

# **NHS England Midlands and East**

## **Post CCST Speciality Training post in Paediatric Dentistry 1.0 WTE**

**Birmingham Community Dental Services  
NHS Trust/Leicestershire and Rutland  
Community Dental Service**

**Community Interest Company**

## **Aims of the Programme**

The aim of the post is to provide candidates with further training in Paediatric Dentistry within the hospital and community setting, in order that they can successfully complete the fixed term training appointment culminating in the Intercollegiate Fellowship Examination in Paediatric Dentistry. The objectives and structure of this post will comply with Health Education West Midlands for the approval of training programmes for Post-CCST Training in Paediatric Dentistry.

The training programme is designed to provide structured teaching and supervised clinical experience. This will enable further development of a sound knowledge base and the clinical skills required for trainees to be able to deliver a high standard of care in Paediatric Dentistry.

The trainee should acquire the appropriate knowledge, skills, attitude and judgmental abilities to meet the oral health needs of infants, children and adolescents, including those with special needs.

During this additional training the specialty registrar will acquire new knowledge and skills and also greater depth of training and experience to build on the initial training that led to the CCST/placement on the specialist list in Paediatric Dentistry held by the General Dental Council. The training will provide and develop the appropriate management and research skills required to prepare the candidate for an NHS Consultant post.

## **Learning Outcomes**

After successful completion of training, the trainee should:

1. Be competent to undertake diagnosis, treatment planning and treatment pertaining to the specialist care of infants, children and adolescents including those with special needs.
2. Be competent in the design, implementation and completion of a preventive dental programme for every type of paediatric dental patient.
3. Have a broad understanding of behavioural sciences relating to young patients and be competent and experienced in behaviour management techniques including sedation, local and general anaesthesia.
4. Be competent and experienced in the provision of restorative, prosthetic and interceptive orthodontic care for infants, children and adolescents including those with special needs.
5. Be competent and experienced in the care of oro-facial trauma in infants, children and adolescents.
6. Have knowledge of craniofacial growth and development and to be skilled in the diagnosis of problems of occlusion (including the temporomandibular joint) facial growth, and functional abnormalities.

7. Be trained in appropriate scientific methodology and research techniques and have carried out a research project of their own, under supervision, and prepared articles suitable for publication in internationally recognised and refereed journals.
8. Develop teaching, communication and management skills. Have an understanding of the NHS and Hospital Trusts.
9. Be conversant with clinical governance, including audit procedures and have kept personal patient records to facilitate this.
10. Have acquired the skills and knowledge to become both a competent clinician and an effective member of the profession, for their own advantage and for that of the specialty of Paediatric Dentistry. Have developed managerial and organisation skills in order to direct the dental team and participate in multidisciplinary teams.
11. Have developed relevant Information Technology skills.
12. Be prepared for the Intercollegiate Fellowship Examination for Paediatric Dentistry.

## **Members of the Dental Team involved in training**

### **Paediatric Dentistry**

Mrs L Smart            Consultant  
Community dental services CIC

Mrs J Pope            Specialist in Paediatric Dentistry  
Community dental services CIC

Ms Claire Warner    Specialist in Paediatric Dentistry  
Community Dental services CIC

Wider involvement will include members of the paediatric dental team across the Midlands and East.

Miss C Brown            Consultant  
BCHC Dental services  
Birmingham Dental Hospital

Mr S Gandhi            Consultant  
BCHC Dental services  
Birmingham Dental Hospital

Mrs A James            Consultant/ Head of service  
BCHC Dental services, Birmingham Dental Hospital,  
Birmingham Children's Hospital

Dr S McDonald            Consultant  
BCHC Dental services  
Community Dental Services / Birmingham Dental  
Hospital

Mrs V Clark            Consultant  
Birmingham Children's Hospital

Mrs S McKaig            Consultant  
BCHC Dental services, Birmingham Dental Hospital,  
Birmingham Children's Hospital

Mr N Illyas            Consultant  
BCHC Dental services  
Community Dental Services/Birmingham Dental Hospital

### **About the CIC service**

Community Dental Services is an *employee owned* social enterprise and Community Interest Company formed in 2011 delivering clinical dental, Oral Health Improvement, Prison dental care and Epidemiology services. The Company has grown from an initial community in Bedfordshire to span a wider geography within Central Midlands and East of England.

