



// QUESTIONNAIRE ON VOCATIONAL TRAINING: SUMMARY OF ANSWERS

Requested by the CED Working Group Education and Professional Qualifications.

Answers received by 7 February 2012: 27 countries (25 CED Members + 2 CED Observers).

Definition of vocational training for the purposes of this questionnaire:

Vocational training is a directed, supervised period of postgraduate practical training in a dental practice setting (private or public), under the guidance of an experienced dentist, with the objective of enabling the graduate to be exposed to different aspects of practicing dentistry and to organise and manage his/her practice in order to meet the demands of patients in a more efficient and effective way.

1) Is there any form of vocational training in your country?

TOTAL: Countries with VT – 16;
Countries with no VT – 11

AUSTRIA	No. Though for the moment there does not exist any form of vocational training for dentists in our country, the Austrian Dental Chamber has declared the interest to introduce an obligatory vocational training for dentists many times to the Austrian authorities, but we are still waiting for the necessary legal adaptations.
BELGIUM (VVT)	Yes.
BULGARIA	Yes.
CYPRUS	No.
CZECH REPUBLIC	No.
DENMARK	Yes.
ESTONIA	No.



FINLAND	Yes. Dentist training has been five years long in Finland. On top of this, graduate dentists have been required to carry out a nine-month vocational training, of which six months had to be within the public healthcare sector. According to the amended legislation, the training will be five and a half years. This includes a six-month vocational training, with the difference that this period now takes place during the training and is thus monitored by the universities. The training period will be completed under the employment of a municipal health centre.
FRANCE	No. There is no post-vocational training. Only CPD after diploma.
GERMANY	Yes. It is a preparatory period in order to be licensed to provide dental care under the statutory health insurance scheme.
GREECE	No.
HUNGARY	Yes.
IRELAND	Yes. Up to now funding has been available for 12 places per year out of approximately 80 graduates per year.
ITALY (ANDI)	Yes. It is compulsory after the degree to have access to the national qualification test that allows registration and professional practice, It lasts about six months and is not remunerated. Thus is not strictly a "post qualification" training but a "post degree".
LATVIA	Yes. After graduation the student receives diploma of general dentist which gives him the right to practice under supervision of certified dentist. After two years, the dentist has to pass a certification exam. The certificate will allow him to work independently.
LITHUANIA	Yes.
LUXEMBOURG	-
MALTA	Yes.
THE NETHERLANDS	No. In 2012 the NMT has planned to develop vocational training. Unfortunately on this moment we cannot tell the details because they are unknown.
POLAND	Yes, it is called post-graduate internship. Post-graduate vocational training has been compulsory for Polish dentists since 1927. The purpose of the internship is to deepen the theoretical knowledge and to develop practical skills - the trainees carry out their professional activities under supervision. However, according to the recently adopted amendments to the law on the professions of a physician and a dental practitioner, the post-graduate internship for dentists will be cancelled in 2016. Students who commence dental studies in 2012 and later will not be required to complete this internship. The Polish Chamber of Physicians and Dentists has been strongly opposing the proposal including to cancel the mandatory post-graduate internship. The Chamber was against this plan, as it regards the internship as a very important and useful vocational training for graduates that enables them to get valuable experience before commencing independent practice. Surprisingly, most young dentists who were questioned also declared to be against cancelling the internship. It was clear that the reason of the proposed cancellation of internship was of a financial nature – it was intended to bring savings for the state budget – the trainees are paid their salaries from the state budget so the cancellation of the internship would save budgetary sources. The Ministry also contends that this would allow young dentists to start their independent professional carrier earlier.
PORTUGAL	No.
SLOVAKIA	No.
SLOVENIA	Yes.

SPAIN	No.
SWEDEN	Yes, vocational training is a mandatory part of the dental education, integrated in the five year long dental programme.
UNITED KINGDOM	Yes – the name is currently in the process of changing to 'foundation training'. The training is undertaken after graduation and registration with the regulator, the General Dental Council (GDC). Dentists undertaking this training are called either vocational dental practitioners (VDPs) or Foundation Dentists (FDs)
CROATIA	-
ICELAND	-
NORWAY	No, integrated in the 5-year of the undergraduate curriculum.
SWITZERLAND	Yes.

2) What is the duration of this training?

