few participants suggested the GDC could provide European qualified dental professionals with more reassurance that they are valued and provide them with more support and guidance to achieve settlement status. A few were aware that there was information for European qualified dental professionals on the GDC website, but felt that they would benefit from more detail and clarity about whether their qualifications would still be recognised and whether their registration status would remain unchanged when the UK leaves the EU.

For European registrants, it would be nice if the GDC reached out and said they will help us with the citizenship and settlement status, be that financially or be that with lawyers to navigate all the difficulties and appeals and things like that. I don't know if they are politically in any position to do so or legally, but they could guarantee our registration or our qualifications now and say that this cannot be negated.

Dentist, Scotland

A bit of reassurance would be good. First of all to tell those who are registered to say there aren't going to be any changes to our registration and our ability to work here. For those of us already here I think we just need reassurance that nothing is going to change. I'm not sure that they [GDC] have said anything about it.

Dentist, Scotland

The GDC has a guide regarding Brexit but nothing is clear in it. For me though I will keep working here until someone knocks on the door and says 'You are from Spain and you can't keep working here'. Then I will leave.

DCP, England

Impact on healthcare in general

As seen in the survey, the majority of participants thought that the UK leaving the European Union was having a negative impact on healthcare in general in the UK, as they thought many European qualified healthcare professionals were leaving the UK, which, coupled with difficulties in recruitment, was leading to shortages of staff in some roles in some areas of the UK.

Lots and lots of nurses are moving out and it has a big impact on the NHS and health system in this country.

Dentist, England

I have nurse friends and they work in London. There is a shortage of nurses at the moment there. They told me that no one wants to come because of Brexit. They just don't want to come. There are shortages of staff like in the dental profession.

Dentist, Wales

Some participants thought that the shortage of healthcare professionals in the UK was having a negative impact for patients, who were facing lengthy waiting lists for appointments and treatment.

I can only speak from a patient's perspective. I am a patient and have been waiting for two months to be referred to a specialist department at the hospital and I am in pain. It's not good enough. It's probably because specialists do not want to work for the NHS, the money is not enough.

Dentist, Scotland

There are long waiting lists already. If specialists, consultants and nurses can't be recruited, it will be a disaster.

Dentist, England

Most participants thought that these shortages of healthcare professionals would be worse once the UK leaves the European Union next year, unless the government provides clarity over European qualified professionals' rights to live and work in the UK, to stem the exodus of professionals and to encourage more healthcare professionals to come to work in the UK.

Brexit will make it worse and worse. Now we have shortages of staff. If it will be even more difficult to come, there will be fewer and fewer professionals. It will be the same in NHS, hospitals and dentistry.

DCP, England

It depends on what they offer us as professionals. Thinking about the worst that could happen, if we could not stay here, the NHS, as my colleague told me, will collapse. If now when the country is still part of the European Union in this area they are struggling to find professionals, everything will be even more difficult outside of the European Union. There are going to be more problems.

DCP, England

2.4 Online survey demographic profile

Invitations to the survey were sent out to all dental professionals who qualified in a European country other than the UK. The table below shows the demographic profile of those who responded to the survey.

Figure 18 – Demographic profile of respondents

Demographic	Number	Percentage
Gender		
Male	1,156	47%
Female	1,250	51%
Prefer not to say	58	2%
Age		
16-21	-	-
22-30	286	12%
31-40	874	35%
41-50	792	32%
51-60	381	15%
61-65	60	2%
66+	18	1%
Prefer not to say	53	2%
Ethnicity		
White	2,067	84%
Asian or Asian British	130	5%
Black or Black British	10	0%
Mixed	43	2%
Chinese or other ethnic group	30	1%
Prefer not to say	184	7%
Disability		
Yes	5	0%
No	2,421	98%
Prefer not to say	38	2%
Country of habitation		
England	2,002	81%
Scotland	179	7%
Wales	85	3%
Northern Ireland	32	1%
Other	96	4%
Prefer not to say	70	3%
Length of time in UK		
Two years or fewer	250	10%
Three to ten years	1,088	44%
11 to 20 years	862	35%
21+ years	264	11%
Length of time as dental professional		
Two years or fewer	133	5%
Three to ten years	680	28%
11 to 20 years	1,000	41%
21+ years	651	26%

Country of qualification		
Poland	376	15%
Romania	287	12%
Sweden	245	10%
Spain	227	9%
Greece	225	9%
Portugal	202	8%
Bulgaria	179	7%
Hungary	115	5%
Italy	92	4%
Lithuania	92	4%
Germany	91	4%
Ireland	89	4%
Czech Republic	44	2%
Denmark	43	2%
United Kingdom	26	1%
Latvia	21	1%
France	20	1%
Netherlands	18	1%
Slovakia	15	1%
Malta	13	1%
Belgium	12	0%
Norway	10	0%
Finland	8	0%
Estonia	7	0%
Croatia	3	0%
Switzerland	2	0%
Argentina	1	0%
Iceland	1	0%

2.5 In depth interview stratification

The table below presents the stratification of the 10 qualitative in depth interviews.

