

Masterthesis

*The current and future work situation of
recently graduated dentists in the
Netherlands.*

ACTA

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Abstract

Introduction

The current generation of young dentists seem to set other priorities in their professional and private life than previous generations of dentists. In particular, the ambition to work in a private practice seems considerably less. In addition, a clear development can be observed within the oral healthcare to increase in scale. This is expressed within bigger practices, but also in terms of more cooperation between practices, with the chain of dental practices as the most extensive form. Against this background, the research question in this thesis is how recently graduated dentists view their professional and private life.

Methods

The study was carried out by means of an online survey and was sent to all dentists known by the KNMT, who graduated in Amsterdam, Groningen or Nijmegen between 2013 and 2017. This population consisted of 962 young dentists. The first part of the questionnaire dealt with the current work situation of recently graduated dentists and the second part with their expectancy of their future work situation in five years time. Statistical analysis included Frequencies, Chi-square test and ANOVA.

Results

It appears that in the first years after they graduate, recently graduated dentists frequently work in a practice owned by others, where they mainly practice independently. Almost half of the dentists think that they will be working as a differentiated dentist or as a specialist (orthodontist or oral surgeon) in five years time, whether or not in combination with working as a general practitioner. Dental practices increase in scale and it is no longer self-evident that a dentist is the practice owner. The latter point is mainly related to the entry of third parties from outside dentistry.

Conclusion

In conclusion, professional practice in dentistry is certainly changing. The current generation of young dentists clearly set other priorities in their professional and private life than previous generations of dentists.

1 Introduction

There are currently 8,794 dentists working in The Netherlands¹. Over the past decades the composition of the professional group of dentists has changed, in terms of the age distribution, the male-female ratio and of the number of dentists with a foreign qualification. As shown in Table 1 the percentage of women in the Netherlands has risen to 41.2% in 2017^{2,3} and in a representative survey of recently graduated dentists 65.0% of the respondents appeared to be women⁴. At the same time, the average age of dentists has increased from 44.6 years in 2000 to 45.9 years in 2017.

Table 1		
Age, gender and the ratio of dentists younger than 65 years who have graduated abroad as of January 2000 and January 2017		
	<i>2000</i>	<i>2017</i>
<i>women</i>	21.1%	41.2%
<i>age</i>		
- 39 years or younger	29.9%	36.0%
- 40-49 years	38.3%	19.0%
- 50-59 years	26.2%	28.5%
- 60-64 years	5.6%	16.5%
<i>mean (SD)</i>	44.6 (9.9)	45.9 (11.9)
<i>proportion graduated abroad</i>	4.5%	14.9%
<i>total</i>	7,284	8,712

The distribution of age is skewed, because older dentists are over-represented. Meanwhile, there seems to be a shortage of dentists, which has led to a migration of foreign dentists to the Netherlands⁵. According to the Royal Dutch Dental Association (KNMT) this does not offer a structural solution and more dentists need to be trained in the Netherlands to ensure that there are structurally enough dentists available for future generations in the Netherlands⁶. This idea is supported by the analyses of the Capaciteitsorgaan⁷ (2013) and Panteia (2018)⁸.

Professionals also appear to have changed their beliefs regarding career expectations. Where back in the days the dental student valued his independence, working at regular times and financial security^{9,10}, nowadays preferences in career frequently shift to a balance between work and private life^{12,13,14,15} and to financial stability^{11,12,14}. Furthermore, right after graduation young dentists consider it important to gain experience in the profession^{11,12}, and also in the long run they expect to work more often part-time^{4,11,15}.

Incidentally, it is striking that students usually want to work as general practitioners after graduation^{16,17}. Compared to the Netherlands, it is noteworthy that around 77.0% of recently graduated dentists works as an employee with an assignment of contract in the Netherlands⁴.

Because of these and other reasons, entrepreneurship immediately after graduation is no longer self-evident and it is noticeable that young dentists often choose to work in a group practice⁴. Especially recently graduated female dentists, whose numbers have significantly grown in recent years, seem to hesitate when starting a practice. This makes it harder for older dentists to transfer their practice to a young colleague.

As a result of these developments the number of solo dentists is decreasing, while the amount of group practices has grown. Thus, an increase in scale in dentistry is going on^{18,19,20,21,22}. To illustrate, there was an average of 2.3 seats per practice in the Netherlands in 2006, whereas in 2016 the average was 3.1 seats per practice²¹.

According to literature, the increase in scale in dentistry may lead to more efficiency and cost savings²³. In addition, there is budget available for marketing, there is a better overview of finances and possibly better management²⁴.

In the run external parties (private equity) made their appearance in the healthcare sector by investing in chains of practices. It is known that investments were made in Dutch physiotherapy (amongst others Fysioholland), in GP care (Arts & Zorg) and in pharmacy (Benu/Mediq). Vujicic expects the trend to continue in large dental chains, driven by alternated choices made by young dentists in practice, an urge for working efficiently and an increased competition for treating patients²⁶. As a result, dentists will no longer exclusively be owners of dental practices.

Currently, the larger dental chains only take a relatively small portion of the market. In particular Dental Clinics and DentConnect/Samenwerkende Tandartsen are rather large and best known. But given before mentioned cons, dentistry appears to be a good breeding ground for further growth^{20,23,25}.

In conclusion, the current generation of young dentists set other priorities in their professional and private life than previous generations of dentists. In particular, the ambition to work in a private practice seems considerably less. In addition, a clear development can be observed within the oral healthcare to increase in scale. This is expressed within bigger practices, but also in terms of more cooperation between practices, with the chain of dental practices as the most extensive form. Against this background, the research question in this thesis is how recently graduated dentists view their professional life. For instance:

- how do they start their professional career
- what are their expectations for the (near) future
- what motives and wishes are decisive for their choices about where and how they will carry out their profession
- and what are their views on working in a practice that is part of a chain.

2 Methods

2.1 The set-up of the study

The study was carried out by means of an online survey (see appendix), in cooperation with the research department of the KNMT, the Royal Dutch Dental Association. The online survey was sent to all dentists known by the KNMT, who graduated in Amsterdam, Groningen or Nijmegen between 2013 and 2017. This population consisted of 962 young dentists.

2.2 Research instruments

The online questionnaire consisted of two parts and a total of 18 questions. The first part dealt with the current work situation of recently graduated dentists and the second part with their expectancy of their future work situation in five years time. The questions were predominantly closed with predefined response categories but often the opportunity was given to enter an alternative answer. Beforehand the questionnaire was tested on relevance, completeness, correctness and whether it was fillable by three recently graduated dentists. The time expected to answer the questionnaire was between five and ten minutes.

2.3 Data collection

On June 4th 2018 the 962 dentists in the survey population received an email with a personal link to the online survey. The first reminder was sent a week later by email to those who had not yet responded. A second reminder was sent three weeks later, after which the data collection closed on July 3rd 2018.

