

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 and 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 [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](#) contains links to guidance documents that can be used to update your knowledge and understanding. (Note: 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).

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 5-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:
List each title you are registered under, your cycle period and total hours needed.	What is your place(s) of work and its environment? Different settings may require you to undertake certain roles and skills.	Do you have additional roles, qualifications, specialties or areas of focus or interest? Do any of these need continual learning or maintenance?	What are the oral health and management needs of patients in your care? Does this change across your work settings?

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

[Antimicrobial prescribing and stewardship competencies](#)

Under Domain 1 all prescribers caring for patients with (suspected) infection must involve the patient or 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 bring 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 Faculty of General Dental Practice, the British Dental Association and the UK Health Security Agency is available at 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 bring 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 recommends at least 5 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 6 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.	Fédération Dentaire Internationale (FDI) and British Society for Antimicrobial Chemotherapy Tackling Antibiotic Resistance: What can the dental profession do?	At least once in 5-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 AMR introductory e-learning module session	At least once in 5-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	At least once in 5-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 5-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	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 bring 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.	Dental SCRIPT	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 and 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 (elfh) courses are free of charge. If you are not already registered with elfh, you will need to do this by accessing the [elfh home page](#). Once logged in, the full list of programmes is available on the elfh hub 'Full catalogue' page. Once you have completed any of the above courses, you must first generate a course-completion certificate from the elfh 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 elfh in the 'Enhanced CPD' section. Please note that both the relevant course enhanced CPD form and the accompanying elfh 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](#)

e-Den

[e-Den](#) is an interactive learning resource delivered through a partnership between the Royal College of Surgeons of England and NHSE elfh. Educational content covers many branches of dentistry and supports the 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.

SCRIPT

Dental SCRIPT is an e-learning programme which improves prescribing competency and safety among dentists. It consists of 8 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 [SCRIPT dental programme](#).

Antimicrobial stewardship e-learning resource

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 3 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

The [FDI white paper: the essential role of the dental team in reducing antibiotic resistance](#) 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.

- [Tackling antibiotic resistance – avoiding the next pandemic](#)
- [Tackling Antibiotic Resistance: What can the dental profession do?](#)

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

Royal College of General Practitioners – TARGET antibiotics toolkit hub

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](#)
- [Dentinal Tubules](#)

There are also various podcasts

- [Are you taking antibiotics the right way?](#)
- [Antibiotics and their issues in oral surgery with Dr Wendy Thompson](#)

General Dental Council (GDC)

[Insights from GDC fitness to practice 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 (for example 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 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 (for example 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, for example 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 [CPD for dental professionals](#).