Figure 19 – In depth interview stratification

Interview	Role	Type of dental care provided	Years registered with GDC	Location
1	Dentist	Private only	11 to 20 years	Scotland
2	Dentist	Mixture of NHS & private	Less than 2 years	Scotland
3	DCP	Private only	3 to 10 years	England
4	Dentist	Mixture of NHS & private	3 to 10 years	Northern Ireland
5	DCP	Mixture of NHS & private	3 to 10 years	England
6	Dentist	Mixture of NHS & private	21+ years	England
7	Dentist	Mixture of NHS & private	Less than 2 years	Wales
8	Dentist	Private only	Less than 2 years	England
9	Dentist	NHS only	11 to 20 years	Scotland
10	Dentist	Mixture of NHS & private	21+ years	England

3. Conclusions

The research has generated a wide range of quantitative data and qualitative feedback for the General Dental Council to consider. The final chapter of this report outlines some of the key conclusions from the research. The conclusions in this chapter are those of Enventure Research and are not necessarily views shared by the General Dental Council.

Many European qualified dental professionals came to the UK originally to work, as they could earn a higher salary than in other European countries

In the survey more than half of respondents said they had come to the UK originally to work and of these, just under seven in ten had been recruited to fill a specific post before they arrived in the UK. Many interview participants explained that they had come to the UK for economic reasons, as they were able to earn more money as a dental professional in the UK than in other European countries. Many of these interview participants had found it easy to find a job in the UK, with some citing shortages of dental professionals in some areas of the UK resulting in many unfulfilled posts. This was corroborated by the survey finding that three quarters of those who had come to the UK to look for a job saying that they had found a role within three months.

Many European qualified dental professionals are considering leaving the UK in the next few years, largely because of the uncertainty around Brexit and the fall in the value of the pound

Almost a third of survey respondents said they were considering leaving the UK in the next few years, with more than half of these saying it would be within in the next two years. More than seven in ten rated the strength of their conviction to leave as an 7 or above out of 10.

Half of those who said they were considering leaving said this was due to Brexit, but over eight in ten said Brexit and the current uncertainty about arrangements for EU citizens living and working in the UK was a significant factor in their decision.

Interview participants who were considering leaving the UK explained that the decision mostly rested on whether they would continue to have the same rights to live and work in the UK and whether their qualifications would continue to be recognised once the UK leaves the EU. However, some interview participants said that the EU referendum had caused them to not feel welcome in the UK and had led to feelings of being betrayed by the government and by some of the general public, as they had come to the UK to address a shortage of dental professionals, provided a service to UK citizens, paid tax and generally contributed to the UK economy.

Some interview participants noted that the EU referendum result had caused a fall in the value of the pound, which meant that working in the UK was no longer as attractive as it once was, particularly given that the value of wages was more on a par now with those in other European countries. A few practice owners also mentioned that the rise in the cost of materials and products meant that they may not be able to continue to run their business in the future and this might result in them leaving the UK.

European qualified dental professionals who arrived in the UK after the EU referendum but are still at a relatively early stage in their career are more likely to leave

Survey respondents who had lived and worked in the UK for three to 10 years and 11 to 20 years were more likely to say that they were considering leaving the UK in the next few years (36% and 32% respectively) than those who had been in the UK for two years or fewer (27%) or more than 21 years (18%).

A few interview participants who were at a later stage in their careers explained that they were too settled in their careers or with life in the UK and too close to retirement to consider relocating to another country, but felt that fellow European qualified dental professionals who were at an earlier stage in their career might be more likely than them to leave.

There are other reasons why some European qualified dental professionals might leave the UK in the next few years

In the survey a quarter of respondents said they might leave the UK for personal or family reasons and just under a quarter said they might leave because they did not like the working conditions in the industry or they thought that dentistry in the UK was in a poor state and did not agree with the way it was regulated.

A few interview participants explained that they were considering leaving because they found working in dentistry in the UK too stressful, particularly NHS work. They highlighted that they were often asked by their employers to see too many patients in a day or were fearful of patient complaints resulting in GDC action or litigation. They considered that moving to another country might be better for their work-life balance and their mental wellbeing.

Clarity in regards to future rights to live and work in the UK and a continuation of a system of mutual recognition of qualifications might stop some European qualified dental professionals from leaving

More than half of those who said they were considering leaving the UK in the survey said that a continuation of a system of mutual recognition of professional qualifications or clarity around rights to live and work in the UK might affect their decision to leave. Four in ten also said that guarantees about citizenship might also influence their decision.