2.4 Data processing

Commissioned by the KNMT the data was collected and processed in a confidential way by a third party: KBA Nijmegen, an external independent research agency in Nijmegen. General background data, coming from the KNMT database of registered dentists in the Netherlands, concerning gender, age, graduation year and graduation place were linked by KBA to the collected research data in an encrypted manner. Finally, a coded research file was provided to the researchers, in which individual dentists and/or practices could not be traced back.

2.5 Statistical analysis

To begin with, various general characteristics of dentists, based on the data collected, were analysed using descriptive statistics. The data on the current and future work situation were studied in a similar way.

Subsequently, it was examined whether the various data on the current and future work situation were related to gender, age (< 30 years of age and 30 years of age or older) and dental school. Besides this, it was also examined whether the data was interrelated or not. IQual, a programme for intercollegial consultation of the KNMT and registration at the KRT, the institution of quality registration for dentists is shown in Table 1, but no further examination was done. Furthermore, in the questionnaire was asked for level of importance or difficulty in a Likert 5 scale. For analysis of the data the five choices of the Likert scale were reduced to three outcomes, for example, the answers "very important" and "important" were combined into one answer "(very) important".

The data was analysed using IBM Statistical Package for Social Sciences (SPSS) for Windows version 25 (IBM Corp., 2012, Armonk, NY), using the procedures Frequencies, Chi-square test and ANOVA.

Two statistical levels of significance were used: $p < 0.05$ for moderate level of significance and $p < 0.00$ for a strong level of significance.

2.6 Ethical accountability

The dentists who were contacted, were informed by email about the purpose of the research. They were also informed about the method in which the data, which they provided in case of participation, was handled. Participation was completely voluntary and it was stated that by answering the online survey, the dentists gave their informed consent. Given the nature of the research, no WMO statement was required.

3 Results

Of the 962 people who had been contacted, 945 people were effectively reached. Of the latter, 231 completed the questionnaire, resulting in a response of 24.4%. This research group represents, in terms of the earlier mentioned graduation years, a reasonably representative reflection of the population of recently graduated dentists.

Table 2			
General characteristics of recently graduated dentists			
	<i>mean</i>	<i>SD</i>	<i>proportion</i>
women ^{#1}			65.5%
age as of 1st January 2018	28.6	4.2	
- <i>under 24 years</i>			5.4%
- <i>25-29 years</i>			67.4%
- <i>30-34 years</i>			22.3%
- <i>over 35 years</i>			4.9%
graduation year	2015.2	1.3	
- <i>2013</i>			12.6%
- <i>2014</i>			19.0%
- <i>2015</i>			23.4%
- <i>2016</i>			23.4%
- <i>2017</i>			21.6%
graduation place			
- <i>Amsterdam</i>			52.0%
- <i>Groningen</i>			19.6%
- <i>Nijmegen</i>			28.4%
KNMT Member ^{#1}			75.0%
registered with KRT ^{#1}			60.3%
participant IQual ^{#1}			10.3%
region of establishment			
- <i>south</i>			9.5%
- <i>west</i>			53.6%
- <i>north</i>			11.8%
- <i>east</i>			24.1%
- <i>defence</i>			1.0%
n = 224-231			
#1 dummy variable (0/1)			

3.1 General characteristics

Table 2 shows that the majority (65.5%) of recently graduated dentists are female and that the average age is 28.6 years. Approximately half (52.0%) of young dentists graduated in Amsterdam, 28.4% in Nijmegen and 19.6% in Groningen. In 2013, 12.6% of the participating population graduated, for the years 2014, 2015, 2016 and 2017, this was respectively 19.0%, 23.4%, 23.4% and 21.6%. The majority of young dentists (53.6%) is located in the western region of the Netherlands.

75.0% of young dentists are members of the KNMT, 60.3% are registered with the KRT and 10.3% are participants of the IQual programme.

3.2 Current work situation

Most (76.5%) recently graduated dentists work only as a general practitioner. Furthermore, 14.7% combines this work with other activities as a dentist, while 1.7% does not work as a general practitioner, but is active in dentistry otherwise. Some (0.9%) young dentists are temporarily unable to work due to circumstances (burn-out and incapacity for work) (Table 3).

general practitioner only	176	76.5%
general practitioner and differentiated ^{#1}	18	7.8%
general practitioner and working elsewhere	12	5.2%
general practitioner, differentiated ^{#1} and employed elsewhere ^{#2}	4	1.7%
only differentiated ^{#1}	10	4.3%
differentiated ^{#1} and working elsewhere ^{#2}	4	1.7%
working elsewhere only ^{#2}	4	1.7%
not working	2	0.9%
total	230	100.0%
<i>#1 differentiated or involved in differentiation</i>		
<i>#2 working elsewhere, specialist or in training as a specialist</i>		

Table 4 provides an overview of the other dental activities of recent graduates that they perform, in addition to working as general practitioners or instead.

Differentiated or involved in differentiation^{#1}		
restorative dentistry	10	27.8%
dentist for orthodontics	7	19.4%
implantology	6	16.7%
pediatric dentistry	6	16.7%
maxillofacial prothetics	4	11.1%
special needs dentist	3	8.3%
endodontology	2	5.6%
periodontology	2	5.6%
anxiety dentist	2	5.6%
gerodontology	2	5.6%
oral kinesiology	1	2.8%
n = 36		
Specialization		
oral and maxillofacial surgery	4	66.7%
orthodontics	2	33.3%
n = 6		
Other efficacy		
PhD trajectory	13	68.4%
teacher in an educational institution (MBO, HBO, university)	6	31.6%
n = 19		
<i>#1 More differentiations possible</i>		

Young dentists work an average of 38.2 / SD 8.3 hours per week. For example, they spend on average of 30.8 / SD 7.0 hours at the chair, 4.6 / SD 3.5 hours working on administration and 2.8 / SD 6.6 hours on other activities. These other activities mainly consist of attending further training, research and/or management.

Male young dentists work on average more hours per week than their female colleagues (40.5 / SD 8.1 hours versus 37.0 / SD 8.2 hours, $p < 0.00$), which can mainly be traced back to a higher number of average chair hours. (33.0 / SD 6.9 hours compared to 29.6 / SD 6.8 hours, $p < 0.00$).