Austria	Belgium (VVT)	Bulgaria	Cyprus	Czech Republic	Denmark	Estonia	Finland	France	Germany
-	12 Months	6 Months	-	-	12 Months / 1440 hours	-	9 Months	-	24 Months

Greece	Hungary	Ireland	Italy (ANDI)	Latvia	Lithuania	Luxembourg	Malta	Netherlands	Poland
-	36 Months	12 Months	6 Months	24 Months	6 Months integrated in 5- years' curriculum	-	24 Months	-	12 Months

Portugal	Slovakia	Slovenia	Spain	Sweden	United Kingdom	Croatia	Iceland	Norway	Switzerland
-	-	12 Months	-	The duration and setup varies between schools	12 Months. There is also a possibility to extend the training for a further year into a hospital or community setting, but the majority of graduates will undertake 12 months in a general practice setting.	-	-	-	24 Months

3) Is this compulsory?

YES			NO
TO ACCESS THE NATIONAL HEALTH CARE SYSTEM	TO WORK FOR INSURANCE COMPANIES	OTHERS, PLEASE SPECIFY	
Belgium	-	-	-
-	-	Bulgaria - Vocational training is included at the end of the fifth year in the Dental school, before the State ex-ams. After succesful state exams the student becomes a dentist with a Master Degree and can open immediately his/her dental clinic.	-
-	-	Denmark – to qualify for owning a private dental practice and to be appointed manager in a public/municipal practice.	-
Finland	-	Finland – to have the right to work as a dentist	-
-	Germany – only if they are statutory sick funds, where over 90% of the population is insured.	-	-
Hungary – you have to be a specialist (with vocational training). However, due the the migration of dentists, the specialist requirement is not followed. This situation occurs particulary in two/three regions in Hungary where there are not enough dentists.	-	Hungary – to be a specialist (oral surgery, periodontology, etc)	Hungary
-	-	-	Ireland
-	-	Italy - It is compulsory after the degree to have access to the national qualification test that allows registration and professional practice.	-
-	-	Latvia – it gives the right to pass a certification exam.	-
Lithuania	-	-	-

		Malta – for the dentist working in the public dental service when he/she wishes to get a promotion with the public dental service.	
-	-	Poland – completion of post-graduate internship is a requirement to practice the dental profession in Poland – to be awarded the “right to practice the dental profession”, beside producing the dental diploma a graduate of dentistry must complete the internship and must take the State Dental Exam. The requirement of taking the Exam and completing the internship applies to graduates of dentistry at the Polish medical universities and to holders of dental diplomas awarded outside the EU and recognized in Poland. EU citizens who hold professional qualifications awarded by another EU Member States that are in compliance with the requirements laid down in Directive 2005/36/EC.	-
Slovenia	-	-	-
-	-	Sweden – All dental students must undergo vocational training as part of their dental education in order to graduate.	-
United Kingdom - for work in NHS general dental practice. It is currently not required for work in fully private practices, but job opportunities in this area are significantly limited. To access the national health care system: - in England and Wales: to be able to work in NHS general dental practice; - in Scotland and Northern Ireland: to hold a contract with the local health board for the treatment of NHS patients.	-	-	-
Switzerland	Switzerland	Switzerland	-

- 4) Are there any specific requirements to be completed during the training? Yes / No Please specify (e.g. duration, number of cases) . Is there a final or formal evaluation? Yes / No . Please specify (e.g. exam, report, etc)

COUNTRY	ARE THERE ANY SPECIFIC REQUIREMENTS TO BE COMPLETED DURING THE TRAINING?	IS THERE A FINAL OR FORMAL EVALUATION?
BELGIUM	Yes, present a case study.	Yes, a report.
BULGARIA	Yes, duration and number of cases	Yes, reports.
DENMARK	Yes, the duration of the vocational training is 12 months in which both children and adults patients must be treated. At least 3 months/360 hours should be spent in treating either adults or children.	No.
FINLAND	No	No
GERMANY	No	No
HUNGARY	Yes, duration and number of cases	Yes, practical and theoretical exams
IRELAND	Yes. The Scheme lasts for twelve months and participants are required to complete a range of identified clinical and administrative tasks. They also attend a 25 day study course held throughout the year and complete a research project.	Yes, The Scheme is based on formative assessment. Participant and Trainer reviews occur twice during the Scheme. The main component to assess clinical competencies is the DOPS process in which there is direct observation of clinical procedures in relation to a range of identified clinical and administrative tasks.
LATVIA	No	Yes, a certification exam
LITHUANIA	Yes, duration 6 months	Yes, formal evaluation - exam
MALTA	Yes	No
POLAND	Yes. The regulation of the Minister of Health lays down a detailed frame curriculum of the internship. The internship is divided into partial internships (11 weeks in the field of conservatory dentistry, 10 weeks in pedodontics, 8 weeks in dental surgery, 8 weeks in dental prosthetics, 4 weeks in periodontology, 6 weeks in orthodontics, 2 weeks in emergency medicine) supplemented by courses on bioethics and medical law).	Yes. Each partial internship is finished by an exam. The positive completion of the internship as a whole is confirmed by the coordinator and endorsed by the Regional Chamber of Physician and Dentists.
SLOVENIA	Yes. Requirements: • to be acquainted with management, organization of work with the business of public health services and safety at work – 1 week • to be acquainted with the theoretical and practical aspects of social medicine, epidemiology and hygiene – 3 weeks • the practical training in professional fields of dental activities – 45 weeks	Yes, final exam.