Interview participants agreed that reassurances from the government about citizenship and their rights to live and work might make them and others consider not leaving the UK. A few also highlighted that if there was no system of mutual recognition of qualifications and they and other European qualified dental professionals were required to undertake additional training or qualifications at their own expense to continue working in the industry, it would mean they and others would be more likely to leave.

Some think that Brexit is having a negative impact on their workplace, dentistry and healthcare in general in the UK

In the survey more than four in ten felt that Brexit was having a negative impact on their workplace, just over half on dentistry and six in ten on healthcare in general. Almost a quarter of survey respondents said that staff had left their workplace because of the UK leaving the European Union.

However, not all survey respondents agreed that Brexit was having a negative effect on their workplace, dentistry and healthcare in general, with many thinking that it had had no impact so far.

A few interview participants noted that running costs for some practices had increased, which meant that some businesses were beginning to struggle.

Many fear that Brexit is exacerbating already existing difficulties in recruitment of dental and healthcare professionals owing to national shortages and this will get worse in the future

Three quarters of respondents agreed that Brexit was leading to a shortage of dental professionals and more than eight in ten agreed that it was causing a shortage of healthcare professionals. More than half agreed that Brexit could lead to a shortage of dentists in their workplace and an increase in vacancies, whilst two thirds agreed it could lead to difficulties in recruitment in their workplace.

Some interview participants explained that their practices were having difficulties in recruiting for posts and many European qualified dental professionals were not considering relocating to the UK to work in the industry owing to negative portrayals in the foreign media about how Europeans are treated in this country, the uncertainty of whether they will be able to live and work in the UK in the long term and the fall in the value of the pound. A few interview participants highlighted that there were recruitment difficulties in dentistry and healthcare prior to the EU referendum in 2016 and Brexit was exacerbating the problem.

Some feel that Brexit could have a negative impact for dental patients

Some interview participants felt that Brexit could have a negative impact for dental patients in the UK, if dental practices faced further difficulties with recruitment to fill posts. These interview participants thought that a shortage of dental professionals providing NHS dentistry would mean many patients would struggle to access dental treatments on the NHS and would face lengthy waiting lists for appointments and treatment.

A few suggest that the GDC could provide more reassurance and support to European qualified dental professionals

A few interview participants suggested the GDC could provide more reassurance to European qualified dental professionals that they are valued registrants and provide them with support and guidance where necessary in regards to attaining citizenship and settlement status. Some mentioned that they were aware of information on the GDC website, but felt the GDC could go a step further by providing clarity over whether European qualified dental professionals' qualifications will continue to be recognised and registration conditions would remain unchanged following the UK leaving the European Union.

Appendix A – Online questionnaire



GDC Survey of European Qualified Dental Professionals

Welcome to the General Dental Council Survey of European Qualified Dental Professionals

The decision of the UK to leave the EU has prompted debate and discussion about the future of European qualified dental professionals. The General Dental Council is carrying out research with EU nationals currently on the register who practise in the UK in order to gather evidence and understand the impact of the UK leaving the EU on dentistry. We therefore would be grateful if you can complete this survey.

You can navigate through the questionnaire using the next and back buttons. To remove your answers to a question click on the reset button. Should you wish to save your responses and return to the questionnaire at another time, click the save button.

If you have any questions about completing the questionnaire, please call the survey helpline on 0800 0092 117 or email helpline@enventure.co.uk

The survey should take around 10 minutes to complete. Please complete this survey by 9 July.

Confidentiality - All information provided will be analysed by Enventure Research, an independent research agency, and treated in accordance with General Data Protection Regulations and the Market Research Society's Code of Conduct. Enventure Research will only use information you provide to inform the research. Enventure Research is registered with the Data Controller and is a Market Research Society Company Partner. For more information about Enventure Research, please refer to our website.

Your role

Q1 Please tell us which of the following roles apply to you
Select all that apply

- | | | |
|-----------------------------------------------------|--------------------------------------------|------------------------------------------------|
| <input type="checkbox"/> Clinical dental technician | <input type="checkbox"/> Dental technician | <input type="checkbox"/> Orthodontic therapist |
| <input type="checkbox"/> Dental hygienist | <input type="checkbox"/> Dental therapist | <input type="checkbox"/> Specialist |
| <input type="checkbox"/> Dental nurse | <input type="checkbox"/> Dentist | |

