Employment destinations among Vocational Dental Practitioners in the UK

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About the BDA

The British Dental Association (BDA) is the professional association for dentists in the UK. It represents more than 23,000 dentists working in general practice, in community and hospital settings, in academia and research, and in the armed forces, and includes dental students.

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Abbreviations used in this report

CDS – Community Dental Services
DDRB – Review Body on Doctors’ and Dentists’ Remuneration
DFT – Dental Foundation Training
DFT2 – Second year Dental Foundation Training
DVT – Dental Vocational Training
GDP – General Dental Practitioner
GDS – General Dental Service
GPT – General Professional Training
PDS – Paediatric Dental Service
SPDCS – Salaried Primary Dental Care Services
UDA – Unit of Dental Activity
VDP – Vocational Dental Practitioner
VT – Vocational Training
Summary

The British Dental Association (BDA) has conducted annual surveys of Vocational Dental Practitioners (VDPs) since 2006. The survey was initially commissioned to assess the impact of the reforms to NHS dentistry on the ability of VDPs to secure employment. The aim of the 2012 survey was to understand the labour-market experience of VDPs in the UK and had the following objectives:

- To assess levels of recruitment among VDPs;
- To understand VDPs' experiences of finding and looking for a post;
- To identify any barriers to finding employment among VDPs.

The target population for the survey was all VDPs in the UK who were due to complete their VDP training before October 2012. The effective survey population included all contacts held by the BDA where appropriate permission had been granted to receive communications from the BDA (N=741). Data collection took place between 11th June and 23rd July 2012. The survey was administered online using SurveyMonkey®.

Of the 741 VDPs who were invited to participate, 157 responded to the survey (22 per cent of those surveyed), with members being slightly more likely to respond than non-members. Among respondents, 140 completed the survey, were in VT/DVT/DFT at the time of survey, and were due to finish their training before October 2012.

The main findings from the survey were as follows:

- The majority (92 per cent, N=130) of respondents planned to work in dentistry in the UK in their post-training year, down from 97 per cent in the 2011 VDP survey;
- Almost all VDPs (95 per cent, N=133) agreed that their VT/DVT/DFT year had prepared them well for their next post in dentistry;
- Just over three-quarters of respondents (78 per cent, N=100) had found a post by the time of the survey.

VDPs’ new posts

Among those who had successfully found employment in dentistry by the time of the survey (N=100),

- Sixty per cent said that their new post would be in general practice, with 33 per cent finding a role in a hospital and four per cent in salaried services;
- Twenty-three per cent said that their new post would be in the same practice where they had received their training. This figure is similar to that found in the BDA's 2011 survey, where 24 per cent of respondents said that they would be staying at their training practice;
- Around one in five expected to work in two posts in their post training year;
- Among those VDPs who knew the number of hours they would be working in their new position, the majority (87 per cent) expected they would be working 35 or more hours per week;
- Finally, 11 per cent said that they would be working in a UK country other than the one where they received their training.
Remuneration in VDPs’ new posts

Across all UK countries, among those who expected to work in general dental practice (N=60), almost all (92 per cent, N=56) expected that they would be working in a practice providing a mixture of NHS and private care. None expected to be working in an exclusively private practice.

VDPs who had secured a new post in a general dental practice were also asked about their remuneration packages. Because of the variation in dental contracts, those whose new posts were in England or Wales were asked a different set of questions about their pay than those with posts in Scotland or Northern Ireland.

Among VDPs planning to work in a general dental practice in England or Wales (N=48),

- Almost all (96 per cent, N=46) expected to receive a set payment for each UDA they complete;
- They expected to receive a median UDA value of £21.00 (N=32) before expenses are deducted, or £10.00 after expenses (means of £21.38 and £10.31 respectively);
- Two-thirds expected to receive a percentage of the private fees they earn - on average, 50 per cent (N=33) of gross earnings for private work.

Among those VDPs planning to work in general dental practice in Scotland or Northern Ireland (N=12),

- All 12 cases said that their new post(s) would be in practices providing a mixture of private and NHS care;
- All expected to be paid on the basis of a percentage of fee per item and all but one expected to receive a percentage of fees earned;
- Seven VDPs said that they expected to receive the NHS General Dental Service (GDS) allowances as part of their remuneration packages, and none expected to receive a bonus;
- On average, they expected to receive 48 per cent of gross earnings for their NHS work and 50 per cent for private work (N=10).

All VDPs who expected to work in general dental practice in the UK (N=58) were asked about their expected earnings for the year following VT/DVT/DFT. Fifteen per cent of VDPs expected to earn between £30,000 and £40,000 per annum; around one in five expected to earn between £40,000 and £50,000; and one-third expected between £50,000 to £60,000. Finally, a minority (about one in five) expected to receive earnings in excess of £60,000.

Finding and choosing a post

Among those who had already found a post (N=100),

- Just under half indicated that finding a post had been either “very” or “moderately easy”;


3
• By comparison, three in ten indicated that they had found it “moderately” or “very difficult” to find a post;
• On average, it took just under five weeks for these VDPs to find a post (N=93);
• However, for almost one-quarter, it had taken them between six and ten weeks. And it took more than one in ten of these VDPs 11 or more weeks to find a post;
• Finally, they made an average 5.7 applications and attended an average of 1.3 interviews before securing a post.

VDPs were also asked about the reasons for selecting their new post. The most commonly cited reasons for selecting a particular post were “career progression opportunities” (65 per cent, N=64) and “location of practice” (42 per cent). Whilst pay was the fourth most common reason for selecting a post, it was nonetheless cited by almost one in five (19 per cent, N=19) as a key reason for selecting their new post.

**VDPs who had not found a post by the time of the survey**

VDPs who had not yet found a post (N=29) were asked about their experience of looking for a post. Among these,

• Almost all (93 per cent) said they were still looking for a post;
• While all were considering posts in general dental practice, just three were considering a hospital post and two were interested in working in salaried services;
• These VDPs identified the pay rate as the most important factor when choosing a post (82 per cent did so), followed closely by patient mix (78 per cent) and the availability of posts in their preferred locality (74 per cent).

Those VDPs who had not yet found a post were asked about their experience of looking for a post. For example,

• They reported spending a median of eight weeks looking for a post by the time of the survey;
• The majority (61 per cent) said they had spent between six and ten weeks searching for a post;
• On average, they had made 30 applications by the time of the survey. However, these VDPs had only attended an average of 1.5 interviews (N=25);
• Almost all of these VDPs reported experiencing difficulties in their job search and they cited a number of barriers to finding a post including: limited availability of suitable posts; limited opportunities in their preferred locality; lack of experience; and too much competition.
1 Introduction

The British Dental Association (BDA) has conducted annual surveys of Vocational Dental Practitioners (VDPs) since 2006. The survey was initially commissioned to assess the impact of the reforms to NHS dentistry on the ability of VDPs to secure employment. The aim of the 2012 survey was to understand the labour-market experience of VDPs in the UK and had the following objectives:

• To assess levels of recruitment among VDPs;
• To understand VDPs’ experiences of finding and looking for a post;
• To identify any barriers to finding employment among VDPs.