SWEDEN	Yes, but there is no formal "list" of requirements to be met. The content and forms for evaluation varies between schools but the core principle is that the training should comprise the whole spectrum of treatments.	-
UNITED KINGDOM	Yes. The curriculum is competency-based and has its foundation in four domains: clinical, communication, professionalism, and management and leadership. For this purpose, VDPs/FDs complete a standard portfolio throughout the year, showing that they have achieved the stipulated competencies. VDPs/ FDs are meant to learn in a supervised and supportive environment where there is access to advice if necessary. The VDP/ FD should have access to as wide a variety of clinical cases as possible. Please see below (section 8) for further comment.	Yes, in form of a certificate. There is now a form of continuing formative assessment throughout the vocational training year (see below), enabling the dean and the supervisors to decide whether all competencies have been achieved. There is currently no actual end-of-year summative assessment (i.e. no test).
SWITZERLAND	No	No

5) Do trainees receive a diploma at the end? Yes / No

COUNTRY	YES	NO
BELGIUM	A certificate	-
BULGARIA	-	X
DENMARK	-	X
FINLAND	-	X
GERMANY	-	X
HUNGARY	X	-
IRELAND	A certificate	-
LATVIA	A certificate	-
LITHUANIA	X	-
MALTA	A certificate	-
POLAND	-	No, there is no separate diploma. The positive completion of the internship is confirmed in the internship card and recorded in the dentist's documentation at the Regional Chamber of Physician and Dentists.

SLOVENIA	X	-
SWEDEN	-	X
UNITED KINGDOM	They receive a certificate of completion, on which the competencies that have been obtained are indicated.	-
SWITZERLAND	A certificate	-

6) Is this diploma necessary to practice dentistry in your country? Yes / No In what area? Please specify

COUNTRY	YES	NO
BELGIUM	Yes, please see answer 3	-
DENMARK	-	No, please see answer 3
FINLAND	Vocational training is compulsory part in the dental education in Finland	
GERMANY	Only after the 24 month preparatory period (without diploma) dentists are allowed to treat patients insured under the statutory health insurance scheme.	
HUNGARY	-	No. Diplomas in orthodontics, oral surgery, periodontology pediatric dentistry.
IRELAND	-	X
LATVIA	X	-
LITHUANIA	X	-
MALTA	-	X
POLAND	Yes, please see answer 3. In order to commence the intern-ship a graduate is awarded a limited right to practice the profession – on this basis the graduate is entitled only to work as a trainee under supervision.	-
SLOVENIA	X	-
SWEDEN	-	X
UNITED KINGDOM	Yes, the certificate of completion is necessary to work independently in national health service general dental practice.	-
SWITZERLAND	X	-

7) Are trainees paid? Yes / No . By whom? Please specify

COUNTRY	YES	NO
BELGIUM	Yes, minimum 10.000 euros a year	-
BULGARIA	-	X
DENMARK	Yes, by the employer	-
FINLAND	Yes, by the employers (usually health centre)	-
GERMANY	Yes, by the dentists employing the trainee	-
HUNGARY	Yes, some are paid by the government some by others	-
IRELAND	Yes, by government funding	-
ITALY	-	X
LATVIA	Yes, by the government but only in case of subspecialties	-
LITHUANIA	-	X
MALTA	Yes, by health department, government of Malta	-
POLAND	Yes. The remuneration of trainees undergoing the pos-graduate internship is paid from the state budget.	-
SLOVENIA	Yes, from the state budget	-
SWEDEN	-	X
UNITED KINGDOM	Yes, by the employing trainer, who is reimbursed for the salary by the government.	-
SWITZERLAND	Yes, by private dentists or university	-

8) Is vocational training structured? Yes / No . Please specify (e.g. specific subjects, duration in certain areas) .