Q2 Please indicate which specialist you are
Select all that apply

- | | | |
|-------------------------------------------------|------------------------------------------------|-------------------------------------------------------------|
| <input type="checkbox"/> Special Care Dentistry | <input type="checkbox"/> Periodontics | <input type="checkbox"/> Oral Microbiology |
| <input type="checkbox"/> Oral Surgery | <input type="checkbox"/> Prosthodontics | <input type="checkbox"/> Oral and Maxillofacial Pathology |
| <input type="checkbox"/> Orthodontics | <input type="checkbox"/> Restorative Dentistry | <input type="checkbox"/> Dental and Maxillofacial Radiology |
| <input type="checkbox"/> Paediatric Dentistry | <input type="checkbox"/> Dental Public Health | |
| <input type="checkbox"/> Endodontics | <input type="checkbox"/> Oral Medicine | |

Q3 Where do you work? *Select all that apply*

- | | |
|----------------------------------------------------------------|------------------------------------------------------------------------|
| <input type="checkbox"/> In a single dental practice | <input type="checkbox"/> Dental school / university / college / school |
| <input type="checkbox"/> In more than one dental practice | <input type="checkbox"/> Salaried Primary Care Dental Services |
| <input type="checkbox"/> In practice(s) owned by a multiple | <input type="checkbox"/> Armed Forces |
| <input type="checkbox"/> In a hospital | <input type="checkbox"/> Not currently working |
| <input type="checkbox"/> Community / Community Dental Services | <input type="checkbox"/> Retired |
| <input type="checkbox"/> Locum | <input type="checkbox"/> Other |
| <input type="checkbox"/> In a dental laboratory | |

Other *Please specify*

Q4 What type of dental care do you provide?

- | | |
|-------------------------------------------------------|------------------------------------|
| <input type="radio"/> NHS only | <input type="radio"/> Private plan |
| <input type="radio"/> Private only | <input type="radio"/> Don't know |
| <input type="radio"/> Mixture of NHS and private care | |

About you

Q5 How long have you been on the GDC register?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- 21 to 25 years
- 26 to 30 years
- 31 to 35 years
- 36 to 40 years
- 41 to 45 years
- 46 years and over

Q6 How long have you been in the UK?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- 21 to 25 years
- 26 to 30 years
- 31 to 35 years
- 36 to 40 years
- 41 to 45 years
- 46 years and over

Q7 What were the reasons that led you to come to the UK?

- To work
- To find a job
- For Post Graduate Education
- Other
- For personal / family reasons

Other *Please specify*

Q8 Were you recruited to fill a specific post before you moved to the UK?

- Yes
- No

Q9 How long did it take you to find a post after moving to the UK?

- Less than one month
- 2 months to 3 months
- 4 months to 5 months
- 6 months to 12 months
- More than a year

Q10 How long have you worked as a dental professional (or did you work if you are retired)?

- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 15 years
- 16 to 20 years
- 21 to 25 years
- 26 to 30 years
- 31 to 35 years
- 36 to 40 years
- 41 to 45 years
- 46 years and over

Your future

Thinking about Brexit, we would like to ask you about its impact on your plans for the future.

Q11 Are you considering leaving the UK in the next few years?

- Yes
- No

Q12 When are you intending to go?

- In the next month
- Within 1 to 2 months
- Within 3 to 6 months
- Within 7 to 12 months
- Within 1 to 2 years
- Within 3 to 5 years
- Within more than 5 years

Q13 On a scale of 1 to 10, with 10 meaning very likely and 1 meaning very unlikely, how strong would you say your intention to leave is?

- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

Q14 Which country do you intend to go to?

