

A Personal Development Plan to support dental antimicrobial stewardship

The personal development plan (PDP) is used to help you identify your Continuing Professional Development (CPD) needs for your cycle. You will create a plan for maintaining and developing your skills and knowledge within your field of practice and relate this to the General Dental Council's (GDC's) development outcomes. The GDC's *plan, do, reflect, record* model encourages you to think proactively about your professional needs, field of practice and the GDC Standards for the Dental Team before embarking on CPD activity.

All health workers have an important role to play in supporting the appropriate and judicious use of antimicrobials. The Department of Health & Social Care Act 2008: Code of Practice on the prevention and control of infections and related guidance was updated in December 2022. This is relevant to all members of the dental team and includes guidance on Antimicrobial Stewardship in Criterion 3, which states the requirement for: 'Appropriate antimicrobial use and stewardship to optimise outcomes and to reduce the risk of adverse events and antimicrobial resistance.' For further information, visit: <https://www.gov.uk/government/publications/the-health-and-social-care-act-2008-code-of-practice-on-the-prevention-and-control-of-infections-and-related-guidance/health-and-social-care-act-2008-code-of-practice-on-the-prevention-and-control-of-infections-and-related-guidance>

Staff responsible for prescribing, supply, and administration, relating to the use of antimicrobials may find the following topics useful:

- *Clinical oral microbiology including the efficient diagnosis and management of oral and maxillofacial infections.*
- *The importance of prudent prescribing in tackling antimicrobial resistance.*
- *Best practices for prescribing to support safe and effective prescribing, administration, and monitoring of antimicrobial therapy.*
- *Non antimicrobial use of antibiotics.*
- *Non-human health uses of antimicrobials.*

The Dental antimicrobial stewardship: toolkit <https://www.gov.uk/guidance/dental-antimicrobial-stewardship-toolkit> contains links to guidance documents which can be used to update your knowledge and understanding. (N.B. Dental Hygienists and Dental Therapists can independently supply or administer certain medicines for their patients' dental needs under Patient Group Directions, but this cannot be used for antibiotics).

Please note this example is not intended to demonstrate a full PDP, but to give an example of how you may plan CPD activity relating to dental antimicrobial stewardship over the five year cycle. You will need to amend it to suit your role and the patients you treat.

My field of practice

My registrant title(s) and cycle period:	My work setting(s):	Any additional roles, qualifications, or professional interests:	My patient population:
<i>List each title you are registered under, your cycle period and total hours needed.</i>	<i>What is your place(s) of work and its environment? Different settings may require you to undertake certain roles and skills.</i>	<i>Do you have additional roles, qualifications, specialties, or areas of focus/interest? Do any of these need continual learning or maintenance?</i>	<i>What are the oral health and management needs of patients in your care? Does this change across your work settings?</i>

Personal Development Plan

All dental registrants who are an independent prescriber are recommended to include:

The Antimicrobial Prescribing and Stewardship Competencies can be used by any independent prescriber to help develop their prescribing practice. You can use it at any point in your professional development in relation to prescribing antimicrobials.

Domain 1. Person-centred care
Domain 2. Infection prevention and control
Domain 3. Antimicrobial resistance and antimicrobials
Domain 4. Prescribing antimicrobials
Domain 5. Antimicrobial stewardship principles
Domain 6. Monitoring, learning, and interprofessional collaborative practice

<https://www.gov.uk/government/publications/antimicrobial-prescribing-and-stewardship-competencies>

Under Domain 1 all prescribers caring for patients with (suspected) infection must involve the patient/carer in shared decision making when agreeing and implementing a management plan to ensure patient-centred care. Developing skills in communication and supporting behaviour change will be an important part of your PDP.

To understand your level of competence it is necessary to undertake an honest assessment of your current level of knowledge and skills and your ability to apply them in practice.

It will be helpful to undertake an audit regarding prescribing in your practice. Clinical audit and peer review activities on these topics may be considered as part of a dental professional's CPD. You can seek the help of others (for example, your colleagues, peers and/or your manager) in this assessment. Once you have a realistic assessment of your own level of knowledge, skills, and competence, you will be able to identify your learning needs and how these can be met.

Learning or Maintenance need	How does this relate to my field of practice?	Development outcome to which it links	What benefit will this have to my work?	How will I meet this learning or maintenance need?	When will I complete the activity?
Domain 6 Review of own prescribing practice for reflection and modification, if needed	I am an independent prescriber and as such I must understand the principles and demonstrate competence in prescribing practice.	B, C	I will optimise prescribing for my patients, and it will provide evidence of the proper and safe use of medicines.	Undertake a prescribing self-audit. Using an audit tool such as the one developed as a collaboration between FGDP, BDA and Public Health England (PHE) is available from: https://cgdent.uk/antimicrobial-prescribing-in-dentistry/	Continuous cycle

As your learning and development progresses, you will need to revisit the competences and continue to assess yourself to identify your progress in achieving all of the competences. **Under Domain 6** this should be a collaborative practice with colleagues and other health professionals.