The information gathered from these surveys feeds directly into the evidence submitted to the Review Body on Doctors’ and Dentists’ Remuneration (DDRB) by the BDA.

The purpose of this report is to describe the findings from the 2012 VDP survey. The current section introduces the report. Section 2 describes the methodology used in the survey, the data-collection process, and profiles respondents. Section 3 describes VDPs’ plans for after their training. Section 4 focuses on those VDPs who had been successful in finding a post by the time of the survey and summarises information about these posts and the practices in which they are located. This section also explores VDPs’ experiences of searching for and obtaining a position. Section 5 focuses on those who had not found a post by the time of the survey, and examines their experience of looking for a post, and the difficulties they had encountered.

Please note that throughout this report for ease of reporting, the term “Vocational Dental Practitioners” has been used to refer to all respondents completing Vocational Training/Dental Vocational Training/Dental Foundation Training (VT/DVT/DFT) in all four UK countries.
2 Methodology

A survey research design was used to address the research objectives set out above and an online mode of administration was used.

The target population for the survey was all VDPs across all four UK countries who were due to complete their VDP training before October 2012. The effective survey population included all contacts held by the BDA where appropriate permission had been granted to receive communications from the BDA (N=741).

The survey population was sent an email from the BDA research team explaining the purpose of the research, its rationale, and what their participation entails (see Appendix I). The survey was administered online using SurveyMonkey® and a link to the survey was included in the email sent to prospective respondents. The schedule used in the survey can be found in Appendix II.

The first email was sent on 11th June. This was followed by reminders emailed to those who had not completed the survey on 21st June and 2nd July. The BDA research team also contacted VDP trainers via Foundation Training Scheme advisers, asking them to remind VDPs to complete the survey. VDPs who completed the survey were entered into a prize draw to win £80 Amazon vouchers as an incentive for completing the survey.

During the data collection phase of the project, four VDPs contacted the BDA research team asking to participate in the survey. These participants were not included in the original survey population. They were then emailed the survey, but only one responded. This single case was then included in the analyses reported below.

The table in Appendix III shows the outcome of the survey, including a breakdown of the population and the survey response. Of the 741 VDPs contacted, 157 responded to the survey (22 per cent of those surveyed), with members being slightly more likely to respond than non-members. Among those who responded, 140 cases gave a complete response to the survey, were in VT/DVT/DFT at time of survey and were due to finish their training before October 2012 (Appendix III). In addition, 14 cases did not complete the survey and four other cases were not in the population of interest.

Table 2.1 shows the characteristics of respondents.

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1 This contact information is stored in the BDA database, CARE. CARE is a contact management system, used by not-for-profit organisations.
### Table 2.1 Profile of respondents

<table>
<thead>
<tr>
<th>Training Sphere</th>
<th>Column Percentages</th>
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<tbody>
<tr>
<td>GDS/PDS</td>
<td>96</td>
</tr>
<tr>
<td>SPDCS/CDS</td>
<td>1</td>
</tr>
<tr>
<td>Armed Forces</td>
<td>1</td>
</tr>
<tr>
<td>GPT/Two-year Dental Foundation Training</td>
<td>3</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Deanery</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Scotland</td>
<td>9</td>
</tr>
<tr>
<td>Northern Ireland</td>
<td>6</td>
</tr>
<tr>
<td>Wales</td>
<td>5</td>
</tr>
<tr>
<td>Armed Forces</td>
<td>1</td>
</tr>
<tr>
<td>All England Deaneries, including:</td>
<td>80</td>
</tr>
<tr>
<td>South Yorkshire / East Midlands</td>
<td>6</td>
</tr>
<tr>
<td>Eastern</td>
<td>11</td>
</tr>
<tr>
<td>Oxford and Wessex</td>
<td>5</td>
</tr>
<tr>
<td>London</td>
<td>11</td>
</tr>
<tr>
<td>Kent, Surrey &amp; Sussex</td>
<td>5</td>
</tr>
<tr>
<td>South West</td>
<td>7</td>
</tr>
<tr>
<td>West Midlands</td>
<td>7</td>
</tr>
<tr>
<td>North West</td>
<td>7</td>
</tr>
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<td>Yorkshire</td>
<td>9</td>
</tr>
<tr>
<td>Northern</td>
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</tr>
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<td>Mersey</td>
<td>2</td>
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<table>
<thead>
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<td>41</td>
</tr>
<tr>
<td>Female</td>
<td>59</td>
</tr>
</tbody>
</table>

<table>
<thead>
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<th>Ethnicity</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>61</td>
</tr>
<tr>
<td>Mixed / multiple ethnic groups</td>
<td>1</td>
</tr>
<tr>
<td>Asian / Asian British</td>
<td>30</td>
</tr>
<tr>
<td>Black / African / Caribbean / Black British</td>
<td>1</td>
</tr>
<tr>
<td>Other ethnic group</td>
<td>7</td>
</tr>
</tbody>
</table>

**Total %** 100  
**Base N** 140*

*This excludes: 14 VDPs who were in the first of a two year VT/DVT/DFT; 2 cases who did not complete the survey; and 2 cases who were not in VT/DVT/DFT at the time of the survey.

The majority of VDPs were on the GDS/PDS course (98 per cent, N=130), with just three per cent on the GPT two-year foundation course. Eight out of every ten respondents attended a dental school in England. Around 60 per cent of respondents were female and 40 per cent were male. Sixty per cent of VDPs identified their ethnicity as White and a further 30 per cent identified their ethnicity as Asian/Asian British.
Findings

3 All VDPs

3.1 Plans for immediately after VT/DVT/DFT

VDPs were asked what their plans were for immediately after completing VT/DVT/DFT (Table 3.1).

Table 3.1 Plans for immediately after completing VT/DVT/DFT

<table>
<thead>
<tr>
<th>Column percentages</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Working in dentistry in the UK</td>
<td>92</td>
</tr>
<tr>
<td>Working in dentistry outside of the UK</td>
<td>4</td>
</tr>
<tr>
<td>Working in a field other than dentistry</td>
<td>1</td>
</tr>
<tr>
<td>Travelling</td>
<td>1</td>
</tr>
<tr>
<td>Undecided</td>
<td>1</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
</tr>
</tbody>
</table>

Total % 100
Base N 140

Base: All those currently in VT/DVT/DFT and are due to finish before October 2012

The majority (92 per cent) of respondents planned to work in dentistry in the UK in their post-training year, down from 97 per cent in the 2011 survey. The most common alternative was to practise dentistry outside of the UK (four per cent), with the remaining VDPs planning to either travel (one per cent), work in a field other than dentistry (one per cent), undecided (one per cent), or having other plans (one per cent).