- | | | |
|------------------------------------------------|-----------------------------------------------------------------|---------------------------------------------------|
| <input type="radio"/> Afghanistan | <input type="radio"/> Channel Islands | <input type="radio"/> Grenada |
| <input type="radio"/> Albania | <input type="radio"/> Chile | <input type="radio"/> Guadeloupe (French) |
| <input type="radio"/> Algeria | <input type="radio"/> China | <input type="radio"/> Guam (USA) |
| <input type="radio"/> American Samoa | <input type="radio"/> Christmas Island | <input type="radio"/> Guatemala |
| <input type="radio"/> Andorra | <input type="radio"/> Cocos (Keeling) Islands | <input type="radio"/> Guinea |
| <input type="radio"/> Angola | <input type="radio"/> Colombia | <input type="radio"/> Guinea Bissau |
| <input type="radio"/> Anguilla | <input type="radio"/> Comoros | <input type="radio"/> Guyana |
| <input type="radio"/> Antigua and Barbuda | <input type="radio"/> Congo, Democratic Republic of the (Zaire) | <input type="radio"/> Haiti |
| <input type="radio"/> Argentina | <input type="radio"/> Congo, Republic of | <input type="radio"/> Holy See |
| <input type="radio"/> Armenia | <input type="radio"/> Cook Islands | <input type="radio"/> Honduras |
| <input type="radio"/> Aruba | <input type="radio"/> Costa Rica | <input type="radio"/> Hong Kong |
| <input type="radio"/> Australia | <input type="radio"/> Croatia | <input type="radio"/> Hungary |
| <input type="radio"/> Austria | <input type="radio"/> Cuba | <input type="radio"/> Iceland |
| <input type="radio"/> Azerbaijan | <input type="radio"/> Cyprus | <input type="radio"/> India |
| <input type="radio"/> Bahamas | <input type="radio"/> Czech Republic | <input type="radio"/> Indonesia |
| <input type="radio"/> Bahrain | <input type="radio"/> Denmark | <input type="radio"/> Iran |
| <input type="radio"/> Bangladesh | <input type="radio"/> Djibouti | <input type="radio"/> Iraq |
| <input type="radio"/> Barbados | <input type="radio"/> Dominica | <input type="radio"/> Ireland |
| <input type="radio"/> Belarus | <input type="radio"/> Dominican Republic | <input type="radio"/> Israel |
| <input type="radio"/> Belgium | <input type="radio"/> Ecuador | <input type="radio"/> Italy |
| <input type="radio"/> Belize | <input type="radio"/> Egypt | <input type="radio"/> Ivory Coast (Cote D'Ivoire) |
| <input type="radio"/> Benin | <input type="radio"/> El Salvador | <input type="radio"/> Jamaica |
| <input type="radio"/> Bermuda | <input type="radio"/> Equatorial Guinea | <input type="radio"/> Japan |
| <input type="radio"/> Bhutan | <input type="radio"/> Eritrea | <input type="radio"/> Jordan |
| <input type="radio"/> Bolivia | <input type="radio"/> Estonia | <input type="radio"/> Kazakhstan |
| <input type="radio"/> Bosnia-Herzegovina | <input type="radio"/> Ethiopia | <input type="radio"/> Kenya |
| <input type="radio"/> Botswana | <input type="radio"/> Falkland Islands | <input type="radio"/> Kiribati |
| <input type="radio"/> Bouvet Island | <input type="radio"/> Faroe Islands | <input type="radio"/> Kuwait |
| <input type="radio"/> Brazil | <input type="radio"/> Fiji | <input type="radio"/> Kyrgyzstan |
| <input type="radio"/> Brunei | <input type="radio"/> Finland | <input type="radio"/> Laos |
| <input type="radio"/> Bulgaria | <input type="radio"/> France | <input type="radio"/> Latvia |
| <input type="radio"/> Burkina Faso | <input type="radio"/> French Guiana | <input type="radio"/> Lebanon |
| <input type="radio"/> Burundi | <input type="radio"/> Gabon | <input type="radio"/> Lesotho |
| <input type="radio"/> Cambodia | <input type="radio"/> Gambia | <input type="radio"/> Liberia |
| <input type="radio"/> Cameroon | <input type="radio"/> Georgia | <input type="radio"/> Libya |
| <input type="radio"/> Canada | <input type="radio"/> Germany | <input type="radio"/> Liechtenstein |
| <input type="radio"/> Cape Verde | <input type="radio"/> Ghana | <input type="radio"/> Lithuania |
| <input type="radio"/> Cayman Islands | <input type="radio"/> Gibraltar | <input type="radio"/> Luxembourg |
| <input type="radio"/> Central African Republic | <input type="radio"/> Greece | <input type="radio"/> Macau |
| <input type="radio"/> Chad | <input type="radio"/> Greenland | <input type="radio"/> Macedonia |

Q14 Which country do you intend to go to?