Table 5		
Current fiscal efficacy of recently graduated dentists		
self-employed only ^{#1}	164	76.3%
on the payroll only ^{#2}	27	12.6%
self-employed ^{#1} and on the payroll ^{#2}	11	5.1%
practice owner only	7	3.3%
practice owner and self-employed ^{#1}	5	2.3%
practice owner and on the payroll ^{#2}	1	0.5%
total	230	100.0%
<i>#1</i>	<i>Based on a percentage of the total daily turnover, on a percentage basis of the total daily turnover or on the basis of an hourly rate</i>	
<i>#2</i>	<i>On the payroll, whether or not in combination with a certain percentage after having achieved a certain turnover</i>	

Table 5 shows that the majority (83.7%) of young dentists currently is self-employed without employees. In addition, 18.2% work (also) on the payroll, while 6.1% is (also) active as practice (co-)owner.

On closer inspection, it appears that women are employed relatively more often than men on the payroll (20.1% versus 12.3%), whereas men are in more cases than women (12.3% versus 2.8%) practice (co-)owners ($p < 0.05$). It also appears that young dentists under the age of 30 years old are more often on the payroll than those who are over 30 years old (20.7% versus 9.0%). These dentists, compared to younger colleagues more often have their own practice (16.1% versus 2.5%) ($p < 0.00$).

3.3 Practice features

Of the recently graduated dentists, 210 (91.2%) work as a general practitioner and/or as differentiated dentist in a practice. On average, there are 5.4 / SD 3.3 treatment chairs in these practices. Only one (0.5%) young dentist works in a practice with only one chair. 28.0% has 2 or 3 seats, 34.6% around 4 or 5 seats, 19.7% 6 or 7 seats and 17.2% 8 or more seats (Table 6).

Table 6
Amount of treatment chairs in the practice where recently graduated dentists work

1	1	0.5%
2	27	12.6%
3	33	15.4%
4	44	20.6%
5	30	14.0%
6	29	13.6%
7	13	6.1%
8	8	3.7%
9	8	3.7%
10	6	2.8%
11 or more	15	7.0%
total	214	100.0%
average		5.4
median		5.0
mode		4.0
standard deviation		3.3
minimum		1.0
maximum		24.0

Table 7
Number of employees in practice where recently graduated dentists work, by function

	0	1	2	3	4	5	≥ 6
(differentiated) dentist		2.8%	6.6%	14,6%	18.8%	21.1%	36.2%
dental and prevention assistant	6.1%	7.0%	7.5%	5,2%	11.7%	10.3%	52.1%
dental hygienist	13.6%	23.9%	34.3%	11,7%	9.9%	2.3%	4.2%
administrative/counter employee	93.0%	1.9%	2.3%	1,4%			1.4%
practice manager	40.8%	50.2%	7.5%	0,9%		0.5%	
dental technician / prosthetist	63.4%	20.7%	7.5%	0,9%	4.2%	1.9%	1.4%
orthodontist	86.4%	9.4%	0.9%	2,3%	0.5%		0.5%
oral and maxillofacial surgeon	97.2%	2.3%					0.5%
speech therapist	98.1%	1.9%					
other labor #1	97.2%	0.9%	0.5%	0,5%			0.9%
total			0.5%		3.8%	1.9%	94.9%
	Mean	Median	Mode	SD	Min.	Max.	
(differentiated) dentist	5.4	5.0	5.0	2.8	0.0	16.0	
dental and prevention assistant	7.1	6.0	4.0	5.6	0.0	30.0	
dental hygienist	2.1	2.0	2.0	1.6	0.0	8.0	
administrative/counter employee	0.3	0.0	0.0	1.4	0.0	15.0	
practice manager	0.7	1.0	1.0	0.7	0.0	5.0	
dental technician / prosthetist	0.7	0.0	0.0	1.4	0.0	8.0	
orthodontist	0.2	0.0	0.0	0.9	0.0	10.0	
oral and maxillofacial surgeon	0.1	0.0	0.0	0.5	0.0	7.0	
speech therapist	0.2	0.0	0.0	0.1	0.0	1.0	
other labor #1	0.1	0.0	0.0	0.1	0.0	10.0	
total	16.7	14.0	11.0	9.9	2.0	57.0	
n = 213							
#1 Orthodontist by delegation to (10x), Ortho-assistant (3x), Psychologist (2x), Physiotherapist (2x), Anaesthetist, Anaesthetist nurse, pediatric dentist							

The dental teams in the practices where young dentists are active, show a varied representation. For example, Table 7 shows that in many cases young dentists work in bigger practices: in 94.9% it concerns dental teams of 6 or more persons, whereby the largest dental team consists of 57 persons.

In the practices the number employed dentists varies from a minimum of 1.0 to a maximum of 16.0. On average, it concerns 5.4 / SD 2.8 dentists, 7.1 / SD 5.6 assistants and 2.1 / SD 1.6 dental hygienists per practice. Furthermore, 93.9% of the young dentists are active in a practice with one or more dental and/or prevention assistants, while 79.0% works in a team with one or more dental hygienists.

The location of practices where young dentists are active is mostly in very urban²⁷ (27.0%) and urban (31.5%) areas. In moderately urban areas, 19.0% is employed, whereas 14.0% work in small urban¹ areas and 8.5% in rural areas. Relatively more young dentists who graduated in Amsterdam (67.6% versus 50.0% for those who graduated in Groningen and 44.6% in Nijmegen) are active in a practice which is located in a (very) strong urban area ($p < 0.05$).

Dental chains have been on the rise for a number of years. These chains are not necessarily owned by a dentist. According to Table 8 24.6% of the young dentists indicate that they are active in a practice, which is part of a dental chain not owned by a dentist. Most of these young dentists say that they work for DentalClinics (34.7%).

In closer examination, it appears that more women than men (30.5% versus 12.3%) are active in a practice, of which the owner is not a dentist ($p < 0.00$).

dentist	150	74.6%
not a dentist	49	24.6%
total	199	100.0%
practice owner not specified	17	34.7%
DentalClinics	17	34.7%
DentConnect/Samenwerkende Tandartsen	10	20.5%
Defensie	2	4.1%
KiesMondzorg	1	2.0%
ACTA	1	2.0%
University of Geneva	1	2.0%
total	49	100.0%

3.4 Motivation for professional practice

For the choice of their professional practice the collaboration with colleagues and dental co-workers, the space to develop yourself and gaining experience, scheduling your own agenda and working together with like-minded colleagues are, are important aspects (Table 9) in practice, according to almost all young dentists ($\geq 90.0\%$).

It appears that dentists younger than 30 years old consider the presence of an experienced dentist (mentor) to be more important than older dentists (86.7% versus 69.4% / $p < 0.05$).

The desire to gain experience in different areas of dentistry attracts dentists from Amsterdam and Groningen more than colleagues from Nijmegen (80.6% and 79.5% versus 71.4% / $p < 0.05$).