3.2 Feelings of preparedness

Participants were asked how prepared they felt for their next post in dentistry (Table 3.2).

Table 3.2 How prepared VDPs felt for their next post in dentistry

<table>
<thead>
<tr>
<th>Row Percentages</th>
<th>“My VT/DVT/DFT year has prepared me well for my next post in dentistry”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly disagree</td>
<td>Somewhat disagree</td>
</tr>
<tr>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>

Base: All those currently in VT/DVT/DFT and plan to work in dentistry in the UK after completing their training in October 2012.

The majority of VDPs felt well prepared for their next step on the career ladder. Over half “strongly agreed” with the statement “My VT/DVT/DFT has prepared me well for my next post in dentistry”, and four out of ten indicated that they somewhat agreed with the statement. The small number of VDPs (N=4) who either “somewhat” or
“strongly” disagreed with this statement all completed their foundation training year in England.

3.3 Finding a post

Those currently in VT/DVT/DFT and planning to work in dentistry in the UK after completing their training were then asked whether they had found a post for after their training year.

Just over three-quarters of respondents (78 per cent, N=100) had found a post by the time of the survey. This is comparable to previous BDA surveys where the proportion has ranged from 78 to 83 per cent, although variation in the timing of the survey makes it difficult to compare these results directly.

We have been unable to make comparisons here between UK countries because of the small number of respondents from Wales, Scotland and Northern Ireland, and timing variation in when Deaneries advertise posts.
4 VDPs who have been successful in finding a post

This section refers only to those VDPs who had already obtained a post at the time the survey was completed (N=100).

4.1 New post details

Table 4.1 shows the details of VDPs’ new posts.

<table>
<thead>
<tr>
<th>Table 4.1 Characteristics of VDPs’ new posts</th>
<th>Column percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Setting of new post</strong></td>
<td></td>
</tr>
<tr>
<td>General practice</td>
<td>60</td>
</tr>
<tr>
<td>Hospital</td>
<td>33</td>
</tr>
<tr>
<td>Salaried services</td>
<td>4</td>
</tr>
<tr>
<td>Other (e.g. combination of salaried/CDS and hospital)</td>
<td>3</td>
</tr>
<tr>
<td>Staying on at training practice</td>
<td>23</td>
</tr>
<tr>
<td>Not staying on at training practice</td>
<td>75</td>
</tr>
<tr>
<td>Don’t know</td>
<td>2</td>
</tr>
<tr>
<td><strong>Number of posts</strong></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>79</td>
</tr>
<tr>
<td>Two</td>
<td>19</td>
</tr>
<tr>
<td>Not applicable</td>
<td>2</td>
</tr>
<tr>
<td><strong>Number of hours expected to work</strong></td>
<td></td>
</tr>
<tr>
<td>35+ hours per week</td>
<td>74</td>
</tr>
<tr>
<td>&lt;35 hours per week</td>
<td>11</td>
</tr>
<tr>
<td>Don’t know/not applicable</td>
<td>14</td>
</tr>
<tr>
<td><strong>Country of new post</strong></td>
<td></td>
</tr>
<tr>
<td>Scotland</td>
<td>11</td>
</tr>
<tr>
<td>Northern Ireland</td>
<td>8</td>
</tr>
<tr>
<td>England</td>
<td>73</td>
</tr>
<tr>
<td>Wales</td>
<td>8</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
</tr>
<tr>
<td>Base N</td>
<td>97</td>
</tr>
</tbody>
</table>

Base: Dentists who are currently undertaking Dental Vocational or Dental Foundation Training (VT/DVT/DFT) and who are due to finish their training before October 2012, and who have found a new post (or posts).

*Missing N=3

As Table 4.1 shows, six out of ten of those who had already found a post (or posts) said that this post would be in general practice. One-third said that they would be
moving on to a hospital post, and four per cent to the salaried services. These results are broadly comparable with previous years.

Twenty-three per cent (N=23) said that their new post would be in the same practice where they had received their training. This figure is similar to that found in the 2011 survey, where 24 per cent of respondents said that they would be staying at their training practice. However, there has been a marked reduction since the introduction of the nGDS dental contract in England and Wales in 2006. In 2006, for example, 38 per cent of the VDPs surveyed planned to stay on at their training practice (BDA, 2006).

Around one in five of the VDPs (19 per cent) said that they had found post-training employment expected to work in two separate posts. This figure is consistent with the previous two VDP surveys (14 and 22 per cent in 2011 and 2010 respectively) (BDA, 2010, 2011).

Many of the VDPs did not know the number of hours they would be working in their new position (14 per cent, N=14). However, those who would be working in two or more posts were the most likely to say that they would be working 35 or fewer hours a week in their main post. When looking exclusively at the VDPs who expected to work in a single post and who knew the hours they will be working, 93 per cent will be working 35 hours or more each week.

While most VDPs had found a post in the same country as their training practice, 11 per cent reported that they would be working in a different country. Subsets of VDPs who had found a post in Scotland, Northern Ireland and Wales are very small so it has not been possible to make comparisons between countries.

4.2 Remuneration within general practice

Across all UK countries, among those who expected to work in general dental practice (N=60), almost expected to work in a practice that provided mixed NHS and private care (92 per cent, N=56). Seven per cent (N=4) expected to be working in a practice that provided exclusively NHS treatment. None said that they would be working in an exclusively private practice.

VDPs who had secured a new post in a general dental practice (N=60) were also asked about their remuneration packages. Because of the variation in dental contracts, those whose new posts were in England or Wales were asked a different set of questions about their pay than those with posts in Scotland or Northern Ireland.

4.2.1 Expected remuneration among VDPs with general dental practice posts in England or Wales

Table 4.2 shows the expected methods of remuneration methods among VDPs who had found a general practice post in England or Wales.
Table 4.2 Expected method of remuneration among those with posts in general practice (England or Wales only)

<table>
<thead>
<tr>
<th>Method of remuneration in new (main) post</th>
<th>Percentage of cases (Multiple responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payment of a set amount for each UDA</td>
<td>96</td>
</tr>
<tr>
<td>Percentage of private fees earned</td>
<td>65</td>
</tr>
<tr>
<td>Bonus</td>
<td>4</td>
</tr>
<tr>
<td>Fixed salary</td>
<td>2</td>
</tr>
</tbody>
</table>

Base N 48
Base: All those who plan to work in a dentistry post in the UK and who have found a post (or posts) in dentistry and where the main post is in England or Wales and where this post is in “general practice”

As Table 4.2 shows, almost all (96 per cent) expected to receive a set payment for each UDA they complete. Two-thirds expected to receive a percentage of the private fees they earn. Very few expected bonus payments or a fixed salary in their new post.