- | | | |
|------------------------------------------------|----------------------------------------------------------------|------------------------------------------------------|
| <input type="radio"/> Madagascar | <input type="radio"/> Panama | <input type="radio"/> Sri Lanka |
| <input type="radio"/> Malawi | <input type="radio"/> Papua New Guinea | <input type="radio"/> Sudan |
| <input type="radio"/> Malaysia | <input type="radio"/> Paraguay | <input type="radio"/> Suriname |
| <input type="radio"/> Maldives | <input type="radio"/> Peru | <input type="radio"/> Svalbard and Jan Mayen Islands |
| <input type="radio"/> Mali | <input type="radio"/> Philippines | <input type="radio"/> Swaziland |
| <input type="radio"/> Malta | <input type="radio"/> Pitcairn Island | <input type="radio"/> Sweden |
| <input type="radio"/> Marshall Islands | <input type="radio"/> Poland | <input type="radio"/> Switzerland |
| <input type="radio"/> Martinique (French) | <input type="radio"/> Polynesia (French) | <input type="radio"/> Syria |
| <input type="radio"/> Mauritania | <input type="radio"/> Portugal | <input type="radio"/> Taiwan |
| <input type="radio"/> Mauritius | <input type="radio"/> Puerto Rico | <input type="radio"/> Tajikistan |
| <input type="radio"/> Mayotte | <input type="radio"/> Qatar | <input type="radio"/> Tanzania |
| <input type="radio"/> Mexico | <input type="radio"/> Reunion | <input type="radio"/> Thailand |
| <input type="radio"/> Micronesia | <input type="radio"/> Romania | <input type="radio"/> Timor-Leste (East Timor) |
| <input type="radio"/> Moldova | <input type="radio"/> Russia | <input type="radio"/> Togo |
| <input type="radio"/> Monaco | <input type="radio"/> Rwanda | <input type="radio"/> Tokelau |
| <input type="radio"/> Mongolia | <input type="radio"/> Saint Helena | <input type="radio"/> Tonga |
| <input type="radio"/> Montenegro | <input type="radio"/> Saint Kitts and Nevis | <input type="radio"/> Trinidad and Tobago |
| <input type="radio"/> Montserrat | <input type="radio"/> Saint Lucia | <input type="radio"/> Tunisia |
| <input type="radio"/> Morocco | <input type="radio"/> Saint Pierre and Miquelon | <input type="radio"/> Turkey |
| <input type="radio"/> Mozambique | <input type="radio"/> Saint Vincent and Grenadines | <input type="radio"/> Turkmenistan |
| <input type="radio"/> Myanmar | <input type="radio"/> Samoa | <input type="radio"/> Turks and Caicos Islands |
| <input type="radio"/> Namibia | <input type="radio"/> San Marino | <input type="radio"/> Tuvalu |
| <input type="radio"/> Nauru | <input type="radio"/> Sao Tome and Principe | <input type="radio"/> Uganda |
| <input type="radio"/> Nepal | <input type="radio"/> Saudi Arabia | <input type="radio"/> Ukraine |
| <input type="radio"/> Netherlands | <input type="radio"/> Senegal | <input type="radio"/> United Arab Emirates |
| <input type="radio"/> Netherlands Antilles | <input type="radio"/> Serbia | <input type="radio"/> United States |
| <input type="radio"/> New Caledonia (French) | <input type="radio"/> Seychelles | <input type="radio"/> Uruguay |
| <input type="radio"/> New Zealand | <input type="radio"/> Sierra Leone | <input type="radio"/> Uzbekistan |
| <input type="radio"/> Nicaragua | <input type="radio"/> Singapore | <input type="radio"/> Vanuatu |
| <input type="radio"/> Niger | <input type="radio"/> Slovakia | <input type="radio"/> Venezuela |
| <input type="radio"/> Nigeria | <input type="radio"/> Slovenia | <input type="radio"/> Vietnam |
| <input type="radio"/> Niue | <input type="radio"/> Solomon Islands | <input type="radio"/> Virgin Islands |
| <input type="radio"/> Norfolk Island | <input type="radio"/> Somalia | <input type="radio"/> Wallis and Futuna Islands |
| <input type="radio"/> North Korea | <input type="radio"/> South Africa | <input type="radio"/> Yemen |
| <input type="radio"/> Northern Mariana Islands | <input type="radio"/> South Georgia and South Sandwich Islands | <input type="radio"/> Zambia |
| <input type="radio"/> Norway | <input type="radio"/> South Korea | <input type="radio"/> Zimbabwe |
| <input type="radio"/> Oman | <input type="radio"/> South Sudan | <input type="radio"/> Other |
| <input type="radio"/> Pakistan | <input type="radio"/> Spain | <input type="radio"/> Don't know |
| <input type="radio"/> Palau | | |

Other *Please specify*

Q15 What are the motivations and reasons for considering leaving? Please summarise in the box below.

left characters remaining

Q16 How significant a factor is Brexit and the current uncertainty about arrangements for EU citizens living and working in the UK in your reasons for considering leaving?

- | | |
|--------------------------------------------|----------------------------------------------|
| <input type="radio"/> Very significant | <input type="radio"/> Not at all significant |
| <input type="radio"/> Fairly significant | <input type="radio"/> Don't know |
| <input type="radio"/> Not very significant | |

Q17 Are there any actions or mitigations that might affect your intentions to leave?

Select all that apply

- | | |
|--------------------------------------------------------------------------------------------------------|-------------------------------------|
| <input type="checkbox"/> Rights to live and work in the UK | <input type="checkbox"/> Other |
| <input type="checkbox"/> Guarantees about citizenship | <input type="checkbox"/> Don't know |
| <input type="checkbox"/> Continuation of a system of mutual recognition of professional qualifications | |

Other *Please specify*

Q18 What are the motivations and reasons for considering staying?

left characters left

Brexit

Q19 Thinking about Brexit, which of the following statements best describes your view of Brexit on?