Table 9			
Importance of aspects for the choice of professional practice of recently graduated dentists			
	<i>(very) important</i>	<i>neither important nor unimportant</i>	<i>(very) unimportant</i>
- importance of care-related cooperation (as a team) with colleagues, dental hygienists and prevention assistants	91.6%	6.8%	1.6%
- space provided to develop myself and gain experience in the profession	91.6%	6.3%	2.1%
- possibility to schedule your own agenda (duration per treatment)	90.5%	6.3%	3.2%
- collaborate with like-minded colleagues, who have the same ideas about dental care	90.0%	8.4%	1.6%
- presence of an experienced dentist to whom I can ask questions and who can offer help (mentor)	81.5%	13.2%	5.3%
- location in direct or desired living environment	78.1%	8.9%	13.0%
- desire to gain experience in different dental sub-areas (variation of work)	77.6%	19.3%	3.1%
- offered points	75.7%	20.6%	3.7%
- the implementation of (healthcare) innovations (digitalization, etc.)	58.8%	31.7%	9.5%
- targeted offer from a colleague / classmate	32.3%	43.0%	24.7%
n=155-189			

As is shown in Table 10 young dentists consider it most important (86.8%) to be able to determine the desired length of the working week.

At the moment, independent management of an own practice is important for only 20.5% people. In closer inspection, dentists from Groningen and Amsterdam (78.4% and 70.4% versus 54.9%) find financial security more important than those from Nijmegen (54.9% / $p < 0.05$).

Furthermore, care for children is considered more important by dentists aged 30 or older (65.0% versus 43.4%), while those younger than 30 years consider care for future children to be less important (32.1% versus 15.0% / $p < 0.05$). Furthermore, dentists over the age of 30 years old, as related to younger colleagues, indicate that it is more important to be their own boss (73.3% versus 47.5% / $p < 0.00$), this group also indicates that it is more important to independently manage their own practice (35.0% versus 14.7% / $p < 0.05$) and they consider it more important to organize their practice according to their own ideas (69.0% versus 42.7% / $p < 0.05$).

In addition, women state that they find managing a practice less important than men (43.5% versus 31.4%), whereas men consider this more important (35.3% versus 13.0% / $p < 0.00$).

Table 10			
Considerations for the choice of current efficacy of recently graduated dentists			
	<i>(very) important</i>	<i>neither important nor unimportant</i>	<i>(very) unimportant</i>
- determine the desired length of the working week	86.8%	10.3%	2.9%
- wish not to have the worries of your own practice (yet)	75.5%	17.5%	7.0%
- importance of financial security	67.8%	22.6%	9.6%
- wish not to enter into financial obligations (yet)	62.5%	28.6%	8.9%
- desire to be independent (being your own boss)	54.7%	29.2%	16.1%
- plans for further education/ differentiation	53.4%	32.1%	14.5%
- possibility to organize practice according to own ideas	49.7%	34.4%	15.9%
- care for (future) children	48.7%	24.0%	27.3%
- wish to have as few administrative tasks as possible	46.5%	31.4%	22.1%
- wish to have as few management tasks as possible	39.5%	32.9%	27.6%
- manage a practice with fellow colleague dentist(s)	29.5%	38.3%	32.2%
- independent management of own practice	20.5%	40.5%	39.0%
n=146-174			

Table 11 shows that young dentists find it easy to deal with colleagues and employees in practice (77.8%). 29.5% of the people find negotiating the employment contract (very) difficult. It appears that mainly women (34.8% compared to 19.2%) have difficulty with these negotiations, where men find negotiation easier (51.9% versus 31.3%) ($p < 0.05$). Women also find it difficult to take critical decisions (38.3% versus 20.0%), which men find easier (36.4% versus 19.1%) ($p < 0.05$). When one is older than 30, one finds it is easier to make these critical decisions (39.1% compared to 18.0%) ($p < 0.05$).

Table 11			
Rating of working aspect of starting as a dentist of recently graduated dentists			
	<i>(very) easy</i>	<i>neither easy nor difficult</i>	<i>(very) difficult</i>
- dealing with colleagues and employees in practice	77.6%	15.5%	6.9%
- dealing with patients	71.8%	18.4%	9.8%
- finding (desired) work	70.3%	16.9%	12.8%
- obtaining the correct information about (employment) agreements (contracts, insurances, negotiating fees etc.)	51.1%	29.7%	19.2%
- independently perform patient treatments	43.9%	36.4%	19.7%
- negotiating your (employment) contract (payment etc.) with employers	37.6%	33.1%	29.5%
- dealing with work rate/ time pressure	33.9%	28.7%	37.4%
- taking clinical decisions	24.9%	42.7%	32.4%
- dealing with colleagues and employees in practice	77.6%	15.5%	6.9%
n=166-174			

3.5 Future efficacy

In five years, 48,0% of the recently graduated dentists plan to work only as general practitioners (Table 12). In addition, 31,5% indicates to combine this activity with other dental activities (Table 13).

Furthermore, 16.4% has plans to work only as a differentiated dentist, while 29.2% is seeking to combine this efficacy with other dental activities. Finally, in five years 4.0% wants to be a dental specialist or being in the process of becoming one.

A single young dentist (0.6%) thinks in five years he will no longer work in dentistry. This person indicates he will work in another profession.

The practice in which young dentists will work in five years will not differ from the practice in which they now work in 61.7% of the cases.

general practitioner only	82	48.0%
general practitioner and differentiated ^{#1}	42	24.5%
general practitioner and working elsewhere	4	2.3%
general practitioner, differentiated ^{#1} and working elsewhere ^{#2}	8	4.7%
differentiated only ^{#1}	28	16.4%
working elsewhere only ^{#2}	6	3.5%
not working	1	0.6%
total	171	100.0%
<i>#1 Differentiated or involved in differentiation</i>		
<i>#2 Working elsewhere, specialist or in training to be a specialist</i>		

Table 13 provides an overview of the other dental activities young dentists want to perform in five years, in addition to or instead of working as general practitioners.

Besides, most of the young dentists (87.4%) expect that the emphasis of their work lies on patient treatments. Only a minority indicates that practice management (8.0%) and care management (3.4%) have the emphasis.

The current work situation showed that dentists work an average 38.2 / SD 8.3 hours per week. In five years, the majority (53.3%) indicated that they will be working around the same number of hours. Furthermore, a large group of young dentists (34.4% versus 19.1%) appears to be working less in the future ($p < 0.05$).

Table 14 shows that in five years 55.4% of the young dentists expect to be self-employed without employees. An approximately equally large group (53.5%) expect (also) to be working as a practice owner.

It appears that men think more often to be working as a practice owner (44.6% versus 28.6%), while women more often expect to be working self-employed without employees or on payroll (53.6% versus 31.6% / $p < 0.05$). Besides, age seems to be a predictor for starting your own practice within five years, considering that dentists older than 30 years of age more often expect to be a practice owner then (54.3% versus 25.0%), whereas dentists under 30 years old in five years think to be self-employed or on the payroll (52.5% versus 30.4% / $p < 0.00$).

