

Position Summary

Dental graduates, who are registered should undertake a structured program that provides high quality support and mentoring and exposure to a broad range of clinical experience.

1. Background

- 1.1. Graduates of Australian Dental Council accredited dental programmes have the attributes and competencies to be able to practise across the range of dental clinical disciplines from graduation.
- 1.2. Post Graduate Year One programmes offer a supportive environment for graduates to consolidate their dental undergraduate clinical and educational experience.

Definitions

- 1.3. BOARD is the Dental Board of Australia.
- 1.4. The AUSTRALIAN DENTAL COUNCIL (the ADC) is an independent authority assigned the accreditation functions for the dental profession by the Dental Board of Australia under the National Registration and Accreditation Scheme.
- 1.5. ENTRY TO PRACTICE PROGRAM is a course that enables the student to meet the Board's requirements for registration as a dentist.
- 1.6. ENTRY TO POST-GRADUATE YEAR ONE (PGY1) PROGRAMS are those which provide structured support to newly graduate dentists.
- 1.7. CLINICAL SUPERVISOR is a person providing professional guidance to Participants.
- 1.8. MENTORING is a mutually beneficial relationship which involves a more experienced person helping a less experienced person to achieve their goals.
- 1.9. PGY1 PLACEMENTS (PLACEMENTS) are positions available for mentored clinical experience for dental graduates.
- 1.10. PARTICIPANTS are dental graduates who are registered to practise as dentists.

2. Policy

- 2.1. There should be compulsory participation in PGY1 programs for new dentist graduates.
- 2.2. PGY1 programs should offer placements which are separate and do not compete with student clinical practice placements.
- 2.3. There must be, for each placement, a formal agreement which clearly defines the roles and responsibilities of all parties.
- 2.4. Participants must be engaged under an employment arrangement.
- 2.5. Participants must be provided with high quality support and mentoring and exposure to a broad range of clinical experience.
- 2.6. A mentor must be a dentist.
- 2.7. A mentor must not have any registration conditions that impacts upon the mentor's capacity to fulfil their role.
- 2.8. Employers participating in placement programs must provide appropriate training, support and financial

remuneration for clinical mentors.

- 2.9. Professional development outcomes for placements must be clearly defined.
- 2.10. Governments must provide adequate and equitable funding to ensure that placements may be conducted throughout Australia.
- 2.11. Placements and programs must be subjected to regular comprehensive evaluations of outcomes.
- 2.12. Participants should be provided with appropriate recognition of their participation in the PGY1 program.
- 2.13. PGY1 programs should be developed in conjunction with a range of stakeholders including recent graduates of dental entry to practice programs, education providers, experienced dentists and professional bodies and reflect societal need and equity.

Policy Statement 3.15

Adopted by ADA Federal Council, November 17/18, 2011.

Amended by ADA Federal Council, April 16/17, 2015.

Editorially Amended by Constitution & Policy Committee, June 29/30, 2017.

Amended by ADA Federal Council, August 23/24, 2018

Appendix to Policy Statement 3.15 – Recommended Features of Post Graduate Year One Program

To maximise the experience in the PGY1 program there should be rotation between dental practices as an available option. This could include rotations between the public and private sectors. It would need to have the capacity to cover a range of aspects of general and specialist dental practice. These rotational elements would be largely universal for all participants but influenced by their individual preferences.

Placement rotations, divided into essential and elective rotations, should be further described as:

1. Essential rotations
 - General dental practice
 - Hospital clinic
2. Elective rotations
 - Emergency dental care
 - Special needs
 - Specialist dental practice
 - Aged care facilities
 - Indigenous health care

Learning activities should include but not be confined to:

- Mandatory periodic assessment based on the requirements and practicalities of the work role
- Complex clinical cases
- Communication
- Leadership and professionalism
- Ethics

Role of mentors

Due to the clinical and surgical role of dentistry which entails many irreversible procedures it is vital for patient safety that face to face mentoring be provided. It cannot be provided remotely.

Mentors must provide:

- Sounding board for clinical decision making and or review
- Guidance as to choosing areas of practice for further experience and Continuing Professional Development activities.
- Demonstrating procedures and techniques

Mentors must demonstrate:

- Practice and patient management
- Patient interaction
- Supervision of dental staff
- Dealing with unusual clinical presentations/difficult patients

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- Benefits of team work and interaction with co-workers
 - Providing a safe and non-judgemental environment for debriefing

Selection criteria for the PGY1 program to help select participants for mentors and/or service providers include:

Mentors:

- Minimum 3 years' experience
- Have had exposure to a wide range of clinical experiences, unless a dental specialist when an in-depth knowledge and experience in their speciality is expected.
- Commitment to the program
- Some supervision, experience or training be provided to mentors to ensure they are familiar with the requirements for the mentoring role to be undertaken.
- Demonstrate understanding of the expected attributes & competencies of graduate dentists
- Ability to communicate effectively.

Service Providers:

- Establish they can provide exposure to a wide range of clinical experiences.
- Provide evidence of structured support programs.
- Have dentist and/or dental specialist mentors who understand the attributes & competencies of graduate dentists.
- Have capacity to deliver the program requirements by demonstrating the ability to provide the necessary range of services .