	It has had a positive effect	It has had a negative effect	It has had no impact	Don't know
Your workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dentistry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Healthcare in general	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q20 Have any staff left your workplace as a result of Brexit?

- Yes
- No
- Don't know

Q21 To what extent would you agree or disagree with the following statements?

	Strongly agree	Agree	Disagree	Strongly disagree	Don't know
Brexit is leading to a shortage of healthcare workers in the UK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brexit is leading to a shortage of dental professionals in the UK	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am clear about the arrangements that will be in place for EU citizens living and working in the UK after Brexit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brexit could lead to shortages of dentists in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brexit could lead to an increase in vacancies in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Brexit could lead to difficulties in recruitment in my workplace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

About you

The following questions ask for information about you, such as your gender, age and ethnicity, amongst others. These questions are voluntary and if you do not wish to answer them, you can select 'Prefer not to say'. Your answers will only be used so we can analyse differing views, opinions and attitudes and make sure that we hear from a cross-section of people. They will not be used for any other purpose.

Q22 Are you...?

- Male
- Female
- Prefer not to say

Q23 Which of these bands does your age fall into?

- 16 - 21
- 22 - 30
- 31 - 40
- 41 - 50
- 51 - 60
- 61 - 65
- 65 +
- Prefer not to say

Q24 To which of these groups do you consider you belong?

- White
- Asian or Asian British
- Black or Black British
- Mixed
- Chinese or other ethnic group
- Prefer not to say

Q25 Which country do you live in?

- England
- Scotland
- Wales
- Northern Ireland
- Other
- Prefer not to say

Other *Please specify*

Q26 Do you consider yourself to be disabled?

- Yes
- No
- Prefer not to say

Further research

As part of this research, Enventure Research will be holding telephone interviews to find out more about registrants' views.

Telephone interviews can be held at a time convenient for you and will last around 25 minutes. If you are selected, you will receive a thank you payment of £20 for taking part. Please note that if there is a high level of interest, we cannot guarantee that everyone will be invited to participate.

If you indicate that you are interested in taking part in further research, you will be asked to provide your contact details so that Enventure Research can contact you to provide you with more details. Any details you provide will only be used to contact you about further research. Your details will not be passed on to any third parties and will be kept separate from your survey answers, meaning that you will not be identified in any way. Your contact details will be kept securely for a maximum of six months, after which they will be confidentially deleted.

Q27 Are you interested in taking part in further research as part of this project? *By answering yes you are agreeing to be contacted by Enventure Research concerning this research.*

- Yes
- No

Thank you for your interest in further research. Please provide your contact details below so that we can contact you.

Q28 Name

Q29 Contact number

Q30 Email address

Q31 Postcode

Thank you for taking the time to complete this survey. Please click Submit below to submit your response.

Appendix B – In depth interview guide

Times shown are based on 25 minute telephone interview.

Introduction

My name is.....and I work for a company called Enventure Research.

You recently took part in an online survey – the General Dental Council Survey of European Qualified Dental Professionals – to give your views and opinions on a range of important issues relating to leaving the European Union and its likely impact on the dental profession.

The results have been collected and have been analysed. The GDC would now like to explore some of the results and issues that have been highlighted by registrants in more detail, directly with dental professionals like you.

We want to hear what you think to certain topics and issues based on your own experiences and perceptions as a European qualified dental professional. We want to hear from a range of registrants from different areas of the UK.

IMPORTANT: Please be assured that everything you say during this interview is totally confidential, so please be as open and honest as possible. There is no right or wrong answer. Enventure Research is an independent research agency, meaning that we are not part of the GDC. We are not checking up on registrants in any way, we simply want to know what you think based on your own personal experiences and views. All statements made in this interview will be anonymous.

You have various rights in connection with any personal data about you that is held by the GDC or which you give us for the purposes of this project. These include the right to request a copy of that data; the right to object to it being processed; and the right to request its deletion. More about these rights along with information about the GDC's Data Protection Office, retention time frames, and about the complaints process may be found on the GDC website.

Enventure Research works to the Market Research Society Code of Conduct, which means that anything you say this evening will be treated in the strictest confidence, and nothing will be tied back to your name.

All views and opinions, no matter what your profession, are valid and will help shape the future policy of the GDC so it can continue to support registrants in protecting patients and the public. The report will be published on the GDC website and a copy of the anonymised workshop report itself will be retained in line with the GDC's retention schedule.

I will be recording the interview so I do not need to take notes as you are talking. However, the recording is only used to help me write my report and is deleted once it has been used.

The interview will last for no more than 25 minutes. Do you have any questions before we begin?

Can you please introduce yourselves?

- First name
- Where you live and where you are from originally
- Job role/title and what it involves
- Where you work
- How long you have been working in the dental profession?

