

Educational Supervisors Specification - NHS England (WT&E) – Midlands

Dental Foundation Training 2026-27– last reviewed November 2025

Person Specification Educational Supervisor

ESSENTIAL	DESIRABLE	EVIDENCED BY
QUALIFICATIONS		
- Registered with the GDC, has current professional indemnity and is an NHS performer. - Has no current conditions with the GDC or local area team - Minimum <i>practice</i> commitment of 8000 UDAs exemptions can be allowed at the discretion of the Dean. - Minimum <i>personal</i> NHS commitment of 1000 UDAs. <i>[ES can have a personal NHS commitment lower than 1000 UDA's but must be in a practice with a substantial NHS commitment and is allowed at the discretion of the Dean]</i> - For Joint ES a collective NHS commitment of 1000 UDAs (with no ES doing less than 400UDAs) - Can demonstrate an understanding of how the NHS system works. - Maximum NHS commitment 8000 <i>[above this number at the discretion of the Dean]</i> - Stable relationship in practice - Present in the practice with FD for minimum of 21hrs over 3 days a week, which must be concurrent with the FDs hours.	- Has dental committee experience. - NHS commitment larger than 1000, but not so large to detract from the time spent supporting an FD (6000UDAs is the upper desirable range for a full-time dentist). - Involvement in management of practice or Practice owner - Present in practice with FD each day they are present in the practice. - Postgraduate qualifications, particularly credits toward PGCE - Works as a joint ES in the practice.	Practice visit, application form BSA report Practice visit Application form, practice visit Practice visit, application form

- An alternative approved clinical supervisor is available on days that ES is not at practice. CSs should have 3 years' post qualification experience working in the UK in primary or secondary care. <i>exemptions can be allowed at the discretion of the Dean</i> - Willing to accept FD into practice on the terms of DFT scheme.		
KNOWLEDGE AND EXPERIENCE		
- Minimum 4 years' experience in GDS or salaried service, including own FT year, at time of FD starting in practice. - Minimum 20 hours verifiable CPD in year of application [to comply with new GDC 100 hours in 5 years] - High clinical and ethical standards - Can demonstrate a stable commitment at the training practice. - Has attended an ES induction course run by NHSE – <i>for new applicants there will be a course in summer 2026</i> - Can produce a personal or professional development plan. - Participation in clinical audit and peer review within the last five years. - Equality and Diversity training has been completed within the last three years. - Bullying and Harassment management procedures training has been completed within the last three years. - Information Governance training is completed annually.	- Over 4 years' experience in GDS or salaried service - More than 20 hours CPD on postgraduate courses - Previous experience as a dental clinical educator. Education qualification. Reflective practitioner. - Has worked at the practice for more than two years. - Ability and desire to be an educator. Motivated to do FT for the interests of the FD. - Completion of an education course prior to application or to be booked on a course before application submitted. - Teaching experience - Knowledge of FT curriculum - Can produce evidence of reflective writing and practice. - Can produce evidence of involvement in appraisal.	Application form Certificates (reviewed at practice visit) Practice visit, application form certificates, reflections, interview Interview Interview/application form Interview/ application form Evidence with enrollment onto Accent course Evidence with application form



All ESs are required to complete the five MIAD eLearning modules and the face-to-face MIAD training, every five years. New ES will be enrolled as part of their induction programme.		
SKILLS, ABILITIES AND VALUES		
- Is able to integrate well into a team and valued by the members of the team. - High clinical and ethical standards. - Provides a full range of NHS treatment. - Good communication skills. - Has skills required to support colleagues. - A dentist who can cope with change, who is flexible and can handle uncertainty. - Can demonstrate time in working week to adequately support an FD.	- A dentist who works as part of a team in a well-run practice. - Able and willing to be adaptive and accept change as legislative requirements, technologies, materials and methods change. - A dentist who is able to communicate effectively with patients and team members. - A dentist who is available and accessible to patients and staff - A dentist willing to re-organise their daily routine and that of the practice to take account of the presence of a Foundation Dentist - A dentist who can demonstrate a critical faculty for self-assessment. - A dentist who can demonstrate involvement in staff training and development. - A dentist who can demonstrate the ability to give and receive feedback. - A dentist who can demonstrate enthusiasm and commitment to teaching and learning.	Interview and practice visit



Practice Specification of Training Practice

ESSENTIAL	DESIRABLE	EVIDENCED BY
Compliance Complies with all CQC/HIW/RQIA requirements, including HTM01-05. Practice documentation complete and up to date.	Meets HTM01-05 gold standard.	Practice visit, application form (practice checklist).
FD surgery Minimum 9 square metres, well equipped.	On same floor as ES's surgery. Very short distance from trainer's surgery. Larger room	Practice visit, application form (practice checklist).
Equipment available for FD use Everything expected of a good general dental practice. Defibrillator, rotary/reciprocating endo handpiece, rubber dam, Hall crowns, clinical camera, surgical kit. Internet access freely accessible. Please see <i>NHSE – Midlands WT&E DFT Equipment & Materials List for a detailed list</i>	Large range of good quality modern instruments, equipment and materials	Practice visit, application form (practice checklist).
Staff Experienced friendly nurse working with FD who is GDC Registered	Staff are all long-term employees. Qualified Nurse Choice of Labs for the FD to use. FD Nurse(s) has attended the WT&E "Dental Nurse Support in Foundation Training" – we will offer a place to all successful new training practice. Current training practices please contact the DFT admin team.	Practice visit, application form (practice checklist).
Educational resources Educational resources are available for the FD to use.		Practice visit, application form (practice checklist).
Workload Adequate number of patients available for the FD without being excessive. The ES's workload allows for FD accessibility. Dedicated time for tutorials.	New patients available for the FD to treat.	Practice visit, application form (practice checklist).

Dental treatments offered Full range of NHS treatments provided, including full acrylic dentures, Co-Chr dentures, Crowns and Bridges, endodontics, MOS. Adults and children seen and treated on the NHS.	Practice offers other treatments (such as implants, orthodontics, sedation)	Practice visit, application form (practice checklist).
General Friendly and welcoming family-based practice. Well decorated, clean and tidy, well organised.	Individual dentists able to dictate their own length of appointments.	Practice visit, application form (practice checklist).