Among VDPs who expected to be working in a general practice in England or Wales, all said that they would be working in practices which provide some NHS care (N=48), with most of these being mixed-care (private and NHS) practices (N=44). Table 4.3 shows how much they expected to be paid in their new posts in England or Wales.

Table 4.3 How much VDPs expected to be paid in their new post (those with posts in general practice in England or Wales only)

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>SD</th>
<th>Median</th>
<th>Base N</th>
<th>Missing N</th>
</tr>
</thead>
<tbody>
<tr>
<td>UDA value before expenses</td>
<td>£21.38</td>
<td>£1.74</td>
<td>£21.00</td>
<td>32</td>
<td>16*</td>
</tr>
<tr>
<td>UDA value after expenses</td>
<td>£10.31</td>
<td>£0.76</td>
<td>£10.00</td>
<td>41</td>
<td>7</td>
</tr>
<tr>
<td>% of gross earnings for private work</td>
<td>50%</td>
<td>2%</td>
<td>50%</td>
<td>33</td>
<td>11*</td>
</tr>
</tbody>
</table>

Base: VDPs who secured a post in general dental practice in England and Wales
SD = Standard deviation
*Excluding values which were either extreme or unreliable (two cases)

VDPs planning to work in a general dental practice in England or Wales expected to receive a median UDA value of £21.00 (N=32) before expenses are deducted, or £10.00 after expenses (means of £21.38 and £10.31 respectively).

As Table 4.4 below shows, the expected average UDA rate before expenses has not changed since the data were first collected in 2007. When factoring in inflation, this represents a real reduction in income for the VDPs in their first year after completing their VDP year.

Table 4.4 Expected UDA rates before expenses, general practice in England or Wales, 2007-2012

<table>
<thead>
<tr>
<th>Year</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean UDA value before expenses (£)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: BDA (2007 to 2011)
4.2.2 Expected Remuneration among VDPs with general practice posts in Scotland or Northern Ireland

There were 12 responded who had secured a general dental practice post in Scotland or Northern Ireland. All said that their new post(s) would be in practices providing a mixture of private and NHS care.

The small number of respondents for Scotland or Northern Ireland affects the scope of any analyses that can be conducted. In particular, these small numbers makes it difficult to compare findings across UK countries. Caution therefore needs to be exercised in making inferences from the results reported here to the wider population of dentists completing their training and expecting to start a post in Northern Ireland or Scotland in October 2012.

Table 4.5 shows the expected methods of remuneration methods among VDPs who found a general practice post in Scotland or Northern Ireland.

**Table 4.5 Expected remuneration packages – for general practice posts in Scotland or Northern Ireland**

<table>
<thead>
<tr>
<th>Method of remuneration in new (main) post</th>
<th>Number of cases (multiple responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of private fees earned</td>
<td>11</td>
</tr>
<tr>
<td>Percentage of fee per item</td>
<td>12</td>
</tr>
<tr>
<td>NHS GDS allowances</td>
<td>7</td>
</tr>
<tr>
<td>Bonus</td>
<td>0</td>
</tr>
<tr>
<td>Fixed salary</td>
<td>0</td>
</tr>
<tr>
<td>All N</td>
<td>12</td>
</tr>
</tbody>
</table>

Base: All those who plan to work in a dentistry post in the UK and who have found a post (or posts) in general practice and where the main post is in Scotland or Northern Ireland

Table 4.5 shows that all 12 VDPs who had secured a general-practice post in Scotland or Northern Ireland expected to receive a percentage for the fee per item that they earned working in general practice (N=12). Of these 12 cases, 11 expected to receive a percentage of the private fees earned and seven said that they expected to receive the NHS GDS allowances as part of their remuneration packages. None of these VDPs reported that they would be receiving a bonus.

Table 4.6 shows how much they expect to be paid in their new posts in Scotland and Northern Ireland.

**Table 4.6 How much VDPs expected to be paid in their new post (those with posts in general practice in Scotland or Northern Ireland only)**

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>SD</th>
<th>Median</th>
<th>Base N</th>
<th>Missing N</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of gross earnings for NHS work</td>
<td>48%</td>
<td>3.5%</td>
<td>50%</td>
<td>10</td>
<td>2*</td>
</tr>
<tr>
<td>% of gross earnings for private work</td>
<td>50%</td>
<td>5.0%</td>
<td>50%</td>
<td>10</td>
<td>2*</td>
</tr>
</tbody>
</table>

Base: all VDPs who have secured a post in general dental practice in Scotland or Northern Ireland

SD = Standard deviation

*Two values were excluded as they were outside of the expected range
The gross earnings that these VDPs expected to receive for NHS work averaged 48 per cent and 50 per cent for private work (Table 4.6).

As has already been discussed, the small number of VDPs in our sample who planned to work in Scotland or Northern Ireland means that it is difficult to make reliable comparisons of expected remuneration across UK countries.

4.2.3 Expected earnings in general practice (all countries)

All VDPs who expected to work in general dental practice in the UK (N=59) were asked about their expected earnings in the year following VT/DVT/DFT. Table 4.7 shows the expected earnings in general practice among all those who had found a post.

Table 4.7 Expected earnings in year following VT/DVT/DFT in general practice

<table>
<thead>
<tr>
<th>Expected pay</th>
<th>All those with a post in general practice</th>
<th>Those expecting to work 35 hours or more per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>£20,001-30,000</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>£30,001-40,000</td>
<td>16</td>
<td>13</td>
</tr>
<tr>
<td>£40,001-50,000</td>
<td>22</td>
<td>21</td>
</tr>
<tr>
<td>£50,001-60,000</td>
<td>35</td>
<td>34</td>
</tr>
<tr>
<td>£60,001-70,000</td>
<td>16</td>
<td>21</td>
</tr>
<tr>
<td>£70,001-80,000</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Don't know</td>
<td>7</td>
<td>5</td>
</tr>
<tr>
<td>Total %</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>Base N</td>
<td>58*</td>
<td>38*</td>
</tr>
</tbody>
</table>

Base: All respondents who had found a post in general practice after their training
*Missing N=2

Table 4.7 shows that fifteen per cent expected to earn between £30,000 and £40,000 per annum, 22 per cent between £40,000 and £50,000, and one-third expected to earn between £50,000 and £60,000. Finally, a minority (about one in five) expected to receive earnings in excess of £60,000.
4.3 Finding a post

VDPs were also asked about their reasons for selecting their post (Figure 2).

