**مرحلة ثالثة Community د. نادية عفتان**

**Dental Manpower**

**Manpower** Is the total number of people who can work to get something done.

**Manpower** The number of people working or available for work or service. All the people who are available to do a particular job or to work in a particular place.

**Manpower surplus**: there are more people than available jobs.

**Manpower deficit**: available people are fewer than jobs.

**Dental Manpower**

A dentist is a person licensed to practice dentistry under the law of the appropriate state province territory or nation.

Dentist are concerned with the prevention and control of diseases of the oral cavity and the treatment of unfavorable conditions resulting from these diseases, from trauma or from inherent malformations.

**Manpower planning**

The process by which an organisation ensures that it has the right number of people and the right kind of people at the right place at the right time, doing things for which they are economically most useful.

**Dental manpower planning**

The process of estimating the number of persons and the kind of knowledge and skills they need to achieve predetermined dental health targets and optimal improvements in dental health of population

**Steps in manpower planning**

1. Analysing the current manpower inventory
2. Making future manpower forecasts
3. Developing employment programmes
4. Design training programmes

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| 1. **Analysing the current manpower inventory-** the current manpower status has to be analysed. For this the following things have to be noted-
	* Type of organization
	* Number of departments
	* Number and quantity of such departments
	* Employees in these work units
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1. **Making future manpower forecasts-** Once the factors affecting the future manpower forecasts are known, planning can be done for the future manpower requirements in several work units.
2. **Developing employment programmes-** Once the current inventory is compared with future forecasts, the employment programmes can be framed and developed accordingly, which will include recruitment, selection procedures and placement plans.
3. **Design training programmes-** These will be based upon extent of diversification, expansion plans, development programmes,etc. Training programmes depend upon the extent of improvement in technology and advancement to take place. It is also done to improve upon the skills, capabilities, knowledge of the workers.