CDS-CIC combines a public service ethos with the innovation and dynamism of a business and emerged with a vision and a belief that being a competitive, well-run and profitable business is the best way of achieving social aims. As a social enterprise CDS-CIC is a business that trades for a social purpose.

The Company has a clear sense of a social mission which is '*Improving Oral Health in Ever More Communities*'. CDS is passionate about ensuring we deliver the best for our patients, and therefore we invest in each other to ensure we can have the right skills to support both our patients and the wider community. We achieve this by ensuring we create a bigger voice for CDS services – we need to make a difference in all we do and we do this by knowing who we aim to help, and how we plan to do it.

We gain our income through delivering community dental care and oral health improvement. Our services are predominantly commissioned by NHS England, Public Health England and Local Authorities to deliver NHS dental care and oral health improvement advice to a wide range of people across a diverse range of communities. We also offer some privately paid-for dental treatments and have a growing 'Dentist at Home' and 'Time to Smile' mobile service where we offer paid-for dental care into private residential care settings and home visits to people who find it difficult to travel or to visit a High Street dentist. We are also engaging with businesses to offer access to dental care for employees who find it difficult to access a dentist, this offers opportunities to reinvest the surplus into screening and support to areas where funding can be difficult i.e. homeless / refugees and asylum seeker support.

We are a trusted health provider and business partner and our surplus is for social purpose. As a social enterprise we have clear rules about what we do with our surplus to ensure we reinvest these in the services and the communities to improve health and wellbeing.

Our employees work across a range of clinics and community settings, partnering with health and care providers to ensure we deliver high quality dental services to vulnerable groups who require special treatment or who find difficulty in accessing High Street dentists. Oral Health Improvement services are offered over a slightly wider area as we work within the Thames Valley region to deliver services and epidemiology.

### **Employee Owned – Social Enterprise**

We are an employee owned social enterprise totally owned by our employees and believe that as co-owners all our employees can share in our social mission and influence the business decisions we make. Because we are run in an open way, with a Representative Employee Group enabling a strong voice for CDS employees combined with nominated

employees elected to our Board, we all have a strong commitment to our shared corporate social responsibility and involvement with the communities we serve.

### **Organisational Structure**

The structure and organisation of CDS reflects the fact that we are dentally led. It has developed to better reflect our commitment to ensure our employees can make changes they need to improve their work at a local level as well as influence and inform the strategic direction agreed by the board, always with a focus on us delivering safe, high quality and cost-effective services. We place a high priority on corporate and clinical governance and we strive to clearly define responsibility and accountability in all our operations.

We have an effective Board with elected directors; independent non-executives supplement this and chair appropriate committees support the effective operation of the business. The Board is established with a working majority of dentally registered professionals able to challenge, support and provide independent oversight of a strong and effective executive led by the CEO. The Executive is made up of the Chief Executive, Clinical Director, Financial and Commercial Director, with a wider Senior Leadership Team with each areas Operational Director, corporate service leads and any specialist advisors connected to it.

### **Community Dental Services CIC**

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[www.communitydentalservices.co.uk](http://www.communitydentalservices.co.uk)

### **About the Dental Hospital**

The Birmingham Dental Hospital is an undergraduate dental teaching hospital which shares a brand new purpose built accommodation with the School of Dentistry of the University of Birmingham which opened April 2016. It is sited in Edgbaston 3 miles from the city centre and Birmingham Children's Hospital. The Dental Hospital provides an out-patient and day case service with approximately 130,000 patient attendances per annum.

The department of Paediatric Dentistry cares for over 7,500 patients per year. These are mainly children who have been referred by General Dental and Medical Practitioners, the Personal Dental Service and by other Hospital Consultants. They have a wide range of problems, from dental trauma, caries and dental anomalies to difficulties with co-operation and other special needs.

All dental specialties are represented within the hospital building by consultant clinics and university teaching departments. Excellent liaison exists with clinical and laboratory departments associated with the main medical teaching hospitals elsewhere in Birmingham. A comprehensive range of investigative and report services is available either within or adjacent to the Dental Hospital. Office space and access to computer facilities is provided.