Table 13		
Future other efficacy of recently graduated dentists		
Differentiated or involved in differentiation^{#1}		
restorative dentistry	33	41.2%
implantology	26	32.9%
endodontology	23	29.1%
pediatric dentistry	15	19.0%
anxiety dentist	11	13.9%
dentist for orthodontics	10	12.7%
periodontology	8	10.1%
maxillofacial prothetics	7	8.9%
oral kinesiology	6	7.6%
gerodontology	5	6.3%
special needs dentist	4	5.1%
not specified	1	1.3%
n = 76		
Specialization		
orthodontics	5	71.4%
oral and maxillofacial surgery	2	28.6%
n = 7		
Other efficacy		
PhD trajectory	8	47.1%
teacher in an educational institution (MBO, HBO, university)	7	41.2%
administratively active (KNMT, ANT, scientific association, etc.)	2	11.7%
n = 17		
<i>#1 More differentiations possible</i>		

Table 14		
Future fiscal efficacy of recently graduated dentists		
self-employed only ^{#1}	59	34.8%
practice owner only	57	33.5%
practice owner and self-employed ^{#1}	29	17.1%
on the payroll only ^{#2}	14	8.2%
self-employed ^{#1} and on the payroll ^{#2}	6	3.5%
practice owner and on the payroll ^{#2}	5	2.9%
total	172	100.0%
<i>#1 Based on a percentage of the total daily turnover, on a percentage basis of the total daily turnover or on the basis of an hourly rate</i>		
<i>#2 On the payroll, whether or not in combination with a certain percentage after having achieved a certain turnover</i>		

Looking at current and future work situation, it shows that 77.2% is currently working as general practitioners only, whereas in five years this percentage will be 48.8% (table 16). Table 17 shows that currently 6.1% of the recently graduated dentists is employed as a practice owner, whereas in five years according to their expectations this percentage will increase to 53.5%.

Table 16
Current and future efficacy of recently graduated dentists

	<i>nowadays</i>		<i>in the future</i>	
general practitioner only	176	77.2%	82	48.8%
general practitioner and other work ^{#1}	34	14.9%	54	32.0%
other work only ^{#1}	18	7.9%	34	20.2%
total	228	100.0%	168	100.0%

#1 Differentiation, specialization, administrative function, teacher at an educational institution, promotion

Table 17
Current and future fiscal efficacy of recently graduated dentists

	<i>nowadays</i>		<i>in the future</i>	
self-employed only ^{#1} and/ or on the payroll only ^{#1}	202	93.9%	79	46.5%
practice owner only	7	3.3%	57	33.5%
self-employed only ¹ and/ or on the payroll ^{#1} , combined with practice ownership	6	2.8%	34	20.0%
total	215	100.0%	170	100.0%

#1 Based on a percentage of the total daily turnover, on a percentage basis of the total daily turnover or on the basis of an hourly rate, on the payroll, whether or not in combination with a certain percentage after achieving a certain turnover

Assuming their expectations in 5 years the work place of 40.9% of the young dentists will be located in a very urban area, whereas 16.4% expects to work in a strong urban area and 24.0% in a moderately urban area. A minority of the young dentists think in five years they will work in a small urban area (13.5%) or a rural area (5.3%)²⁸.

There might be a change in choice of working location within a five-year term. It appears that those working in (very) urban areas more often opt for moderate, small or rural areas (41.9%), while 19.2% of those who work in moderate, small or rural areas expect to be working in more urban areas ($p < 0.00$).

The majority (79.4%) of young dentists think in five years time they will be working in a practice with between 2 and 6 chairs (79.4%). A minority expect to be working in a practice with more than 6 chairs (15.9%) or a practice with only one chair (2.9%). A few dentists (1.8%) expect to work elsewhere (centre for special dentistry, specialist orthodontics, hospital).

Two out of three (64.0%) young dentists expect to become a practice owner at some point in their career, including those who already own a practice. Only 11.6% indicate that they do not want to own a practice, while 24.4% have doubts.

4 Discussion

4.1 Summary

The study included all dentists who graduated in the Netherlands (Nijmegen, Groningen or Amsterdam) between 2013 and 2017, of whom an email address was known by the KNMT. It appears that in the first years after they graduate, recently graduated dentists frequently work in a practice owned by others, where they mainly practice independently. Almost half of the dentists think that they will be working as a differentiated dentist or as a specialist (orthodontist or oral surgeon) in five years time, whether or not in combination with working as a general practitioner. Dental practices increase in scale and it is no longer self-evident that a dentist is the practice owner. The latter point is mainly related to the entry of third parties from outside dentistry.

4.2 General characteristics

Dentistry can be studied at three faculties in the Netherlands. The acceptance is limited by a numerus fixus, with 56.0%²⁹ of the students being placed in Amsterdam. The study in Nijmegen covers 26.0%³⁰ of the total places and Groningen 18.0%³¹ which is almost the same as the percentages used in the study. In addition to these characteristics, it is striking that the number of women in dentistry is increasing^{11,32,33}. In the year 2000, 21.0% of dentists in the Netherlands were women, today 43.0% of all active dentists is a woman^{2,3}. The proportion of women is likely to increase further in the coming years as a result of the high percentage (62.0-79.0% between 2014-2018) of female students now studying dentistry³⁴. In this study 73.0% of dentists is 29 years old or younger. However, in the entire profession, the proportion of people under the age of 29 is less than 10.0%, while 43.0% is 50 years and over¹. This shows that the professional group of dentists has a skewed age structure.

4.3 Current work situation

In the Netherlands, there is a shortage of dentists trained in the Netherlands^{6,7,8}, which makes it easy for young dentists to find work in dentistry. This was also evident from this study in which almost everyone was active in dentistry. This corresponds with previous research on recently graduated dentists⁴.

Young dentists prefer to work in a practice where they can determine the size of the working week (87.0%), which in 2014 was only important for 22.0% of dentists. The average number of hours per week (38.8), that recently graduated dentists are working, is higher than the average number of hours per week dentists worked in 2014⁴.

It appears that female young dentists work less than male young dentists, which matches the findings from other previous research^{4,11,15,32,35}. Also the work-social life balance is considered important, what relates to other countries^{11,12}. For that reason for most young dentists the availability of work in a preferred region is an important factor which was also earlier found to be of importance⁴.

Many young dentists do not want to have to deal with the worries of their own practice in the first years after graduation. Young dentists often work as general practitioners in the practice of someone else, in contract of assignment (self-employed without staff), which was also the case in 2014⁴. Other research^{11,12} reflects that gaining professional experience and financial stability are important factors in their choice for professional practice, mainly as a short term goal after graduation.

