

February 2018 Proposal to develop a new apprenticeship standard

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Q1. Please confirm that you have read the "How to" guide for Trailblazers on gov.uk (see link here), that you are content that this proposal meets all the criteria for final approval set out within it and that you have discussed the proposal with a relevant Route Relationship Manager within the Institute (Please specify who).

I have read the 'how to' guide for Trailblazers on gov.uk? yes

Name of my Relationship Manager

Bhavena Patel

Q2. Name of proposed trailblazer group

Dental Trailblazer

Q3. Are you an existing Trailblazer Group already with approval to develop other standard(s)? If yes or partly, please provide full details.

Yes the Dental Trailblazer has already published and is working on several standards including dental nurse, dental technician, clinical dental technician and oral health practitioner.

Q4. Name of proposed apprenticeship standard(s).

Orthodontic Therapist

Q5. Is this a proposed core and options standard? If yes, please give the titles for each of the options.

No

Q6. How many standards are you proposing to develop? Please be aware that commitment from at least 10 employer members for each proposed standard is required.

One

Q7. Will there be a requirement for additional new standards to be developed in the future? If so, please provide brief details of what these will be.

No

Q8. Have you submitted a proposal for an apprenticeship standard in this role(s) before? If yes, please give details below including comments from the (pre April 2017) DfE approvals panel or the Institute.

No

Q9. Please insert details about each proposed standard below.

	Name of occupation	Proposed level of the standard	Proposed as a degree apprenticeship?	Intended to replace/partly replace an existing apprenticeship Framework? [if so please give details]	Do you expect any age restrictions to apply to this standard?	Estimated annual take-up across entire relevant sector(s) (This is separate to the number of apprentices that each individual employer group member will take on)	When do you estimate this apprenticeship would be ready to deliver starts?
1	Orthodontic Therapist	4	No	No	No	65-85	Summer 2019
2	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-
4	-	-	-	-	-	-	-
5	-	-	-	-	-	-	-
6	-	-	-	-	-	-	-
7	-	-	-	-	-	-	-
8	-	-	-	-	-	-	-
9	-	-	-	-	-	-	-
10	-	-	-	-	-	-	-

Q10. <https://www.gov.uk/government/publications/apprenticeship-standards-in-development> Please provide any relevant information below regarding potential overlap with other Trailblazer standards published or in development. It is important that you review your proposal against all other apprenticeships published and in development to confirm there is no significant overlap, in overall occupation or in the content of potential skills/knowledge/behaviours. Where there is potential of any overlap, we ask that you contact the existing Trailblazer(s) before submitting a new proposal to discuss whether the existing standards would cover your needs (or email apprenticeship.trailblazers@education.gov.uk). Please then provide below full details of any possible overlap identified, interaction with relevant Trailblazers, and any relevant further detail explaining why this occupational role is sufficiently unique to still justify separate apprenticeship standard. The existing list of standards in development, is here [The list of existing published standards and Trailblazer contact details, is here](#)

No overlap. Orthodontic Therapist is statutorily regulated by the General Dental Council and as such recognised as a distinct role in dentistry, with a protected title. The scope of practice is defined by the General Dental Council (see www.gdc-org.uk) and any apprenticeship model must follow this scope of practice. You cannot practice as an Orthodontic Therapist unless you are registered with the General Dental Council.

Q11. Please provide a full description below of what the occupational role involved (or roles in the case of a proposed core and options standard). The information you provide here is crucial to our assessment of whether the occupational role is suitable for an apprenticeship, so please be as comprehensive as possible, and always refer to the criteria and guidance set out in the "How to" guide for Trailblazers. In particular, the information should include: Main duties and responsibilities - please set out clearly what someone in this occupation will actually be doing; the range of environments/sectors/industries in which someone in this occupation could work; a summary of key competencies/skills etc required for full occupational competence; how the occupational role typically fits within the wider work hierarchy; who would they be working with, and what is the usual relationship between the roles.