COUNTRY	YES	NO
BELGIUM	X	-
BULGARIA	X	-
DENMARK	X (please see answer 4)	-
FINLAND	-	X
GERMANY	-	X
HUNGARY	Yes. 24 months basic and 12 months special training.	-
IRELAND	Participants on the Vocational Training Scheme are obliged to: a. Attend the designated surgeries for the agreed hours and perform such clinical duties as appropriate for patient care and personal learning needs; b. Determine personal training needs with their Trainers; c. Maintain and keep up to date their Professional Development Record, discuss same with their Trainers as part of the formative assessment process and submit this to the VT Coordinator when requested; d. Take an active part in weekly tutorials with the Trainers and the self-assessment reviews; e. Attend the 25 study day courses organised (Day Release Component); f. Complete an appropriate project during the training period.; g. Participate in the DOPS (Direct Observation of Procedural Skills) assessment. Dentists on the Scheme undertake 2 days work in General Practice and 2 days work in Community Government services. Each Trainee has two Trainers – one in general practice, one in the community service. They also attend 25 Day Release Sessions on a variety of clinical and non clinical topics.	-
LATVIA	-	No
LITHUANIA	Yes. Operative dentistry, surgery, prostodontics, paediatrics, orthodontics.	-
MALTA	-	X
POLAND	Yes. Please see answer 4.	-

SLOVENIA	Yes	Practical training	duration	-
		Jaw and dental ortopaedics	3 weeks	
		Oral surgery	7 weeks	
		Child and preventive dentistry	7 weeks	
		Periodontics	8 weeks	
		Stomatological prosthetics	8+5 weeks	
		Dental diseases	7 weeks	
SWEDEN	-			X
UNITED KINGDOM	The system consists of a four-day working week plus a study day (30 in total). VDPs/FDs are obliged to attend the study days. While there is some flexibility in the system, the foundation training curriculum requires the following: - 18 reflection forms (written by the VDP/FD) - 4 weekly early stage peer reviews (in the first month) - monthly formal dental evaluation of performance - monthly dental case-based discussion - one patient assessment questionnaire (minimum 20 replies) The completed forms are submitted to the regional adviser at regular intervals. The adviser, together with the in-practice trainer, will monitor progress of the trainee. In addition to these formal requirements, other monitoring and project work also takes place. VDPs/FDs will have: - a personal development plan - a CPD & Education Log - Multi-Source Feedback (colleagues providing feedback on their work) - regular appraisal statements - a clinical audit project - a trainee-led meeting - completion of some or all of the Key Skills Programme by the Faculty of General Dental Practice (UK) Full information on the curriculum and the supporting portfolio is available from www.copdend.org.uk. It is expected that the curriculum will be reviewed in the near future.			-
SWITZERLAND	-			X

9) Can a graduate of another EU country legally work in your country as a private practitioner without doing this vocational training? Yes / No .

YES	Austria; Belgium; Czech Republic; Denmark; Finland; Germany; Hungary; Ireland; Malta; Netherlands – if the graduate has his BIG registration; Poland – provided that the EU citizen holds professional qualifications awarded by another EU Member State that are in compliance with the requirements, laid down in Directive 2005/36/EC; Portugal; Spain; Sweden – as long as the practitioner in question has a certificate awarded by the Swedish National Board of Health and Welfare (Socialstyrelsen); United Kingdom – in fact graduates from EU countries are currently exempt from this requirement, and can therefore work either in private or NHS practice without VT; Switzerland – if equivalent training.
NO	Cyprus; Latvia – have to pass language Latvian exam); Lithuania; Slovenia.
OTHER	Bulgaria – if s/he has a diploma from the dental school recognisable from the Bulgarian Ministry of Health.

10) Do dental practices (private or public) need to meet specific requirements for the training?

Yes / No . Please specify (e.g. facilities, equipment, etc.)

YES	Belgium; Bulgaria – s/he can have her/his vocational training only in the Faculties of Dental Medicine (Sofia, Plovdiv and Varna); Germany – the employing dentist must be licensed to treat patients insured under the statutory health insurance scheme; Hungary – facilities, equipment and the tutor needs to be specialised on this field with minimum 5 years practice; Ireland – practitioners who wish to have their practices considered for participation on the Scheme are visited to ensure that essential equipment, health and safety requirements, cross infection protocols etc are in place; Lithuania - facilities and equipment; Poland - requirements that are to be met by to be entitled to provide the internship are laid down in the regulation of the Minister of Health. The dental care facility or the self-employed dental practitioner meeting the requirements are registered by the voivod (representative of government in the regions) following an opinion of the regional chamber of physicians and dentists; Slovenia; Sweden - they must be officially approved by the faculties and hold specific competences in the field of odontology. Furthermore, they must cover the whole spectrum of general dental care and have both adults and children as patients; United Kingdom - the requirements for this vary by region, but the essential components are: - the local primary care trust is supportive of the practice becoming a training practice (for local workforce reasons); - a surgery must be available for the VDP/FD for at least 28 hours each week during term time and 35 hours for other working weeks; - the practice must be compliant with all relevant legislation and demonstrate high standards; usually shown through inspection; - experienced, registered, trained nursing staff must be available to work with the VDP/FD; - appropriate space for uninterrupted tutorials must be available; - access to online facilities is now being stipulated in some areas.
NO	Cyprus; Denmark; Finland; Latvia; Malta; Portugal; Switzerland – usually general dentistry.