Learning or Maintenance need	How does this relate to my field of practice?	Development outcome to which it links	What benefit will this have to my work?	How will I meet this learning or maintenance need?	When will I complete the activity?
Domain 2 Infection Prevention and Control Level 2	Understand the principles and demonstrate competence in preventing and controlling infections, including those that are associated with healthcare.	B, C	It will ensure I am up to date with current recommendations and ensure patient safety.	Disinfection and decontamination: the GDC recommend at least five hours in each cycle. This could be via a face to face course or online e-learning.	Annually
Domain 2 Infection prevention and control (IPC): complying with HTM01-05	Understand the principles and demonstrate competence in preventing and controlling infections, including those that are associated with healthcare.	B, C	It provides evidence that I am treating my patients in an hygienic and safe environment with proper QA systems in place.	Undertake regular audits and reflect on outcomes with colleagues in the practice. Then, taking action to put plans in place to improve any areas highlighted by the process.	Minimum, audit IPC processes every six months
Domain 3 Antimicrobial Resistance (AMR) and Infections	It is relevant to all health and care staff, to understand the threats posed by antimicrobial resistance and ways to manage patients without antibiotics.	B, C, D	Can provide care based on current evidence and authoritative guidance as required to meet GDC Standard 7.	FDI & British Society for Antimicrobial Chemotherapy https://www.fdioralhealthcampus.org/webinar/tackling-antibiotic-resistance-what-can-the-dental-profession-do/	At least once in five year cycle
Domain 3 Understanding Antimicrobial Resistance	As a prescriber, I need to keep up to date on latest recommendations.	B, C, D	I can promote the safe use of antimicrobials	Antimicrobial Resistance and Infections programme https://www.e-lfh.org.uk/programmes/antimicrobial-resistance-and-infections/ AMR introductory e-learning module session https://portal.e-lfh.org.uk/Component/Details/597158	At least once in five year cycle
Domain 3, 4 Recognition and management of Sepsis	Sepsis requires timely treatment. I need to be able to recognise the signs and symptoms and understand how to prevent it.	B, C	I can support my patients at highest risk of sepsis.	Sepsis in Primary Care https://sepsistrust.org/professional-resources/dental-services/	At least once in five year cycle
Domain 4 Principles of antibiotic use	As a prescriber, I need to keep up to date on latest recommendations.	B, C	I can prescribe to ensure the effective and safe use of antimicrobials.	This could be via a face to face course or online e-learning	As required depending on audit results
Domain 4 Antibiotic prophylaxis	I treat a range of patients including some who are medically compromised.	B, C	I will understand the patients that may require consideration for antimicrobial prophylaxis.	This could be via a face to face course or online e-learning	At least once in five year cycle
Domain 5 Antimicrobial Stewardship	As a prescriber, I need to keep up to date on latest recommendations.	B, C, D	I can prescribe to ensure the effective and safe use of antimicrobials.	Antimicrobial Stewardship e-learning resource https://www.baos.org.uk/elearning	As required depending on audit results

Other related topics

Learning or Maintenance need	How does this relate to my field of practice?	Development outcome to which it links	What benefit will this have to my work?	How will I meet this learning or maintenance need?	When will I complete the activity?
Medicines management in dental practices	I need regular updates to maintain competency in prescribing and ensure patient safety.	B, C	I will maintain competency in prescribing and ensure patient safety.	SCRIPT http://www.safeprescriber.org/dentistry-signup/	As required depending on audit results
Non-surgical Periodontal Therapy	I need to be able to diagnose and treat periodontitis effectively.	B, C	I will provide effective, evidence based non-surgical treatment for periodontitis.	This could be via a face to face course or online e-learning	As required

Training and education

There are a number of educational / training resources currently available to support prescribers. Training and education providers such as NHS England Workforce Training and Education (formerly Health Education England) will also provide opportunities for learning at local events or online webinars.

E-Learning for Healthcare

All e-Learning for Healthcare courses are free of charge. If you are not already registered with e-Learning for Healthcare, you will need to do this by accessing the e-Learning for Healthcare home page: <https://www.e-lfh.org.uk/>. Once logged in, the full list of programmes is available on the e-LfH Hub “Full Catalogue” page. Once you have completed any of the above courses, you must first generate a course completion certificate from the e-LfH Hub.

Following this you must complete the relevant Enhanced CPD form, referring to the course completion certificate. The Enhanced CPD forms can be accessed from the bottom of the “Dentistry” page of e-LfH in the “Enhanced CPD” section <https://www.e-lfh.org.uk/programmes/dentistry/>. Please note that both the relevant course Enhanced CPD form and the accompanying e-LfH Hub course completion certificate should be kept as evidence in your records to demonstrate you have completed verifiable CPD, should the GDC request it.