Main duties and responsibilities:

Orthodontic Therapists are GDC registered Dental Care Professional who, working to the prescription of a registered dentist, competent in fitting and removing braces to patients' teeth. This applies to patients of all ages, adults and children. They make casts (impressions) of patient's teeth. They are permitted to undertake numerous reversible orthodontic procedures This includes, sticking brackets on teeth, fitting and changing wires that fit between the brackets which make up the brace, fitting removal plastic based with wire appliances and retainers. The full Scope of Practice for orthodontic therapists is set out by the General Dental Council.

Entry requirements:

To become an Orthodontic Therapist, you must already be a registered dental nurse, dental hygienist, dental therapist or dental technician and on the General Dental Council Register. Employers usually require applicants to have period of post-qualification experience (usually 2 years).

Day-to-day duties can include:

- Work directly with patients who may be anxious or uncomfortable
- Take impressions of the teeth and using them to cast into stone models
- Clean and prepare tooth surfaces ready for orthodontic treatment
- Identify, select and use the correct orthodontic equipment, tools and materials
- Fit orthodontic appliances such as braces, retainers or bonding brackets
- Make a patient's orthodontic appliance safe in the absence of the dentist
- Change or repair arch wires inside a patient's mouth that fit into a brace.
- Remove fixed appliances, orthodontic adhesives and cement that have been used to hold the braces in place in the mouth
- Fit orthodontic external headgear that is used to hold a brace in place in patient's mouth.
- Create, update and store dental records
- Make referrals to and receive referrals from other healthcare professionals

Q12. Please provide an overview of the knowledge, skills and behaviours required for these roles.

The Orthodontic Therapist will be able to:

- Communicate appropriately, effectively and sensitively
- Adhere to legal and ethical responsibilities in line with General Dental Council requirements, taking responsibility for the integrity of own actions and completed work
- Identify normal and abnormal facial growth, physical, mental and dental development and explain their significance
- Undertake a basic orthodontic assessment of a patient's mouth
- Take a patient medical and social history, checking the patient's level of experience and expectations
- Fit, adjust, remove or repair a range of orthodontic appliances that the patient may wear.
- Undertake orthodontic procedures as prescribed by the referring practitioner such as taking impressions of a patient's teeth, fitting the brackets and wires which make up braces. On completion of treatment remove the wires and brackets and remove the cement from the tooth surface that has held the bracket to the tooth.
- Make effective decisions regarding the care of patient in line with the dentist treatment plan
- The risks around the clinical environment and manage these in a safe and efficient manner complying with current best practice guidelines
- Recognise and manage medical emergencies
- Put patients' interests first and act to protect them.
- Respect patients' dignity and choices obtaining valid consent for all treatments and personal care delivery
- Assess and manage patient anxiety or challenging behavior through effective communication, reassurance and relevant behavioral techniques
- Recognise the early stages of chronic problems with the soft tissues of the mouth and know the importance of appropriate and timely referral
- Recognise and manage patients with acute oral conditions and know the referral process
- Recognise urgent care problems related to orthodontic treatment and take appropriate action in line with their scope of practice.
- Contribute to relevant tests and diagnostic procedures, maintaining patient confidentiality
- Identify where patients' needs may differ from the treatment plan or prescription and refer patients for advice where appropriate
- Apply evidence-based oral health advice including toothbrushing, interdental cleaning; care of braces and removable orthodontic appliances, diet and hydration advice.
- Encourage and support self-care and motivation providing appropriate advice
- Work with colleagues in a way that is in the patients' best interests.
- Implement and perform effective decontamination and infection control procedures
- Take part in appraisal and ongoing review
- Co-operate with members of the wider dental or healthcare team, taking responsibility for establishing personal networks

The Orthodontic Therapist will know and understand:

- A range of communication methods, including verbal and non-verbal; listening skills; a range of barriers to communication
- GDC scope of practice; your role as an orthodontic therapist and that of others in the dental team; local clinical guidelines and policies
- the principles of an evidence-based approach to learning, clinical and professional practice; ways to maintain your professional knowledge and competence, the principles of clinical decision making
- Dental, craniofacial and oral anatomy and physiology relevant to orthodontic therapy; the range of normal human structures and functions; the principles that derive from the biomedical, behavioral and materials sciences as they apply to the practice of orthodontic therapy.
- The range of contemporary orthodontic treatment options, their impact, outcomes, limitations and risks; how to carry out Index of Orthodontic Treatment Need (IOTN) screening either under the direction of a dentist or direct to patients
- The need for an accurate and current patient history; the importance of each component of the patient assessment process; the needs of different patient groups including children, adults, older people, and those with special care requirements throughout the patient care process
- A range of orthodontic devices and materials such as braces, retainers, headgear, face bows, arch wires, brackets and bands; ways to fit, adjust or remove devices including adhesives and cement
- The need to monitor and review treatment outcomes; when to refer or seek advice;
- The cause of oral disease in relation to dental decay and gum disease and basic facial structure formation with a focus on abnormalities that may arise.
- The cause of malocclusion or mis-biting and teeth that are mis-shaped or are not in line. The impact of medical, psychological and sociological aspects of health, illness, behavioral change especially in patients with a poor bite and miss shaped and teeth that are not straight.
- The significance of changes in patient's reported oral health
- A range of common problems and the need for appropriate follow-up care
- The principles of preventive care and the importance of providing patients with comprehensive and accurate preventive education and instruction;
- the role of health promotion; how health promotion strategies are implemented including demographic and social trends and the principles of planning oral health care for communities to meet needs & demands

Q12. Please provide an overview of the knowledge, skills and behaviours required for these roles.

- Ways to encourage self-care and motivation; the health risks of diet, drugs and substance misuse, and substances such as tobacco and alcohol on oral and general health
- the scientific principles underpinning the use of biomaterials and their limitations with emphasis on those used in dentistry
- What is meant by patient-centred care; the importance of safeguarding and your duty of care, the signs of abuse or neglect; local and national systems and ways to raise concerns where appropriate
- the need to explain and check patients' understanding of treatments, options, costs and informed consent
- the potential routes of transmission of infectious agents in dental practice, mechanisms for the prevention of infection, the scientific principles of decontamination and disinfection and their relevance to health and safety
- the scientific principles of medical ionizing radiation and statutory regulations
- the types of medical emergencies that may occur and ways to deal with them
- The need to treat all patients with equality, respect and dignity and the importance of patient choice
- How to manage anxiety or challenging behaviour; lines of communication within your team or with wider healthcare professions
- The principles of information governance; the use of a range of communication methods and technologies and their appropriate application in support of clinical practice; the importance of and maintain accurate and current records in accordance with legal and statutory requirements and best practice
- Your own role in relation to the rest of the dental team and to any trainees or students you may supervise; the importance of a dentist's prescription; when to escalate and report;
- the importance of appraisal, training and ongoing review; ways to give and receive feedback
- The referral process; the management and organisation of local referral networks; the importance of maintaining your own network of dental professionals, specialists and other stakeholders involved in the care and support of patients; the wider dental and healthcare system you work in; health policy related to your role as an orthodontic therapist

Behaviours

An Orthodontic Therapist will

- Be trustworthy
- Maintain a caring approach toward patients and colleagues
- Be professional
- Show commitment
- Collaborate and work as part of a team
- Be responsible

Employment opportunities

- Orthodontic Therapists work in private practice or in the NHS

Q13. How will the apprenticeship allow the individual to develop transferable skills to perform the role in a business of any size or relevant sector?

Successful completion of the apprenticeship will enable the apprentice to apply to the GDC register as Orthodontic Therapists. This enables them to work as an Orthodontic Therapist in any dental practice, NHS trust or dental hospital across the UK.

Q14. Will the occupation require rigorous and substantial training of at least 12 months prior to the end-point assessment to achieve full competence, with off-the-job training accounting for at least 20% of the apprenticeship? Please provide detail of what this will include.

Yes.

Apprentices will be required to complete an Orthodontic Therapy course accredited by the General Dental Council.

Approximately 80% of the apprentice's contracted hours will be spent developing their skills and applying the behaviours and knowledge in the workplace.

The remaining 20% will be spent off the job acquiring the underpinning knowledge which they will need to apply in the workplace. The exact pattern of delivery has not been established at this point but there are currently a range of education providers that employers may choose to work with to develop a suitable delivery model. Given the scope and complexity of the training that will be required there will most likely be a combination of face-to-face taught sessions delivered either via weekly attendance or in blocks, supported e-learning, self-directed learning and supervised practical sessions. This will enable the apprentice to learn the underpinning skills and knowledge that they will then practise, apply and improve upon in their day to day work. It will also give the apprentice the chance to work with other apprentices and other learners building their own support networks outside of the workplace.

