

Person Specification for Health Education England - East Midlands Dental Foundation Training Educational Supervisors 2018-19

ESSENTIAL

TOPIC

A dentist who practices in primary dental care within the NHS with a minimum annual commitment of £20,000 or 1000 UDA's or total of this between 2 ES if joint with minimum of 500 UDAs each during the NHS year of appointment and at all times whilst training

EVIDENCED BY

Contract, practice agreements and NHS schedules and reports

A dentist who will be present in the practice for at least three days coincident with the Foundation Dentist

Practice timetables and agreements

A person who as a performer can demonstrate relevant involvement and influence in the running of the practice and policy

Practice contracts and agreements

Who is available and accessible to patients through an efficient appointments system and other methods of access

Practice agreements, appointment books and timetables.

A dentist who is in a stable relationship with his or her practice

Practice records and agreements

A dentist who has no serious on-going (or previous serious and upheld) complaints against them or is under performance review or an ARM of a professional indemnifier

Checks with GDC, local Area Team, etc

DESIRABLE

TOPIC

EVIDENCED BY

A performer with managerial responsibility

Practice contracts and agreements. Achieved recognised practice quality award. e.g. BDA Good Practice Scheme

Proven record of availability

Clinical Governance records

TOPIC

A dentist who has had significant experience in primary dental care as an NHS performer (or equivalent), (typically four years of full time experience at initial appointment)

EVIDENCED BY

Records of past employment

A dentist with high clinical standards

Qualifications, References, audits, clinical patient records, radiographs, reports, interview.

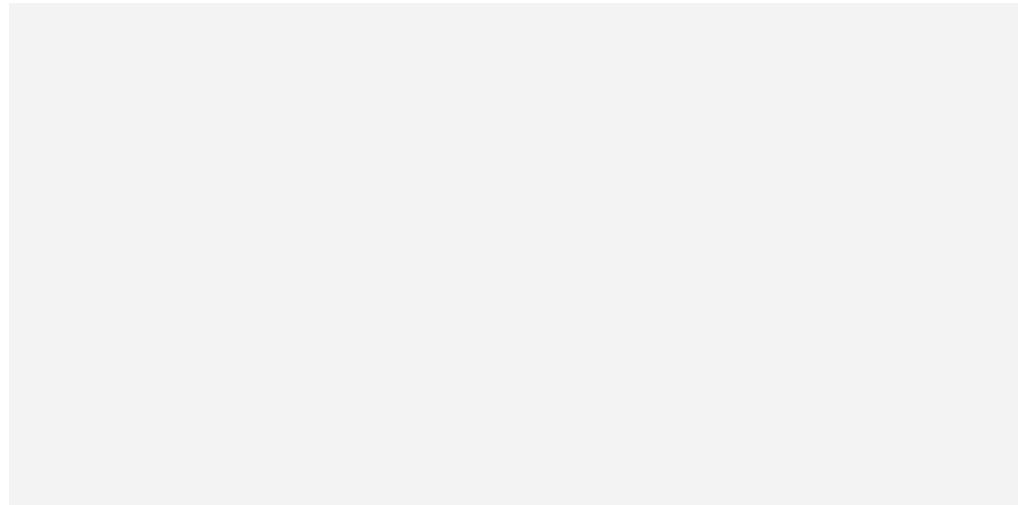
TOPIC

EVIDENCED BY

Proven high clinical standards in relation to Foundation Training

Postgraduate Clinical Qualification(s)
Practice records

A dentist with high ethical standards	Qualifications, audits, clinical patient records, radiographs, reports, interview.
A dentist who understands the legal framework of General Dental Practice	Qualifications, personal records, practice documentation.
A dentist with who provides a wide range of treatment within the NHS	Clinical records, appointment book, practice contract and agreement.
A dentist with knowledge of the aims and objectives of Foundation Training and practice education	Prior experience as a Trainer as evidenced by records or attendance at a suitable course, eg: HEE-EM course (held on 16th September 2017)