Figure 4.1 Reasons for selecting post among those VDPs who had found a post (multiple responses)

As Figure 4.1 shows, the most commonly cited reasons for selecting a post were “career progression opportunities” (65 per cent, N=64) and “location of practice” (42 per cent). This suggests that young dentists are motivated by the opportunity to continue developing their skills and do what they are trained to do, rather than being motivated mainly by pay. Whilst pay was the fourth most common reason for selecting a post-training post, it was nonetheless cited by one in five (19 per cent, N=19) of those VDPs who had already found a post as a key reasons for selecting that post. Nine cases gave “other reasons” for applying other than those listed above, including: the ability to practise or be mentored in specialist dentistry; the friendliness of the staff; and a sense that there are not many other jobs available.

Among those who had found a post, it took them an average of 4.8 weeks to find a post. However, for almost one-quarter of these VDPs, it had taken them between six and ten weeks. And it took more than one in ten of these VDPs 11 or more weeks to find a post. On average, they made an average 5.7 applications (N=95) and attended an average of 1.3 interviews before securing a new position. One-quarter (26 per cent, N=25) of these VDPs had found a post without having to make a single application and 31 per cent (N=29) did so without having any formal interviews. Overall, the average number of applications was 5.7 and the average number of interviews was 1.3.

VDPs were asked how easy or difficult it was to find a post (Table 4.8).
As Table 4.8 shows, just under half of VDPs who had already found a post said it had been either “very” or “moderately easy”. By comparison, three in ten (N=30) said that they had found it “moderately” or “very difficult”.

VDPs who reported finding it “moderately” or “very difficult” to secure a post were then asked to elaborate on the difficulties they had encountered. The issues they highlighted included, for example, a lack of suitable posts in areas they wanted to work in and a high level of competition for those posts available:

“A lot more competition than initially expected - feels like more dentists around than jobs available.”

“There aren’t enough jobs for dentists currently. For each job going, at least 50 CVs were sent, if not more. Many of these people are outside the UK however.”

“There appears to be very little work available, especially in the Yorkshire area. In the time between May 26th and June 9th, no jobs were advertised on the BDJ Jobs website in the whole of the North region.”

Some thought they had been unable to compete with more experienced associates applying for the same positions, whilst others believed that practices were unwilling to employ recent graduates:

“Practices are not interested in recent graduates. The only way I have been able to find a post is to accept work with one of the corporate dental bodies.”

“Limited hospital choice and dental related posts available for candidates straight after DF1. Many applicants therefore competition is high.”

“Many posts indicate 3+ years’ experience post VT. There are many applicants per post and we are competing against dentists with a lot more experience. Therefore jobs are more likely to go to dentists with more experience than us just coming out of VT.”

“Very difficult to get an associate job as several jobs set very high UDA targets and also specify minimum number of years’ experience which limits job opportunities following completion of DF1.”
“Limited hospital places for those with less experience e.g. VT/ new graduates.”

“Limited number of places for competing DF2 in a specific field of dentistry e.g. Restorative.”

One believed that the competition for posts had resulted in lower UDA rates or unrealistic targets for dentists who had recently completed their training:

“The UDA rates are frankly insulting and the conditions on our working hours and flexibility make us more like salaried employees rather than self-employed individuals. The advantages of having trained 5 years to be a dentist are fast decreasing.”

“The UDA rates for any positions available are terrible.”

“Too many cheap foreign dentists in the market and Corporates are squeezing it too much too.”

“Finding a smaller contract, majority of the contracts I saw wanted someone who could do 7000-8000 UDAs in a year, which is great for some people. However, as I am just out of VT, I didn't feel confident with large contracts, I still feel slow.”

Variations in Deanery processes and timeframes were also a problem for a small number of VDPs who felt they had to accept a post in one deanery before they had a chance to apply in their desired location:

“I was applying for DF2 positions, so had to apply to posts away from home, where I am currently practising as a VT, in order to secure a post as the only DF2 positions in my local area did not become available ‘til much later in the year, and thus risked me not having a DF2 post completely if I did not get the job. I did not want to put all my eggs in one basket, as the saying goes.”

“London deanery was easy and transparent in its application process. Wales deanery was also open and transparent, other deaneries such as Bristol were more difficult. Finding where posts are available is very difficult due to varied methods of advertising posts and different times when posts are made available. Information from COPDEND on DF2 post availability is poor.”

Despite having already found a post, one in ten (N=10) of these VDPs were still continuing with their job search. These respondents cited a number of reasons for continuing their search; for example, for a few of these cases, the post they had obtained was only part-time. Others were looking for a post closer to home, a post that provided a better UDA rate, better career opportunities, or the opportunity to work in private practice.
5 VDPs who had not found a post

Of the 29 VDPs that had not yet found a post by the time of the survey, 93 per cent (N=27) were actively looking for one. The rest of this section focuses on these VDPs and their experiences of looking for employment.

5.1 Ideal post characteristics

Those VDPs that had not yet found a post were asked about their ideal post characteristics. For the most part, these VDPs were looking for posts located in the country they trained in. The majority intended to work 35 or more hours a week (96 per cent, N=26).

Table 5.1 shows the settings in which VDPs were looking for a post.

<table>
<thead>
<tr>
<th>Table 5.1 Settings in which VDPs were looking for a post</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of cases (multiple responses)</td>
</tr>
<tr>
<td>General practice</td>
</tr>
<tr>
<td>Specialist practice</td>
</tr>
<tr>
<td>Hospital</td>
</tr>
<tr>
<td>Salaried services</td>
</tr>
<tr>
<td>Don’t know</td>
</tr>
<tr>
<td>Base N</td>
</tr>
</tbody>
</table>

Base: All who are currently undertaking Dental Vocational or Dental Foundation Training (VT/DVT/DFT) and who will finish their training before October 2012, and who have not yet found a new post and who are currently looking for a post in the UK.

All of the respondents were considering posts in general dental practice, just three were considering a hospital post and two were interested in working in salaried services (Table 5.1).

Those VDPs who had not found a post and were still looking for one were asked about factors that were important to them in choosing a post (Figure 3).
These VDPs identified the pay rate as the most important factor in choosing a post (82 per cent did so, N=22), followed closely by patient mix (78 per cent, N=21) and the availability of posts in a locality of their choice (74 per cent, N=20).

### 5.2 Experience of looking for a post

Of the 27 VDPs who had not yet found a post and who were actively looking for post for after their VT/DVT/DFT year, 23 gave information about how long they had been looking for post. They said that they had spent a median of eight weeks looking for a post by the time of the survey. The majority (61 per cent, N=14) said they had spent between six to ten weeks searching for a post.

The number of applications made by these VDPs ranged from 0 to 200, with an average of 30 applications and 40 per cent made between 26 and 50 applications (N=25). Despite the high number of applications, these VDPs had only attended an average of 1.5 interviews by the time the survey was completed (N=25), and one in five (N=5) had not attended any interviews at all.