4.4 Current work environment

The size of the dental practice in which young dentists work is increasing. In 2006 there were on average 2.3 treatment chairs per practice, whereas in 2016 the average was 3.1²¹. The dentists from this study are mostly employed in bigger practices where the average number of chairs is 5.4. In many cases, they work together with other dentists and with prevention assistants, dental hygienists and other dental co-workers.

In addition to the size of the practice, the proportion of practices whose owner is not a dentist is also growing¹⁸. The dental chains are the most advanced form of these practices¹⁹. There are currently two major chains competing in the Netherlands^{23,36}, where also a number of young dentists work. It turns out that female dentists are more often than male dentists employed in a chain practice.

4.5 Future work situation and work environment

In five years around more than half of the dentists (53.5%) want to have their own practice, whereas 66.0% of the dentists want to have their own practice at some time in the future. The amount of young dentists starting an own practice in the future was 84.0% in 2014⁴. In five years almost half of the young dentists think that they will work as a differentiated dentist or a specialist, in contrast to other research where less people think to be differentiated^{4,17,37}.

4.6 Limitations

The response (24.4%) appears to be reasonably high in comparison to other online surveys^{4,38}. There was a certain number of dropouts during the questionnaire. A quarter of the people stopped answering at one point and did not fill the questionnaire in at a later moment. Those dentists appeared to be no selective group. Of the dropouts, 63.8% were women, 61.7% studied in Amsterdam and 74.1% has an age below 30, more or less corresponding the general characteristics. Feedback from a number of participants indicated that it was not possible to simply complete the questionnaire on a mobile device (smartphone), which could explain the rather high incomplete reactions.

Another limitation of the study relates to the character of self-reported data on behaviour. They probably reflect actual behaviour but that is no certainty. Self-reported data are prone to some bias because of social desirability. However, it is assumed that the given answers with great chance be in correspondence with the actual behaviour of young dentists, or at least with their views and future expectations.

4.7 Recommendations

An attempt was made to create an insight in the current as well as the future work situation of recently graduated dentists. To portray a better picture of their needs and preferences regarding working as a dentist. This information is of use for universities, enabling them to adapt their training to wishes of recently graduated dentists.

4.8 Conclusion

Professional practice in dentistry is changing.

It appears that whereas dentistry used to be a predominantly male profession, women have now made their appearance. The percentage of female dentists will keep on increasing over the coming years, whereas particularly women want to work part time.

In addition, a clear development can be observed within the oral healthcare to increase in scale. The size of the practices and the proportion of dental practices where the dentist is no longer the owner is increasing, with the chain of dental practices being the most extensive form.

At the same time it becomes clear that the current generation of young dentists set other priorities in their professional and private life than previous generations of dentists. In the first years after graduation young dentists usually want to gain experience as a general practitioner in a practice owned by someone else and the ambition to work in a private practice seems considerably less.

However, in the future two out of every three young dentists want to have a private practice and be working as a general practitioner. In addition, many recently graduated dentists expect to be occupied with other dental activities too, in particular they want to be working as a differentiated dentist.

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6 Appendix

Webenquête

Onderzoek naar de huidige en toekomstige werksituatie van recent afgestudeerde tandartsen (afstudeerjaren 2013, 2014, 2015, 2016, 2017).

1a	Hoe ben je op dit moment inhoudelijk actief binnen de mondzorg? <i>Meerdere antwoorden mogelijk.</i>		
	1	algemeen practicus	Naar vraag 2
	2	gedifferentieerd of bezig met differentiëren	Naar vraag 1b
	3	gespecialiseerd of bezig met specialiseren	Naar vraag 1c
	4	andere werkzaamheid	Naar vraag 1d
	5	ik ben (tijdelijk) niet werkzaam in de tandheelkunde	Naar vraag 1e+1f

1b	Binnen welk deelgebied van de tandheelkunde ben je je aan het differentiëren of ben je gedifferentieerd? <i>Meerdere antwoorden mogelijk.</i>		
	1	implantologie	Naar vraag 2
	2	parodontologie	Naar vraag 2
	3	endodontologie	Naar vraag 2
	4	kindertandheelkunde	Naar vraag 2
	5	orale kinesiologie	Naar vraag 2
	6	restauratieve tandheelkunde	Naar vraag 2
	7	maxillofaciale prothetiek	Naar vraag 2
	8	tandarts gehandicaptenzorg	Naar vraag 2
	9	tandarts angstbegeleiding	Naar vraag 2
	10	gerodontologie	Naar vraag 2
	11	tandarts voor orthodontie	Naar vraag 2

1c	Binnen welk gebied van de mondzorg ben je je aan het specialiseren of ben je gespecialiseerd?		
	1	orthodontie	Naar vraag 2
	2	MKA-chirurgie	Naar vraag 2

1d	Kunt je jouw andere werkzaamheden nader beschrijven?		
	1	promotietraject	Naar vraag 2
	2	docent in een onderwijsinstelling (MBO, HBO, universiteit)	Naar vraag 2
	3	bestuurlijk actief (KNMT, ANT, wetenschappelijke vereniging e.a.)	Naar vraag 2
	4	overig, namelijk:	Naar vraag 2

1e	Waarom ben je niet (meer) werkzaam in de tandheelkunde?		
	1	nog niet begonnen met zoeken naar werk na afronding van de opleiding	Naar vraag 1f
	2	wel actief op zoek maar (nog) geen werk (naar wens) kunnen vinden	Naar vraag 1f
	3	bezig met of naderende start van de verdere opleiding tot orthodontist of kaakchirurg	Naar vraag 1f
	4	bezig met of naderende start van opleiding in bepaalde tandheelkundige differentiatie	Naar vraag 1f
	5	tijdelijk gestopt met werken in de mondzorg als gevolg van zwangerschap of een andere reden	Naar vraag 1f

	6	gestopt met werken in de mondzorg (arbeidsongeschiktheid, wens tot ander beroep e.a.)	Naar vraag 1f
	7	(tijdelijk) werkzaam binnen een ander beroep	Naar vraag 1f
	8	anders, namelijk:	Naar vraag 1f

1f	Denk je over vijf jaar werkzaam te zijn in de mondzorg?		
	1	ja	Naar vraag 12
	2	nee	Einde vragenlijst I
	3	misschien	Einde vragenlijst I

Einde vragenlijst I

Aangezien je momenteel niet meer werkzaam bent in de mondzorg en je nog geen duidelijk beeld hebt over hoe je over vijf jaar werkzaam wilt zijn in de mondzorg of je niet meer werkzaam zult zijn in de mondzorg, is de rest van de vragenlijst niet meer voor je van toepassing en eindigt hier de beantwoording. Dank voor je medewerking.