SKILLS

TOPIC	EVIDENCED BY	TOPIC	EVIDENCED BY
A dentist with who provides a wide range of treatment to a wide range of patient groups	Clinical records, appointment book, practice contract and agreement.		
A dentist who is able to cope with change, who is flexible and can handle uncertainty	Examples of past experiences Ability to accommodate Practice visit.		
A dentist who is enthusiastic about their profession	Records of patient questionnaires References and interview Records of past employment and performance.		
A dentist who works as part of a team within a well-run practice	Practice meeting records. Examples of past experience. Interview.	Who owns or runs a well-organised practice. Including a structured training programme for staff	Practice meeting records. Examples of past experience
A dentist who can demonstrate knowledge of interview and appointment skills and diversity training.	Evidence of completion of suitable courses (including on-line courses) within last three years.		
A dentist who is willing to re-organise their own daily routine and those of the practice to take account of the presence of a Foundation Dentist	Evidence of planning for Training year. Past history of Dental Foundation (Vocational) Training. Interview.		

A dentist who is able to communicate effectively with patients and other team members

Patient satisfaction questionnaires. clinical records. Practice meeting records.

EDUCATION and QUALIFICATIONS

TOPIC

A dentist who can prove an effective commitment to postgraduate education and training by certificates or other records of attendances at postgraduate courses in the four year period before application
A dentist with commitment to continuing professional development and lifelong learning

EVIDENCED BY

Lists and certificates of courses attended

Evidence of educational planning. Previous DFT Trainer/ES experience
Membership of professional associations
Practice meetings records

A dentist who demonstrates understanding of the Principles of Clinical Governance in General Dental Practice

Practice records
Educational course attendance records

A dentist with knowledge of the Principles of Risk Management in General Dental Practice

Practice records
Educational course attendance records

A dentist with knowledge of the learning process and modern teaching methods

Evidence of past teaching experiences

A dentist who can show an understanding of experiential learning in Foundation Training

Interview

TOPIC

Who can prove a commitment to postgraduate education and training by possession of PG Cert Ed or other educational or suitable managerial qualification
In possession of a current Professional development Portfolio and evidence of its application

EVIDENCED BY

Qualification Certificates

Interview and Practice visit.

Evidence of clinical governance application

Practice records

Evidence of risk management application
Including:
Practice Complaints
Procedure, Adverse Events
Monitoring, Risk Assessment
Programme

Practice records

Record of good teaching and use of modern teaching and assessment tools.
High educational commitment, standards and experience

Interview. Achieved recognised practice quality award. e.g. BDA Good Practice Scheme . Achieving or undertaking Postgraduate Education qualifications.

FOUNDATION (VOCATIONAL) TRAINING EXPERIENCE

TOPIC

A dentist with knowledge of the function of Foundation Training

EVIDENCED BY

Previous successful experience as a Trainer/ES as evidenced by HEE-EoE records or attendance at a suitable course, eg HEE EM course on Sept 16 2017

TOPIC

EVIDENCED BY

VALUES

TOPIC	EVIDENCED BY	TOPIC	EVIDENCED BY
A dentist who can demonstrate that Dental Foundation Training is an undertaking of value and growth in human terms rather than in practice financial and management terms	Interview, Practice records,		
A dentist who has an understanding of the importance of good role models, and learning from example	Interview Practice records	Can give examples of mentoring and leadership by example. Who is interested in adding knowledge to general practice or can show a commitment to Continuing Professional Development of themselves and those they work with.	Interview Practice records.
A dentist who can demonstrate a working knowledge of, and in their working environment an application of, the values of the NHS Constitution.	Interview, Practice records,		
A dentist who is able to cope with change, who is flexible and can handle uncertainty.	Practice Records, Interview.	Can demonstrate successful outcomes for difficult situations.	Feedback from TPDs.

ASSESSMENT SKILLS

TOPIC	EVIDENCED BY	TOPIC	EVIDENCED BY
A dentist with an understanding of the need for assessment as part of a good learning process.	Interview. Practice records. References. or Attendance at a suitable course, eg: HEE-EM course on 16th Sept 2017.	Past record as a successful Dental Foundation (VT) Trainer/ ES with a well-documented and completed portfolio.	Records of attendance at Courses on Assessment.

TEAM PLAYER

TOPIC	EVIDENCED BY	TOPIC	EVIDENCED BY
A dentist who works as part of a team within a well-run practice	Practice records. Interview.	Who can demonstrate involvement in staff training and development with the necessary teaching skills	Practice records. Interview