11) Are there any requirements for the selection of trainers? Yes / No . Please specify (e.g. years of experience, specialisations, etc.)

YES	Belgium – 5 years specialisations; Bulgaria - teachers from Faculties; Hungary – tutor needs to be specialised on this field with minimum 5 years practice; Ireland - prospective Trainers must be qualified at least four years and have accumulated a broad range of continuing dental education credits in the two years prior to joining the Scheme; Lithuania; Malta – training is in public dental service and trainer needs to be at registrar or consultant level; Poland – requirements that are to be met by to be entitled to act as a trainer are laid down in the regulation of the Minister of Health. The dental practitioner has to be a specialist or has to have at least 5 years of professional practice; Sweden – see answer 11; United Kingdom – Apart from the practice inspection and full compliance with clinical governance/legal requirements, trainers are usually expected to: • have undertaken an educational qualification, e.g. certificate in facilitated learning, postgraduate certificate in education or equivalent • have been in NHS practice for a minimum length of time, and have a certain level of commitment to the NHS • be the owner of the dental practice (although it is possible for associates to become trainers subject to deanery approval) • be available in the practice for at least three days a week whilst the VDP/FD is working.
NO	Denmark – the trainer must have finished his/her vocational training; Finland; Germany; Latvia; Switzerland.

12) Is there any system of selection of trainees to enter vocational training?

BELGIUM	(Note: the answer was X)
BULGARIA	Teachers from Faculties.
DENMARK	No.
FINLAND	No.
GERMANY	(Note: the answer was X)
HUNGARY	Accreditation process by one of the dental schools.
IRELAND	Yes. Candidates are interviewed and a panel is formed from which positions are filled.
LATVIA	No.
LITHUANIA	(Note: the answer was X)
MALTA	No.
POLAND	No, every graduate of dentistry in Poland is entitled to commence the post-graduate internship. For non-EU citizens an additional consent of the Minister of Health is required. As regards the facility where a given graduate undergoes the internship, the graduates can indicate those facilities to which they would prefer to be directed for the internship. Graduates with higher marks during the studies have priority in choosing the facility.
SLOVENIA	-
SWEDEN	No.

UNITED KINGDOM	Yes. Until 2011, the systems differed from region to region, being administered by regional postgraduate deaneries. From 2011, a centralised system has been put in place throughout England and Wales, including the completion of an online application form and an interview. Scotland and Northern Ireland retain their own arrangements.
SWITZERLAND	No.

13) Who monitors and controls the system of vocational training in your country? Please specify (e.g. universities, dental association, others)

BELGIUM	Committee of universities and dental association, others
BULGARIA	Universities
DENMARK	The National Board of Health.
FINLAND	Ministry of Social Affairs and Health.
GERMANY	"Kassenzahnärztliche Vereinigungen" might be translated as Associations of Statutory Health Insurance Dentists, it is a specific kind of dental association on state (Länder) level.
HUNGARY	The government and the universities.
IRELAND	In the past the Scheme was monitored by the Post-graduate Medical and Dental Education Board. This function is now the responsibility of the Health Services Executive.
LATVIA	Latvian Doctors Society and Latvian Dental Association.
LITHUANIA	University.
MALTA	Monitored by public dental service.
POLAND	The administrative body that monitors and controls the system of post-graduate internships in Poland are the voivods (organs of local governmental administration). Also the regional chambers of physicians and dentists monitor the functioning of the system, evaluate facilities and gather information from trainees.
SLOVENIA	Health Ministry.
SWEDEN	The monitoring/controlling of vocational training is exercised by the universities.
UNITED KINGDOM	Regional postgraduate deaneries provide and monitor the system. The Departments of Health in each of the devolved countries develop the regulations and provide the funding.
SWITZERLAND	Dental association with health authorities