Almost all (96 per cent, N=26) of the VDPs who had not found a post said that they had experienced difficulties in their job search.

Once again, the lack of associate posts advertised in their locality of choice and a requirement for several years’ experience were the main problems the VDPs faced in their search for a post:

“There seem to be very few associate positions available and those that tend to be part-time, and require several years of experience.”
“The job market is understandably competitive. There do not seem to be any opportunities for newly qualified dentists. All positions ask for 3+ years’ experience and it makes it very hard to find a suitable post. I have now started applying up to 50 miles away in the hope that there are vacancies outside my area.”

“There are not many jobs available at the moment. I have been looking throughout the North West and in London. It appears that most jobs have been offered to people through word of mouth rather than being advertised. In London, most jobs advertised require at least 3 years’ experience following VT, which makes me an ‘unsuitable candidate’. There is a lot of competition, and an increasing likelihood that I will be working for a corporate. I have been applying equally to the corporate jobs i.e. with IDH or Oasis from the beginning. However their application process is lengthy with multiple stages of interview. After speaking with a recruitment agency [Name of recruitment agency], they confirmed that the job market is saturated for dentists and that there simply aren’t enough jobs at the moment. The adviser said that I should expect to commute 1-2 hours each way to a workplace as the jobs available at the moment are in more rural areas, i.e. Colwyn Bay, North Wales.”

“I am looking to relocate to London, which is extremely competitive - requiring years of experience or offering too many UDAs for my competency level.”

“Lack of associate jobs in London. Lots of advertisements require minimum 2-3 years’ experience/specialist.”

“Nobody wants to hire a newly qualified dentist. All ads read at least 3 yrs experience required. Very limited posts available. Lots of competition...too many dentists from abroad. Not enough jobs in the south east!!”

One of these VDPs found that the timing of job offers was not suitable for their VT/DVT/DFT which was ending in August. One other reported that having undertaken their VT/DVT/DFT year in a pilot practice, potential employers were concerned that they wouldn’t have enough suitable experience:

“Not a lot of positions available in London and even though I’ve applied to 20 or so places, only one has responded. I’m finding is very difficult and don’t have a lot of hope.”

A few of these VDPs reported feeling demoralised by the experience of searching for suitable post:

“These last few months of job hunting has been very frustrating and demoralising. I never anticipated I would be in this situation prior to embarking on a career in dentistry.”
“Most of my applications have not even been acknowledged. I am currently considering emigrating to get a job as the future of UK dentistry is so uncertain. Being unemployed is not an option because I have a £35,000 student loan to pay back.”
Bibliography

British Dental Association (2011) Post Vocational Training Survey


Appendix I
Information sheet

BDA Research on the labour market experience of Foundation Dentists/Vocational Dental Practitioners

Introduction

You have been invited to participate in a research project on the labour market experience of Foundation Dentists (FDs) / Vocational Dental Practitioners (VDPs) on behalf of the British Dental Association (BDA). Before you decide whether or not to take part it is important for you to understand the purpose of the research and what it will involve.

Who are we?

The BDA is the professional association and trade union for dentists in the United Kingdom. Its mission is to:

- Promote the interests of its members;
- Advance the science, arts and ethics of dentistry;
- Improve the nation's oral health.


Why are we conducting this research?

The Review Body on Doctors' & Dentists' Remuneration (DDRB) is an independent body appointed to review evidence and make recommendations to the UK Government relating to the remuneration of doctors and dentists.

The BDA provides written and oral evidence to DDRB relating to dentists’ recruitment, retention, motivation and changes in practice expenses. Evidence is submitted on behalf of dentists in England, Scotland, Wales and Northern Ireland.

What is the survey about?

As part of its submission to DDRB, the BDA is carrying out an online survey of FDs/VDPs across the UK. The aim of this survey is to understand the labour-market experience of FDs/VDPs in the UK. In particular, the research seeks to:

- Assess levels of recruitment among FDs/VDPs;
- Understand FDs/VDPs’ experiences of finding and looking for a post;
- Identify any barriers to finding employment among FDs/VDPs;
• Identify how the BDA can best meet the needs of FDs/VDPs

What will your participation involve?

You participation in the survey will involve answering a set of online questions relating to the above themes. This should take you around 10 minutes to complete. All those who choose to participate will be entered into a prize draw to win £80 worth of Amazon vouchers.

What will happen to the results of this study?

The data collected in this survey will be used in the BDA’s submission of evidence to DDRB. Any data gathered as part of the study will be kept strictly confidential and stored in line with the Data Protection Act 1998. Data collected will be anonymised in research outputs, so it will not be possible to identify any individual participants. No confidential information will be disclosed in the project outputs or during the research itself.

For further information, please contact BDA Research Officer, Henry Edwards, on 020 7563 4161 or henry.edwards@bda.org

Thank you for your support with this research.
Appendix II
Survey schedule

SURVEY OF VOCATIONAL DENTAL
PRACTITIONERS/FOUNDATION DENTISTS

Part A

[ALL]

A1 Which of the following best describes your current position?

[select one category only]

I am in VT/DVT/DFT and am due to finish before October 2012 (Go to Question A2)
I am in my first year of a two year VT/DVT/DFT (Go to End)
I am not currently in VT/DVT/DFT (Go to End)

[All those currently in VT/DVT/DFT and are due to finish before October 2012]

A2 In which sphere of practice is your training year?

[select one category only]

GDS/PDS
SPDCS/CDS
Armed Forces
GPT/Two-year Dental Foundation Training
Other (please specify)

[Open text box here]

[All those currently in VT/DVT/DFT and are due to finish before October 2012]

A3 Where are you attending a Vocational/Dental Vocational/Dental Foundation Training scheme? (Deanery Area)

[select one category]

Scotland
Northern Ireland
Wales
South Yorkshire / East Midlands
Eastern
Oxford and Wessex
London
Kent, Surrey & Sussex
South West
West Midlands
North West
Yorkshire
Northern
Mersey
Armed Forces
Other (please specify below)
Not applicable

[Open text box here]

[All those currently in VT/DVT/DFT and are due to finish before October 2012]

A4 Immediately after completing VT/DVT/DFT, do you expect to be…

[Select one category only]

working in dentistry in the UK (go to Question A5)
working in dentistry outside of the UK (go to End)
working in a field other than dentistry (go to End)
travelling (go to End)
undecided (go to End)
other (please specify) (go to End)
Not applicable (go to End)

[Open text box here]

[All those currently in VT/DVT/DFT and are due to finish before October 2012 and who plan to work in dentistry in the UK immediately after their VT/DVT/DFT year]

If you do not plan to work in dentistry in the UK immediately after completing VT/DVT/DFT, then please go to Part G.