During this interview we will re-visiting some of the areas of the online survey and looking at some of the results to see what you think about them, exploring why you think certain results have been

produced and whether they mean anything to you and your profession, taking your personal experiences and views into consideration.

No-one knows yet what leaving the European Union will look like yet and what its impact will be on dentistry. We just want to know what you think based on your own perceptions and views.

Coming to the UK

In the survey we asked European qualified dental professionals about the reasons why they came to the UK.

- What would you say the most important reason is that led to you coming to the UK?
 - How long have you been in the UK?
 - How long have you been on the register?
 - *Moderator to explore whether the reasons are personal or related to a job or training opportunity*
 - *[If for work]* Were you recruited to fill a specific post before you moved to the UK?
 - If so, what was the post?
 - Was it NHS or private?
 - Are you still in the post?
 - Where do you currently work? (use categories in Q3 of the survey)
 - What type of care do you provide (Q4 of the survey)
 - *[If moved to UK before getting a job]* How long did it take you to find a post after you moved to the UK?
 - Was it easy or difficult to find a post?

Your intentions

As you may remember, the survey asked registrants if they were considering leaving the UK in the next few years.

- What are your intentions?

[If motivated to leave]

- What are the motivations behind considering to leave the UK?
 - What is the most important reason?
 - *Moderator to explore motivations, importance of them and whether they are related to Brexit*
 - How significant is the UK leaving the European Union and the uncertainty around it in your decision?
 - Why or why isn't it significant?
- Where are you intending to relocate to?
 - Why are you considering relocating there? What are the pull factors?
 - What are the 'push' factors pushing you away from the UK?
 - *Moderator to explore whether it is for personal reasons, better opportunities (e.g. mutual recognition of professions, if it they are considering relocating to a country within the EEA or for other reasons etc.)*
- When are you considering relocating?
- How likely are you to leave?
- What factors might stop you leaving?

- *Moderator to explore rights to live and work in UK, continuation of system of mutual recognition of qualifications, guarantees about citizenship, personal factors etc.*
- How important are these factors?

[If motivated to stay]

- What motivates you to stay in the UK?
 - *Moderator to explore whether personal reasons or related to job / opportunities.*

The effect of the UK leaving the European Union

In the survey a third (32%) of European qualified dental professionals said that they are intending to leave the UK in the next few years.

- Why do you think they are considering leaving?
 - What is the most important reason?
 - What is about the UK leaving the European Union that concerns them/you?
- How significant do you think the UK leaving the European Union and the uncertainty around it is in these intentions?
- What factors do you think might stop so many European qualified registrants leaving the UK?
 - *Moderator to explore rights to live and work in UK, continuation of system of mutual recognition of qualifications, guarantees about citizenship etc.*
 - How important are these factors?

In the survey, we asked respondents about the effects that they thought the UK leaving the European Union was having on their workplace, dentistry in general and healthcare in general.

- In your opinion, do you think that the decision for the UK to leave the European Union has had a positive or negative effect on your workplace?
 - Why do you say that?
 - Has anyone left your workplace already because of the decision to leave the European Union?
 - Are any considering leaving because of the decision to leave the European Union?
 - Has your workplace had any problems with filling vacancies or recruitment and retention because of the decision to leave?
 - What do you think has been the impact, if any, for patients?
- What effect, if any, do you think the UK leaving the EU in March next year will have on your workplace?
 - Why do you say that?
 - What, if any, do you think the consequences for the profession?
 - What, if any, do you think the consequences will be for patients?
- In your opinion, do you think that the decision for the UK to leave the European Union has had a positive or negative effect on dentistry in general?
 - Why do you say that?
 - What, if any, do you think the consequences of the UK leaving the European Union will be on dentistry?
 - *Moderator to explore any differences between DCPs and dentists.*
 - What do you think can be done to mitigate the impact?

In the survey, a majority of registrants said that the decision for the UK to leave the European Union is leading to a shortage of dental professionals in the UK.

- Do you agree with this?
 - Why do you say that?

- In your opinion, do you think that the decision to leave has had a positive or negative effect on healthcare in general?
 - Why do you say that?
 - What do you think will be the consequences of the UK leaving the European Union on healthcare in general?
 - What areas of healthcare do you think might be most affected?
 - What, if any, do you think the consequences will be for the NHS?
 - What, if any, do you think the consequences will be for patients?
 - In your opinion, what can be done to mitigate the impact?

In the survey, a majority of registrants think that the decision for the UK to leave the European Union is leading to a shortage of healthcare workers in the UK.

- Do you agree with this?
 - Why do you say that?

- Any other points you want to make or anything you want to add?

Close

- Thank for their time and input
- Any other questions?
- Incentive payment
- Thank & close

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**General
Dental
Council**

**protecting patients,
regulating the dental team**



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