Birmingham Dental Hospital is part of the Dental Services Directorate within the Specialist Service Division of Birmingham Community Healthcare NHS Trust. Birmingham Community Healthcare NHS Trust is currently one of the largest healthcare providers in the country and

incorporates significant provider elements both within Community and Specialist services (including Birmingham Dental Hospital). Following a period of autonomous operation it was awarded Foundation Trust Status as one of the first Community Foundation Trusts.

**Location of speciality training sessions include (but not limited to):**

Westcotes Health Centre (Leicester CDS-CIC and other affiliated clinics)

Leicester Royal Infirmary

Glenfield Hospital Leicester

Birmingham Dental Hospital

CDS CIC have clinics with Specialists in Nottingham and Derby and it may benefit the trainee to have sessions at these. There may also be scope for the trainee to attend sessions in other local community dental services.

## **Explanation of Clinics on Timetables:-**

### **Consultant Paediatric Dental Clinics**

Consultant led new patient clinics. These patients include those with complex behavioural problems, complex medical problems, dental anomalies, dento-alveolar trauma, advanced restorative problems and minor oral surgical procedures. Examination, treatment planning is also undertaken on these clinics for a variety of patients with special needs. These include those with severe learning disabilities, Downs syndrome, cerebral palsy etc.

### **Multidisciplinary Clinics**

The trainee will have exposure to the following clinics:

- i) Hypodontia
- ii) Mixed dentition
- iii) Advanced paediatric restorative
- iv) Cleft lip and palate clinics

These clinics involve consultants in Paediatric Dentistry, Orthodontics, Oral Surgery and Restorative Dentistry.

### **Trauma Clinics**

This is a consultant led clinic. These clinics are for assessment and treatment of patients with complex dento-alveolar trauma.

### **Day Stay Theatre List: Paediatric Special Needs/Medically compromised**

Comprehensive care is provided under general anaesthesia for children with a variety of medical, behavioural problems and co morbidities.

### **Personal Treatment Sessions.**

A full range of treatment is provided for children with specific problems. The use of sedative techniques such as inhalation sedation is available.

### **Paediatric Clinics**

Experience in general paediatrics as well as access to all the Paediatric Specialties is undertaken on a rotating basis.



## An example of a suggested timetable at 0.8 WTE

### Period 1 (Dates 2022/2023)

		Monday	Tuesday	Wednesday	Thursday	Friday
Am	Activity*	NP clinic (D)	Day case theatre (D)	1:4 ortho/paed/restorative clinic Glenfield 1:4 Medical clinics 2:4 Tx clinic	Cardiac assess	1:4 cleft Leicester 3:4 study
	Trainer	LS	LS	LS/	JP	LS
	Location	Westcotes	LRI	Glenfield/LRI/Westcotes	LRI	Leicester
Pm	Activity*	Treatment clinic (D)	Day case theatre (D)	Study	Cardiac clinic	Study
	Trainer	LS	LS		JP	
	Location	Westcotes	LRI		LRI	

### Period 2 (Dates 2023-2024)

		Monday	Tuesday	Wednesday	Thursday	Friday
Am	Activity*	NP clinic (D)	Day case Theatre (D)	1:4 ortho/paed/restorative clinic Glenfield 1:4 Medical clinics 2:4 Study	Cardiac assessments	Treatment clinic
	Trainer	LS	LS	LS	JP	LS
	Location	Westcotes	LRI	Glenfield/LRI/BCH	Leicester	Westcotes
Pm	Activity*	Treatment clinic (D)	Day case theatre (D)	Study	Cardiac clinic	Study
	Trainer	LS	LS		JP	
	Location	Westcotes	LRI			

**NB Timetable proposal is only draft**

It is recognised that changes may occur during training dependent on a trainee's individual needs and for other operational reasons

**Training Programme Director**

Mrs Laura Smart [laura.smart10@nhs.net](mailto:laura.smart10@nhs.net) Please contact for any further information.

## **Appendix 1 - Facilities available to the Specialty Registrar**

1. There will be a fully equipped surgery in each location with laboratory access, access to appropriate supporting facilities and staff, including chairside and secretarial assistance.
2. There is ready access to a Library with a comprehensive range of journals and text books. The Library has connection to the high speed campus network at the University and Internet facilities.
3. Computer facilities are available.
4. Car parking facilities will be subject to availability.