A5 Please read the following statement and indicate how well you agree or disagree with it.

“My VT/DVT/DFT year has prepared me well for my next post in dentistry”

[Select one category only]

Strongly agree
Somewhat agree
No opinion
Somewhat disagree
Strongly disagree
Don’t know
Not applicable
[All those currently in VT/DVT/DFT and are due to finish before October 2012 and who plan to work in dentistry in the UK immediately after their VT/DVT/DFT year]

A6 Have you found a post (or posts) in dentistry for after your VT/DVT/DFT year?

[Select one category only]

Yes (Go to Part B)
No (Go to Part F)
Part B

The following questions relate to dentists who are currently undertaking Dental Vocational or Dental Foundation Training (VT/DVT/DFT) and who will finish their training before October 2012, and who have found a new post (or posts).

[All those who plan to work in a dentistry post in the UK and have found a post (or posts)]

B1 Are you staying on at your training practice?

[Select one category only]

Yes
No
Don’t know

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts)]

B2 Will you be working in a single post or a combination of more than one part-time post?

[Select one category only]

Single post
Two or more posts (please specify number of posts below)
Not applicable

[Give number of posts]

[If you have more than one post, then please answer the following questions for your main post. Your main post is the post where you expect to undertake the majority of your clinical work each week]

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts)]

B3 How many hours will you work in your new post?

[If you have more than one post, please give the number of hours you will work in your main post]

[Select one category only]

35 or more hours a week
Less than 35 hours a week
Don’t know
Not applicable
[All those who plan to work in a dentistry post in the UK and who have found a post (or posts)]

B4 What country is your new post located in?

[If you have more than one post, please give the location of your main post]

[Select one category only]

Scotland [Go to Part D]
Northern Ireland [Go Part D]
Wales [Go to Part C]
England [Go to Part C]
Part C

England and Wales only

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) and where the main post is in England or Wales]

[In the questions that follow, please respond for your main post – where you will be doing the majority of your clinical work]

**C1** What is the setting of your new post?

[Select one category only]

General practice (go to Question C2)  
Specialist practice (go to Part E)  
Hospital (go to Part E)  
Salaried services (go to Part E)  
Other (Please specify) (go to Part E)  
Don’t know (go to Part E)

[Open text box here]

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) and where the main post is in England or Wales and where this post is in “General practice”]

**C2** Which of the following will be included in the remuneration package in your new post?

[select as many as apply]

Fixed salary  
Payment of a set amount for each UDA  
Percentage of private fees earned  
Percentage of fee per item  
Bonus  
Other (please specify)  
Don’t know  
Not applicable

[Open text box here]

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) and where the main post is in England or Wales and where this post is in “General practice”]

**C3** What type of dental care does your new practice provide?

[Select one category only]
NHS only (Go to C4/C5)
Mixed NHS/Private (Go to C4/C5/C6)
Private only (Go to C6)
Don’t know (Go to C7)
Not applicable (Go to C7)

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) and where the main post is in England or Wales and where this post is in “General practice”]

[All those who do some NHS work only]

**C4** What will your UDA value be *before* expenses are deducted?

*Please give the value below in pounds and pence*

**Gross** UDA value
£ 00:00

Don’t know
Would prefer not to say
Not applicable

[All those who do some NHS work only]

**C5** What will your UDA value be *after* expenses are deducted?

*Please give the value below in pounds and pence*

**Net** UDA value
£ 00:00

Don’t know
Would prefer not to say
Not applicable

[All those who do some private work only]

**C6** What percentage of gross earnings will you be on?

[Please give percentage in the box below]

[Box] %

Don’t know
Would prefer not to say
Not applicable
[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) and where the main post is in England or Wales and where this post is in “General practice”]

C7 What do you expect to earn in your first year following VT/DFT?

- £20,000 or less
- £20,001-30,000
- £30,001-40,000
- £40,001-50,000
- £50,001-60,000
- £60,001-70,000
- £70,001-80,000
- £80,001-90,000
- £90,001-100,000
- More than £100,000
- Don’t know

Now please go to Part E
Part D

Scotland and Northern Ireland only

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) in dentistry and where the main post is in Scotland or NI]

[In the questions that follow, please respond for your main post – where you will be doing the majority of your clinical work]

D1 What is the setting of your new post?

[Select one category only]

- General practice (go to Question D2)
- Specialist practice (go to Part E)
- Hospital (go to Part E)
- Salaried services (go to Part E)
- Other (Please specify) (go to Part E)
- Don’t know (go to Part E)

[Open text box here]

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) in dentistry and where the main post is in Scotland or NI and where this post is in “General practice”]

D2 Which of the following will be included in the remuneration package in your new post?

[select as many as apply]

- Fixed salary
- Percentage of private fees earned
- Percentage of fee per item
- NHS GDS allowances
- Bonus
- Other (please specify)
- Don’t know
- Not applicable

[Open text box here]

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) in dentistry and where the main post is in Scotland or NI and where this post is in “General practice”]

D3 What type of dental care does your new practice provide?
[Please respond for your ‘main post’ – where you will be doing the majority of your clinical work]

[Select one category only]

NHS only (Go to D4)
Mixed NHS/Private (Go to D4/D5)
Private only (Go to D5)
Don’t know (Go to D6)
Not applicable (Go to D6)

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) in dentistry and where the main post is in Scotland or NI and where this post is in “General practice”]

[All those who do some NHS work only]

D4 What percentage of gross earnings will you be on for any **NHS work** that you will be doing?

Please give percentage in the box below:

NHS work - [Box] %

Don’t know
Would prefer not to say
Not applicable

[All those who do some private work only]

D5 What percentage of gross earnings will you be on for any **private work** that you will be doing?

Please give percentage in the box below:

Private work – [Box] %

Don’t know
Would prefer not to say
Not applicable

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) in dentistry and where the main post is in Scotland or NI and where this post is in “General practice”]

D6 What do you expect to earn in your first year following VT/DFT?

£20,000 or less
£20,001-30,000
£30,001-40,000
£40,001-50,000
£50,001-60,000
£60,001-70,000
£70,001-80,000
£80,001-90,000
£90,001-100,000
More than £100,000
Don't know

Now please go to Part E
Part E

[All countries - All those who plan to work in a dentistry post in the UK and who have found a post (or posts) in dentistry]

In the questions that follow, please respond for your main post – where you will be doing the majority of your clinical work.

E1 What were your reasons for selecting this post?

[please select as many as apply]

Patient mix
Pay rate
Career progression opportunities
Potential to own a practice in future
Flexible working arrangements
Availability of posts in your locality of choice
Other (please specify)
Don’t know
Not applicable

[Open Text Box]

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts)]

E2 How long did it take you to find a post?

