

ensure that vulnerable patients are not disadvantaged and are able to access the services they need.

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<https://doi.org/10.1038/s41415-021-2863-9>

## CPD

### RCUK certificates

Sir, I recently contacted the Resuscitation Council UK (RCUK) and would like to share some information that will benefit GDC registrants who receive certificates from their course centre that do not fulfil the CPD documentary evidence required by the GDC. For example, not incorporating the aims, objectives, number of CPD hours.

I used to complete the GDC 'Mapping document for verifiable CPD'<sup>1</sup> and obtain a signature from the course provider. This accompanied with the course centre certificate meant I felt confident I could prove that I had met the GDC's CPD criteria. You can imagine the disappointment after

forgetting the mapping document meaning the course provider's certificate could not be used independently to evidence my CPD.

Following contact with the RCUK they have updated their website to include appropriate certificates that were created following their prior work with the GDC. Five separate certificates are available – PILS, PILS recertification, ILS, ILS recertification and ALS.<sup>2</sup> These can be completed by the GDC registrant themselves by adding their name, GDC number and course date, to accompany the certificate provided by the course centre. Together they include evidence that the CPD met the GDC's criteria; this eliminates the need to remember to take and complete the mapping document on the training day.

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<https://doi.org/10.1038/s41415-021-2861-y>

## Dental education

### Virtual interviews

Sir, in the current pandemic situation many universities are preparing for virtual panel or multiple mini interviews and virtual interviews are being used for the recruitment of dental staff and in training posts.

Benefits include cost reductions with the decrease of hiring interview rooms, catering, paper consumption, travel and accommodation as well as carbon footprint

reduction and fewer missed clinical or teaching sessions.<sup>1</sup> A study comparing virtual and face-to-face interviews for anaesthesiology noted the former 'met or exceeded the expectations of candidates'.<sup>2</sup>

Drawbacks include university applicants are unable to visit the campus (although universities have worked hard to provide a virtual experience through online open days), difficulty in building personal rapport and assessment of non-verbal communication skills.<sup>2</sup> Technical challenges can include poor internet connection, no or poor quality webcams or microphones. Digital inequality is a risk for university applicants from deprived or remote backgrounds who may not have access to a laptop or have poor connectivity.

One study noted unconscious bias can exist in virtual interviews in relation to the candidate's IT ability and their background setting during the interview as 'religious symbols, evidence of family structure, or the physical state of their environment may reflect socioeconomic status'.<sup>3</sup> It is recommended candidates should use a blurred or neutral background and training should be provided for the interviewers.<sup>4</sup>

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