2	Hoeveel uur ben je per week werkzaam?		
	1 werkzaamheden aan de stoel	Naar vraag 3
	2 administratieve werkzaamheden (in het kader van tandheelkundige beroepsuitoefening)	Naar vraag 3
	3 andere werkzaamheden, namelijk:	Naar vraag 3

3	Op welke wijze ben je -fiscaal gezien- werkzaam? <i>Meerdere antwoorden mogelijk.</i>		
	1	als zelfstandig ondernemer, waarbij je een percentage van de totale dagomzet ontvangt	Naar vraag 4
	2	als zelfstandig ondernemer, waarbij je op staffelbasis een percentage van de totale dagomzet ontvangt	Naar vraag 4
	3	werkzaam in loondienst	Naar vraag 4
	4	werkzaam in loondienst in combinatie met een bepaald percentage na het behalen van een bepaalde omzet	Naar vraag 4
	5	werkzaam als praktijkhouder van een solo- of samenwerkingspraktijk (maatschap)	Naar vraag 4
	6	werkzaam als praktijkhouder van een groepspraktijk	Naar vraag 4
	7	werkzaam als tandarts-directeur voor het aansturen van een vestiging van een tandheelkundige keten	Naar vraag 4
	8	anders, namelijk:	Naar vraag 4

De volgende vragen gaan over de praktijk waarbinnen je het meeste aantal uur per week werkzaam bent. Mocht je bij twee praktijken hetzelfde aantal uur werkzaam zijn, kies dan de praktijk waar je al het langst werkt.

4	Hoeveel behandelstoelen staan er in de praktijk?	
	1	... behandelstoelen
		Naar vraag 5

5	Wie zijn er naast jezelf in de praktijk werkzaam? <i>Meerdere antwoorden mogelijk.</i>	
	1	... tandarts(en)
	2	... mondhygiënist(en)
	3	... tandarts- en/of preventieassistent(en)
	4	... praktijkmanager(s)
	5	... orthodontist(en)
	6	... tandprothetic(us)i
	7	... tandtechnic(us)i
	8	... andere personen, namelijk:
		Naar vraag 6

6	Wat is de viercijferige postcode van de praktijk waarin je werkzaam bent?	
		... (vier cijfers)
		Naar vraag 7a

7a	Is de eigenaar van de praktijk een tandarts?	
	1	ja
	2	nee
		Naar vraag 7b
		Naar vraag 7b

7b	Ben je werkzaam bij een keten van meerdere praktijken?	
	1	nee
	2	ja, DentalClinics
	3	ja, DentConnect / Samenwerkende Tandartsen
	4	ja, Kies Mondzorg
	5	ja, Fresh tandartsen
	6	ja, Lassus Tandartsen
	7	andere keten, namelijk:
		Naar vraag 8

8	Denkt je over vijf jaar nog werkzaam te zijn in de praktijk waar je nu werkt?	
	1	ja
	2	nee
		Naar vraag 9
		Naar vraag 9

9	<i>Hieronder worden enkele factoren genoemd op basis waarvan een keuze kan worden gemaakt voor werkzaamheid binnen een praktijk.</i> Graag bij elke factor aangeven hoe (on)belangrijk die voor je is geweest bij de keuze voor de praktijk waar je nu werkt?							
1 zeer onbelangrijk, 2 onbelangrijk, 3 neutraal, 4 belangrijk, 5 zeer belangrijk, 6 niet van toepassing								
a	locatie in directe of gewenste woonomgeving	1	2	3	4	5	6	
b	geboden honorering	1	2	3	4	5	6	
c	aanwezigheid van een ervaren tandarts aan wie ik vragen kan stellen en die hulp kan bieden (mentor)	1	2	3	4	5	6	
d	belang van zorginhoudelijk samenwerken (als een team) met collega's, mondhygiënisten en preventie-assistenten	1	2	3	4	5	6	
e	samenwerken met gelijkgestemde collega's, die dezelfde ideeën hebben over tandheelkundige zorgverlening	1	2	3	4	5	6	
f	geboden ruimte om mezelf te ontwikkelen en ervaringen in het vak op te doen	1	2	3	4	5	6	
g	wens om op verschillende tandheelkundige deelgebieden ervaringen op te doen (variatie van werkzaamheden)	1	2	3	4	5	6	
h	mogelijkheid tot het inplannen van de eigen agenda (tijdsduur per behandeling)	1	2	3	4	5	6	
i	de implementatie van (zorg)innovaties (digitalisering e.a.)	1	2	3	4	5	6	
j	gericht aanbod van een collega/jaargenoot	1	2	3	4	5	6	
k	andere factor, namelijk:	Naar vraag 10						

10	<i>Hieronder worden afwegingen genoemd rond met name tijdsbesteding en verantwoordelijkheden.</i> Graag bij elke overweging aangeven hoe (on)belangrijk die voor je is geweest bij de keuze voor je huidige werkzaamheid?							
1 zeer onbelangrijk, 2 onbelangrijk, 3 neutraal, 4 belangrijk, 5 zeer belangrijk, 6 niet van toepassing								
a	gewenste omvang van de werkweek kunnen bepalen	1	2	3	4	5	6	
b	wens om (nog) geen financiële verplichtingen aan te gaan	1	2	3	4	5	6	
c	wens om (nog) niet de beslommeringen te hebben van eigen praktijk	1	2	3	4	5	6	
d	wens om zo min mogelijk administratieve taken te hebben	1	2	3	4	5	6	
e	wens om zo min mogelijk managementtaken te hebben	1	2	3	4	5	6	
f	zorg voor (toekomstige) kinderen	1	2	3	4	5	6	
g	plannen voor verdere opleiding/differentiatie	1	2	3	4	5	6	
h	belang van financiële zekerheid	1	2	3	4	5	6	
i	wens om onafhankelijk te zijn (eigen baas zijn)	1	2	3	4	5	6	
j	zelfstandig managen van eigen praktijk	1	2	3	4	5	6	
k	met collega-tandarts(en) managen van praktijk	1	2	3	4	5	6	
l	mogelijkheid om praktijk volgens eigen ideeën in te richten	1	2	3	4	5	6	
m	andere overweging, namelijk:	Naar vraag 11						

11	<i>Hieronder worden enkele aspecten genoemd wat betreft de tandheelkundige beroepsuitoefening. Graag bij elk aspect aangeven hoe makkelijk of moeilijk je dat vond in de eerste fase van je werk als startende tandarts?</i>							
	1 heel gemakkelijk / 2 gemakkelijk / 3 niet gemakkelijk, niet moeilijk / 4 moeilijk / 5 heel moeilijk / 6 niet van toepassing							
	a	vinden van (gewenst) werk	1	2	3	4	5	6
	b	het verkrijgen van de juiste informatie over (arbeids)overeenkomsten (afsluiten van contracten en verzekeringen, onderhandelingen honorering e.d.)	1	2	3	4	5	6
	c	het onderhandelingen over uw (arbeids)overeenkomst (honorering e.d.) met werkgevers	1	2	3	4	5	6
	d	zelfstandig uitvoeren van patiëntbehandelingen	1	2	3	4	5	6
	e	nemen van klinische beslissingen	1	2	3	4	5	6
	f	omgaan met werktempo/tijddruk	1	2	3	4	5	6
	g	omgaan met patiënten	1	2	3	4	5	6
	h	omgaan met collega's en medewerkers in de praktijk	1	2	3	4	5	6
	i	ander aspect, namelijk:	1	2	3	4	5	6
Naar vraag 12								

De volgende vragen zullen gaan over je verwachtingen wat betreft je werk als tandarts over vijf jaar.