[Box] weeks

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts)]

E3 How many applications did you make before finding a post?

[Box]

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts)]

E4 How many interviews did you have before finding a post?

[Box]

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts)]

E5 How easy or difficult was it for you to find a post?
[select one category]

Very easy
Moderately easy
Neither easy nor difficult
Moderately difficult
Very difficult
Don't know

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts) and you experienced difficulties in finding a suitable post]

E6 Please can you tell us more about these difficulties in the space below?

 …………………………………………………………………………………………………………………
………………………………………………………………………………………………………………
………………………………………………………………………………………………………………
………………………………………………………………………………………………………………
………………………………………………………………………………………………………………
………………………………………………………………………………………………………………

[All those who plan to work in a dentistry post in the UK and who have found a post (or posts)]

E7 Are you continuing to look for a post for after your VT/DVT/DFT year has ended?

Yes (Go to E8)
No (Go to Part G)
Don’t know (Go to Part G)
Not applicable (Go to Part G)

[All those who have secured a post but who are continuing to look for a post]

E8 What are your reasons for continuing to search for a post?

[Open text box]

[Now go to Part G]
Part F

[All who are currently undertaking Dental Vocational or Dental Foundation Training (VT/DVT/DFT) and who will finish their training before October 2012, and who have not yet found a new post]

F1 Are you currently looking for a post for after your VT/DVT/DFT year?

[select one category only]

Yes (Go to F2)
No (Go to Part G)
Don’t know (Go to Part G)
Not applicable (Go to Part G)

[All who are currently undertaking Dental Vocational or Dental Foundation Training (VT/DVT/DFT) and who will finish their training before October 2012, and who have not yet found a new post and who are currently looking for a post in the UK]

F2 Where are you looking for a post? (UK countries)

[Select as many as apply]

Scotland
Northern Ireland
Wales
England
Don’t know

[All who are currently undertaking Dental Vocational or Dental Foundation Training (VT/DVT/DFT) and who will finish their training before October 2012, and who have not yet found a new post and who are currently looking for a post in the UK]

F3 How many hours a week do you intend to work after your training is completed?

[Select one category]

35 or more hours a week
Less than 35 hours a week
Don’t know
Not applicable

[All those who have not found a post and are currently looking for a post in the UK]

F4 In which setting are you looking for a post?

[Select as many as apply]
F5 Which factors are important to you in finding a suitable post?

[select as many as apply]

Patient mix
Pay rate
Career progression opportunities
Potential to own a practice in future
Flexible working arrangements
Availability of posts in your locality of choice
Other (please specify)
Don’t know
Not applicable

F6 How long have you been looking for a post?

[Box] weeks

F7 How many applications have you made so far?

[Box]

F8 How many interviews have you attended so far?

[Box]
[Those who have not found a post and are currently looking for a post in the UK]

**F9** Have you experienced any difficulties in finding a suitable post?

[select one category]

Yes (go to **F10**)  
No (go to **Part G**)  
Don’t know (go to **Part G**)  
Not applicable (go to **Part G**)  

[All those who have not found a post and are currently looking for a post in the UK and has you experienced difficulties in finding a suitable post]

**F10** Please can you tell us more about these difficulties in the space below?

…………………………………………………………………………………………………
…………………………………………………………………………………………………
…………………………………………………………………………………………………
…………………………………………………………………………………………………
…………………………………………………………………………………………………
…………………………………………………………………………………………………

[Please go to Part G]
Part G

[Ask all]

G1 What is your sex?
[select one category only]

Male
Female
Other

[Ask all]

G2 What is your ethnic group?
[select one category only]

A. White
   English / Welsh / Scottish / Northern Irish / British
   Irish
   Gypsy or Irish Traveller
   Any other White background, please specify below

B. Mixed / multiple ethnic groups
   White and Black Caribbean
   White and Black African
   White and Asian
   Any other Mixed / multiple ethnic background, please specify below

C. Asian / Asian British
   Indian
   Pakistani
   Bangladeshi
   Chinese
   Any other Asian background, please specify below

D. Black / African / Caribbean / Black British
   African
   Caribbean
   Any other Black / African / Caribbean background, please specify below

E. Other ethnic group
   Arab
   Any other ethnic group, please specify below

[Open text box here]

<END>

That was the last question! Thank you for sharing your views with us and for giving up your time to take part in this study. When you press 'Next' your answers will be submitted to us. Thank you.
### Appendix III
Survey population and survey response

<table>
<thead>
<tr>
<th>Survey population and survey response</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Due to qualify in 2012 or qualified in 2011 (and the BDA owns the data) and that they are a dentist</td>
<td>804</td>
</tr>
<tr>
<td>Of these, number without emails</td>
<td>49</td>
</tr>
<tr>
<td><strong>Total within survey population with emails</strong></td>
<td>755</td>
</tr>
<tr>
<td>Of these, 52% (N=393) were BDA members and 48% were non-members</td>
<td></td>
</tr>
<tr>
<td>Those who had opted out of Survey Monkey in past BDA research</td>
<td>12</td>
</tr>
<tr>
<td>Manual opt outs</td>
<td>2</td>
</tr>
<tr>
<td><strong>Number of cases contacted via email</strong></td>
<td>741</td>
</tr>
<tr>
<td>Of these, N bounced back</td>
<td>28</td>
</tr>
<tr>
<td><strong>Number of those contacted and with valid email addresses</strong></td>
<td>713</td>
</tr>
<tr>
<td>Number who responded</td>
<td>157</td>
</tr>
<tr>
<td>Number who did not respond</td>
<td>584</td>
</tr>
<tr>
<td><strong>Response rate</strong></td>
<td>22%</td>
</tr>
<tr>
<td>Of the 157 cases who responded, 94 (60%) of these were members; 63 (40%) were non-members</td>
<td></td>
</tr>
<tr>
<td><strong>Cases recruited directly through trainers</strong></td>
<td>4</td>
</tr>
<tr>
<td>Of these, responded</td>
<td>1</td>
</tr>
<tr>
<td>Of these, did not respond</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total number of responses</strong></td>
<td>158</td>
</tr>
<tr>
<td>Of these, the following were excluded from the analysis:</td>
<td></td>
</tr>
<tr>
<td>Incomplete survey</td>
<td>2</td>
</tr>
<tr>
<td>Not in VT/DVT/DFT at time of survey</td>
<td>2</td>
</tr>
<tr>
<td>Responses received from VDPs in first year of a two-year VT/DVT/DFT</td>
<td>11</td>
</tr>
<tr>
<td>In DFT year 1 (from other responses)</td>
<td>3</td>
</tr>
<tr>
<td><strong>Number of valid cases</strong></td>
<td>140</td>
</tr>
</tbody>
</table>