

N-IDG program - An innovative Australian model to address rural dental workforce shortages.

NSW Premier's
Public Sector
Silver award
recipient
Nov 2008



What is it exactly?

- A joint activity between Centre for Oral Health Strategy, the 2 dental teaching hospitals & rural area health services in NSW to help address the rural dental workforce shortage.
- A didactic & experiential program for selected international dental graduates.

What is the problem?

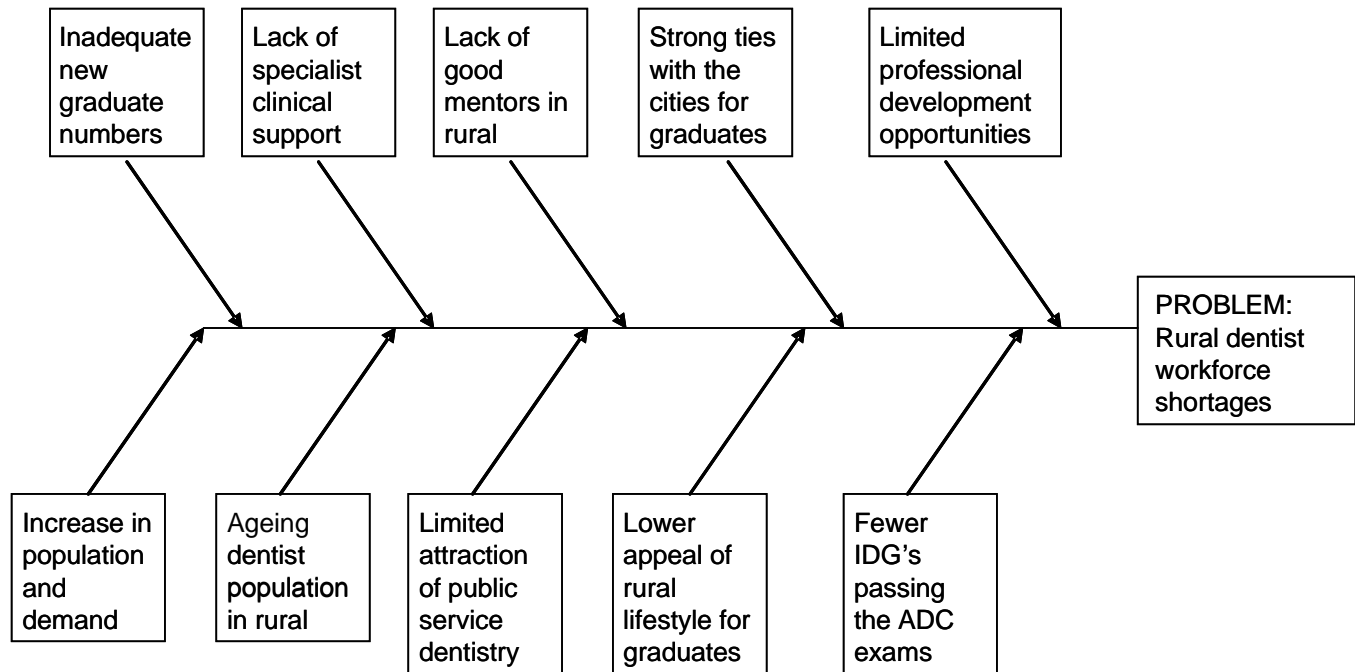


Figure 1 – Cause and Effect Diagram of the causes of rural dentist workforce shortage

Synopsis of the program

- Candidate selection process
 - Applicants satisfying all entry criteria (n>80)
 - Candidates offered place in one day examination - simulation, objectively structured clinical examination & interview. (n>25)
 - Successful candidates offered place in IDG program (n=10)

Mentor selection & education

- Senior mentors chosen
- 3 day mentor education program
- Matching IDG's to the right mentor & clinic
- Development of supervisor resource booklet.