12	Hoe verwacht je over vijf jaar inhoudelijk werkzaam te zijn binnen de mondzorg? <i>Meerdere antwoorden mogelijk.</i>	
	1	algemeen practicus Naar vraag 13
	2	gedifferentieerd of bezig met differentiëren Naar vraag 12a
	3	gespecialiseerd of bezig met specialiseren Naar vraag 12b
	4	andere werkzaamheid, namelijk: Naar vraag 12c
	5	niet werkzaam in de tandheelkunde Naar vraag 12d

12a	Binnen welk deelgebied van de tandheelkunde verwacht je dan te zijn gedifferentieerd of je te gaan differentiëren? <i>Meerdere antwoorden mogelijk.</i>	
	1	implantologie Naar vraag 13
	2	parodontologie Naar vraag 13
	3	endodontologie Naar vraag 13
	4	kindertandheelkunde Naar vraag 13
	5	orale kinesiologie Naar vraag 13
	6	restauratieve tandheelkunde Naar vraag 13
	7	maxillofaciale prothetiek Naar vraag 13
	8	tandarts gehandicaptenzorg Naar vraag 13
	9	tandarts angstbegeleiding Naar vraag 13
	10	gerodontologie Naar vraag 13
	11	tandarts voor orthodontie Naar vraag 13

12b	Binnen welk gebied van de mondzorg verwacht je dan te zijn gespecialiseerd of je te gaan specialiseren?		
	1	orthodontie	Naar vraag 13
	2	MKA-chirurgie	Naar vraag 13

12c	Kun je jouw overige werkzaamheden dan nader beschrijven?		
	1	promotietraject	Naar vraag 13
	2	docent in een onderwijsinstelling (MBO, HBO, universiteit)	Naar vraag 13
	3	bestuurlijk actief (KNMT, ANT, wetenschappelijke vereniging e.a.)	Naar vraag 13
	4	overig, namelijk:	Naar vraag 13

12d	Waarom verwacht je dan niet (meer) werkzaam te zijn in de tandheelkunde?		
	1	bezig met of naderende start van de verdere opleiding tot orthodontist of kaakchirurg	Einde vragenlijst II
	2	bezig met of naderende start van opleiding in bepaalde tandheelkundige differentiatie	
	3	tijdelijk gestopt met werken in de mondzorg (zwangerschap, etc.)	
	4	gestopt met werken in de mondzorg (arbeidsongeschiktheid, wens tot ander beroep, etc)	
	5	werkzaam binnen een ander beroep	
	6	anders, namelijk:	

Einde vragenlijst II

Aangezien je geen duidelijk beeld hebt over hoe je over vijf jaar werkzaam wilt zijn in de mondzorg of als je dan niet meer werkzaam denkt te zijn in de mondzorg, is de rest van de vragenlijst niet meer voor je bedoeld en eindigt hier de beantwoording. Dank voor je medewerking.

13	Denk je over vijf jaar meer, minder of hetzelfde aantal uren werkzaam te zijn dan nu?		
	1	over vijf jaar ben ik meer uren werkzaam	Naar vraag 14
	2	over vijf jaar ben ik minder uren werkzaam	Naar vraag 14
	3	over vijf jaar verwacht ik vrijwel hetzelfde aantal uren werkzaam te zijn	Naar vraag 14

14	Waar denk je dat de nadruk van je werkzaamheden ligt over vijf jaar?		
	1	patiëntbehandelingen	Naar vraag 15
	2	praktijkmanagement	Naar vraag 15
	3	zorgmanagement	Naar vraag 15
	4	anders, namelijk:	Naar vraag 15

15	Op welke wijze ben je -fiscaal gezien- over vijf jaar werkzaam? <i>Meerdere antwoorden zijn mogelijk.</i>	
	1	als zelfstandig ondernemer, waarbij je een percentage van de totale dagomzet ontvangt
	2	als zelfstandig ondernemer, waarbij je op staffelbasis een percentage van de totale dagomzet ontvangt
	3	werkzaam in loondienst
	4	werkzaam in loondienst in combinatie met een bepaald percentage na het behalen van een bepaalde omzet
	5	werkzaam als praktijkhouder van een solo- of samenwerkingspraktijk (maatschap)
	6	werkzaam als praktijkhouder van een groepspraktijk
	7	werkzaam als tandarts-directeur voor het aansturen van een vestiging van een tandheelkundige keten
	8	anders, namelijk:
		Naar vraag 15a

15a	Denk je ooit praktijkhouder te zijn, al dan niet samen met anderen (maatschap)?	
	1	ja
	2	nee
	3	weet ik nog niet
		Naar vraag 16
		Naar vraag 16
		Naar vraag 16

16	In welke praktijkvorm denk je over vijf jaar werkzaam te zijn?	
	1	solopraktijk
	2	groepspraktijk met 2-4 stoelen, waarin meerdere disciplines werkzaam zijn
	3	groepspraktijk met 4-6 stoelen, waarin meerdere disciplines werkzaam zijn
	4	groepspraktijk met >6 stoelen, waarin meerdere disciplines werkzaam zijn
	5	anders, namelijk:
	6	niet van toepassing (niet werkzaam in een praktijk)
		Naar vraag 17
		Naar vraag 19

17	Waar is de praktijk waarin je over vijf jaar naar verwachting werkzaam bent, gevestigd?	
	1	groot stedelijk gebied (> 250.000 inwoners)
		sterk stedelijk (> 100.000 en < 250.000 inwoners)
	2	middel stedelijk gebied (> 25.000 en < 100.000 inwoners)
	3	weinig stedelijk gebied (> 5.000 en < 30.000 inwoners)
	4	niet stedelijk gebied platteland (< 5.000 inwoners)
		Naar vraag 18

18	Kun je kort omschrijven wat voor jou, professioneel of privé, de belangrijkste overweging is om over vijf jaar op de door jou gewenste wijze werkzaam te zijn?	

Einde vragenlijst

Wij danken je hartelijk voor beantwoorden van de vragenlijst.