Antimicrobial Resistance and Infections programme

<https://www.e-lfh.org.uk/programmes/antimicrobial-resistance-and-infections/>

e-Den is an interactive learning resource delivered through a partnership between the Royal College of Surgeons of England and NHSE e-Learning for Healthcare. Educational content covers many branches of dentistry and supports the continual professional development (CPD) of dental care professionals and experienced dentists. Sessions have been written by subject specialists and are typically 20 minutes long. Users can dip in and out of the sessions as they wish. Registration and use is **FREE** for GDC registrants working in practice carrying out NHS work, dental hospitals, and dental schools. E-Den can also be purchased for access for a year by non-NHS staff.

<https://www.e-lfh.org.uk/programmes/dentistry/>

SCRIPT

<http://www.safeprescriber.org/dentistry-signup/>

Dental SCRIPT is an e-learning programme which improves prescribing competency and safety among dentists. It consists of eight modules covering a range of dental prescribing situations. You are able to purchase the SCRIPT dental programme as an individual licence for approx. £25 per year via the above link.

Antimicrobial Stewardship e-learning resource

<https://www.baos.org.uk/elearning/>

The British Association of Oral Surgeons (BAOS) has developed an Antimicrobial Stewardship e-learning resource for oral health professionals to test their knowledge of antibiotic prescribing. It is **FREE** to take and consists of three modules of clinical scenario-based quizzes, each of which provides a printable e-certificate of one hour's verified CPD upon successful completion. Feedback is provided along the way, with the aim that by the end of the modules, participants will be able to demonstrate application of the principles of sound antimicrobial stewardship to the clinical scenarios.

Fédération Dentaire Internationale (FDI) World Dental Federation

<https://fdiworlddental.org/resource/fdi-white-paper-essential-role-dental-team-reducing-antibiotic-resistance>

This white paper presents a framework for dental teams seeking to tackle the problem of antibiotic resistance and includes an online library of resources on antibiotic resistance and stewardship that may be adopted and/or adapted to meet local needs. The online library includes links to global resources, such as policies and educational material from the World Health Organization and from FDI, as well as national resources. It is complemented by a Massive Open Online Course (MOOC) developed in partnership with the British Society for Antimicrobial Chemotherapy to teach healthcare professionals (with a special focus on dental teams) about the importance of antibiotic stewardship. The course is free and open to all.

<https://www.fdioralhealthcampus.org/webinar/tackling-antibiotic-resistance-avoiding-the-next-pandemic/>

<https://www.fdioralhealthcampus.org/webinar/tackling-antibiotic-resistance-what-can-the-dental-profession-do/>

The development of the online library of resources and the MOOC is supported by GSK.

Royal College of General Practitioners - TARGET antibiotics toolkit hub

<https://elearning.rcgp.org.uk/course/view.php?id=553>

TARGET stands for Treat Antibiotics Responsibly, Guidance, Education and Tools. It is a toolkit designed to support primary care clinicians to champion and implement antimicrobial stewardship activities.

There are a variety of providers who offer access to webinars:

- ProDental – sponsored by College of General Dentistry webinar - <https://www.prodentalcpd.com/module1661/p140-talking-standards-antimicrobial-prescribing-in-dentistry>
- Dental Tubules - <https://www.dentaltubules.com/>

There are also various podcasts:

<https://podcasts.apple.com/gb/podcast/are-you-taking-antibiotics-the-right-way/id1560975859?i=1000515162171>

<https://podcasts.apple.com/sa/podcast/antibiotics-and-their-issues-in-oral-surgery-with-dr/id1605809197?i=1000548570885>

General Dental Council (GDC) https://www.gdc-uk.org/docs/default-source/fitness-to-practise-learning/3-gdc-ftp-insights-spotlight.pdf?sfvrsn=cc380399_2

Insights from GDC fitness to practise concerns, details why some cases led to complaints and the learning from them.

Continuing Professional Development (CPD) Activity Log

For any CPD to be considered verifiable, the activity must be recorded on your activity log, and you must have collected corresponding evidence (e.g., certificates and mapping documents, if required).

As part of your CPD record for the GDC, you need to keep a log of all activity you have undertaken, which **must include** the following details:

- The **title** and **description** of the CPD activity you completed.
- **The date** it was undertaken.
- **The number of hours**, as shown on the evidence of completion (e.g. certificate) provided by the course provider
- **The GDC's development outcome(s)** achieved from each CPD activity.

CPD Activity Log

Date	Hours completed	Evidence of verifiable CPD? E.g. certificate	Title, provider and content of CPD activity	GDC Development Outcomes ABCD	How did this benefit my work?

It should also include a reflective element, or an indication that reflection has taken place.

Reflection

Reflection is an important process for you to evaluate the impact of your CPD activity, taking some time to review and reflect on your activities allows you to assess what benefits you have gained and how you have implemented your learning. Activity should be undertaken consistently and recorded throughout your cycle. A complete CPD record includes your log of activity with development outcomes linked to each activity, your personal development plan, and the evidence you have collected from each activity. You must submit your annual statement each year to the GDC, and you will be notified to make your CPD statement when you get your annual renewal notice.

For further information, visit: <https://www.gdc-uk.org/professionals/cpd/enhanced-cpd>