The 3 month lecture/simulation/clinical program:

- Undergrad lectures - attendance.
- Simulation work
- Assignments (fortnightly)
- Clinical work
- Case presentations
- Multi-level assessment process including final clinical exam





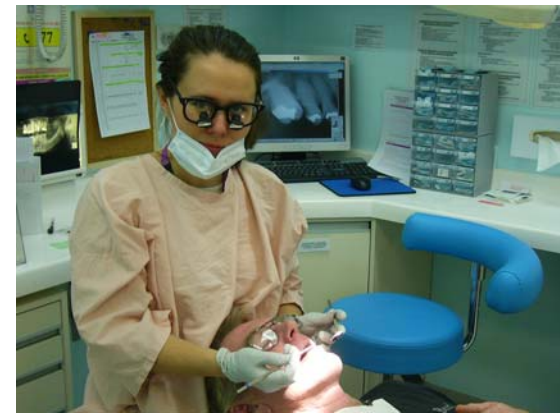
6 months of rural service by successful IDG's (n=8)

- Provision of clinical dental service
- IDG integration into both the clinic & community



Assessment/monitoring/evaluation

- Rural clinic site visits by program supervisors
- Teleconferencing
- Weekly clinical logs
- Assignments
- Benchmarking of IDG's & clinics against one-another.
- One week consolidation intensive course after return from rural.

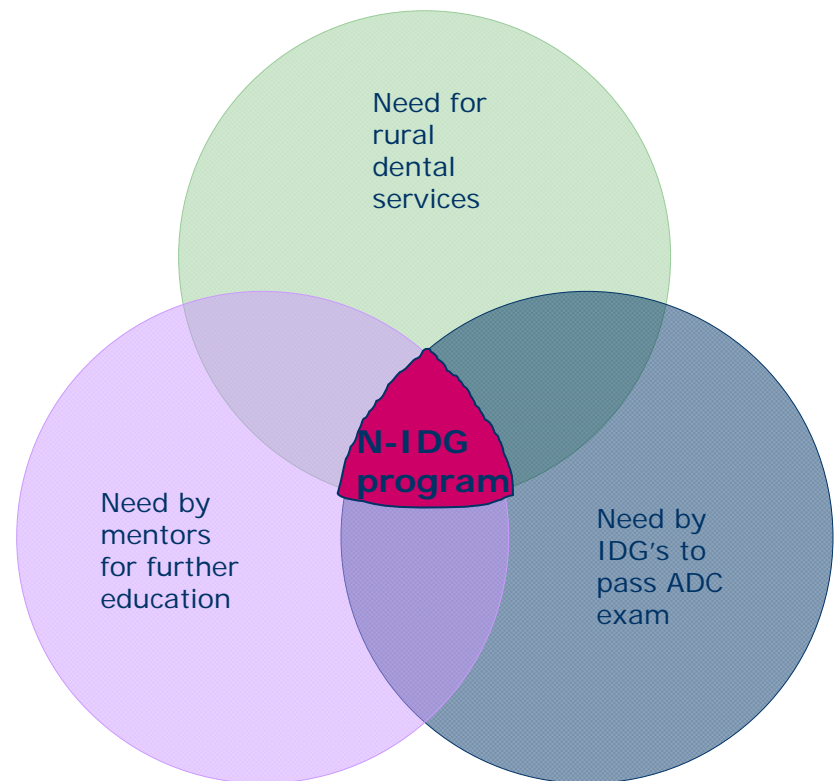


Outcomes for 2007/08

- IDG success in Melbourne ADC final exams – 87% pass rate (average pass rate is about 35%).
- Participation in public sector employment (n =6 with 4 of the 6 currently in rural areas).
- 11 IDG's for 2008, of which 10 successfully entered rural placement.
- 2008 IDG's to sit ADC exams early Dec in Sydney.

Lessons learnt from N-IDG program:

- Vigorous IDG candidate selection is vital – fine tune dental skills.
- Mentor education & support is critical (keep the bosses happy)
- IDG's, unlike local graduates, are recent migrants with fewer ties to cities and are therefore more willing to work in rural areas
- This program is a template within a specific context with features likely transferable to medical and allied health services.



Questions???

- IDG program information
website: www.cs.nsw.gov.au/SydneyDentalHospital/recruitment/nidg.html
- Contact: *Dr Tony Skapetis* - (02)98457167
Tony_Skapetis@wsahs.nsw.gov.au