## **Appendix 2 - General considerations**

1. The Specialty Registrar will be enrolled with the Specialist Advisory Committee in Paediatric Dentistry immediately following commencement of the post.
2. Study leave will be granted for courses, conferences and meetings provided that there is agreement from the Training Programme Director and the Educational Supervisor that it meets defined learning aims.
3. The Specialty Registrar will be accountable through the Training Programme director to the Clinical Director at CIC.
4. The Specialty Registrar will be responsible to the Consultants for the clinical care of their patients.

### **Appendix 3 - Main Conditions of Service**

1. The post is Subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) as amended from time to time.
2. There is no commitment to Saturday clinical sessions at present but the Specialty Registrar would be expected to be flexible with regard to working hours.
3. The salary will be paid in accordance with the national payscale for Specialty Registrars.
4. There is no residential accommodation and no requirement to be resident.
5. Appropriate Honorary contracts will be sought as required for the training program, dependent on the appropriate qualifications of the trainee.
6. Full registration with the General Dental Council is mandatory. Possession of a Fellowship in Dental Surgery, Membership of the Faculty of Dental Surgery or equivalent is considered desirable.
7. It would be advisable for the post holder to have a full driving license and access to a car.

## **Appendix 4- conditions of CIC**

### **1. Professional Registration**

If professional registration applies, the post holder should work in accordance with their professional body's Code of Conduct. Evidence of continuous registration is a requirement of employment with Community Dental Services CIC (CDS).

### **2. Membership of Professional Defence Organisation**

You will be indemnified by CDS CIC for all work undertaken as part of your contract of employment with CDS CIC.

### **3. Performer Number**

The post holder must have and maintain an NHS Primary Dental Care Performer Number

### **4. Safeguarding Vulnerable Children and Adults and Promoting their Welfare**

All employees are expected to;

- Adhere to CDS and Local Safeguarding Children Board policies/procedures and professional codes in relation to safeguarding children and vulnerable adults.
- Undertake the appropriate level of mandatory training in this area.
- Report any concerns to the appropriate authority.

### **5. Care Quality Commission (CQC)**

All employees of CDS are required to participate in the collection of evidence to support the organisation's CQC registration requirements.

### **6. Infection Control**

All employees have duties under the Health and Safety at Work etc. Act 1974, and Management of Health and Safety Regulations 1999, which have a bearing on the prevention and control of infection, in particular:

- While at work, every CDS employee must take care for the health and safety of themselves and of other persons who may be affected by their acts or omissions.
- All employees must comply with infection control policies and protocols and recognise their responsibility to their patients and colleagues in maintaining high standards of hygiene practice.
- Employees have a duty not to intentionally or recklessly interfere with or misuse anything provided for in the interests of health, safety and welfare.
- Employees are required to use correctly all work items provided by CDS, such as machinery, equipment, dangerous substances and safety devices etc. in accordance with the training and instructions they receive to enable them to use the work items safely.
- Employees are required to bring to the attention of CDS managers, without delay, any work situation which might present a serious and imminent danger to themselves or others. Employees should notify CDS managers of any shortcomings in health and safety arrangements, even when no immediate danger exists, so that CDS can take what remedial action is necessary.

## **7. Patient and Public Involvement**

As part of its ongoing commitment to improving patient experience and involving local community members in service development, all employees working for CDS are expected to be proactive in identifying community priorities and issues, in line with the CDS strategy for patient and public involvement.

## **8. Records Management**

Every employee is expected to keep accurate and well maintained records that meet the requirements of the CDS records management strategy and in accordance with any relevant legislation, such as the Freedom of Information and Data Protection Acts.

## **9. Legal and statutory requirements**

The post holder must be aware of and adhere to CDS policies and procedures that are relevant to their post.

Confidentiality and the Data Protection Act 1998 – the post holder will be expected to maintain complete confidentiality as a condition of employment. Information relating to patients, other employees or which is acquired for the purposes of employment may only be disclosed with the express permission of the appropriate manager.

All employees must comply with the Equality Act 2010 and must not discriminate on the grounds of age, disability, race, nationality, ethnic or national origin, gender, religion, beliefs, sexual orientation, domestic circumstances, social and employment status, gender reassignment, political affiliation or trade union membership or any other grounds.