To ensure that Orthodontic Therapist apprentices achieve competence across the full range of knowledge, skills and behaviours and are completely job ready they may be required to rotate across a range of different work-based contexts, including organisations which may not be their main employer. The employer will decide how the apprentice will develop their skills in the workplace, in collaboration with other organisations or teams.

Q15. What will the duration of the apprenticeship be?

Typically 12 - 18 months

Q18. Please provide details below of any professional body recognition of this standard. This should include information on what this will be.

Orthodontic Therapists are registered professionals. They recognise and act within the General Dental Council (GDC) standards, ethical guidance, information governance and relevant laws. On successful completion of an acceptable qualification the apprentice can apply to register with the GDC as an Orthodontic Therapist. The standards are defined in Standards for the Dental Team: <https://www.gdc-uk.org/professionals/standards/team>. The Scope of Practice describes what you are trained and competent to do: <https://www.gdc-uk.org/professionals/standards/st-scope-of-practice>. Additional guidance is available on the GDC website: www.gdc-uk.org.

Q19. We are committed to ensuring that the standard we design provides sufficiently transferable skills to enable a successful apprentice to perform this role in an employer of any size and in any relevant sector. We are collectively representative of our sector(s) and are willing to work with other employers who come forward with an interest in this occupation and with colleagues from other sectors where our standards are closely related. We will develop the apprenticeship standard and assessment plan in line with the latest edition of the Institute's "How to" Guide for Trailblazers, will aim to complete this process within a year and are committed to working with relevant sector organisations to promote the use of the resulting standard once it is ready for delivery.

Yes

Q20. Name and details of proposed Trailblazer Chair (we will not pass this information on to third parties without your permission). The Trailblazer must be an employer.

Name of the chair of the proposed trailblazer group

Name of the chair's organisation

Chair's email address (we will not pass this information to third parties without your permission)

Chair's Telephone number

Q21. I am happy for my organisation to be publicly named as the lead employer and the companies listed above are happy to be named as working together to deliver this is the standard is approved for development

Name of lead organisation

Q22. Name and email address of contact we can use publicly on the gov.uk website (and Institute website when ready) as a contact point for any enquiries relating to the Trailblazer. (By filling out this box you consent to the publication of these details. If you wish to opt out please leave this box blank)

Name of public contact Skills for Health

Email address Healthcare.Trailblazer@skillsforhealth.org.uk

Q23. Email address of any other individuals to be copied into correspondence

Email 1

Email 2

Email 3

Email 4

Email 5

Q24. Do you have a copy of the draft standard? If so, please include it with your submission.

Add comments below:

No

Q25. In future, Technical Education will be arranged around the common framework of 15 technical education routes identified in the Sainsbury Review. These encompass all employment-based and college-based activity. The aim of these new routes is to facilitate the progress of young people from compulsory schooling into skilled employment and the highest levels of technical competence. A technical route could be followed either through an apprenticeship or in a college where the training would be supported by a substantial work placement, with both programmes being based on employer-designed occupational standards. In light of this, we have introduced a new criterion requiring any standard approved for development to align with one of the 15 technical routes. Details of the 15 routes can be found on page 22 of the Government Skills Plan here. Please detail which of the 15 Sainsbury Technical Education Routes your standard(s) aligns to. Also, if an occupational map is available for this route, there will be a link to it on the "How to" Guide for Trailblazers webpage. Please refer to this and specify which occupation detailed in the route map your proposed standard covers.

	Proposed Standard (s)
Agriculture, Environmental and Animal Care	-
Business and Administrative	-
Catering and Hospitality	-
Childcare and Education	-
Construction	-
Creative and Design	-
Digital	-
Engineering and Manufacturing	-
Hair and Beauty	-
Health and Science	Orthodontic Therapist
Legal, Finance and Accounting	-
Protective Services	-
Sales, Marketing and Procurement	-
Social Care	-
Transport and Logistics	-