Dental Core Training Year 1 Induction

Miss Anne Begley
Associate Dean for Dental Core Training

Developing people for health and healthcare
www.hee.nhs.uk
Objectives

- Dental Core Training (DCT)
- DCT in HEE North West
- DCT Curriculum
- Assessment Framework
- ePortfolio – Turas
- Trainee experience
Dentistry at Health Education North West

Peer Appraisal for GDPs
Apply Here

https://www.nwpgmd.nhs.uk/dentistry/welcome
Health Education England

Working across the North West
Employment Contract

Lead Employer St Helens and Knowsley NHS Trust
- Host Trust eg. CMFT, PAT, RLUHBT
  - Trust Induction
  - Departmental Induction

Educational Contract

Health Education England working across the North West
- Quality Assurance
- Educator standards
- QA Visits
- DCT Forum
DCT Posts – HEE North West

- Liverpool Dental Hospital
- Manchester Dental hospital
- CDS - Salford, Bury, Bridgewater
- OMFS units
  - Manchester Royal Infirmary
  - North Manchester General Hospital
  - South Manchester/ Wythenshaw
  - University Hospital Aintree - Regional MFU
  - Countess of Chester Hospital
  - Arrowe Park Hospital, Wirral
  - Alder Hey Childrens Hospital
  - Lancaster Royal Infirmary
Figure 2. Indicative Post numbers in Dental Careers

Note: *Not applicable with run through posts. In some instances there will be competitive selection into DCT3

* Estimate as breakdown between DCT2 and DCT3 is not available
## National Recruitment 2017

### North West

<table>
<thead>
<tr>
<th></th>
<th>DCT 1</th>
<th>DCT2</th>
<th>DCT3</th>
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<tr>
<td>National</td>
<td>387</td>
<td>219</td>
<td>59</td>
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<tr>
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Questions?
National Dental Core training curriculum and assessment framework
DCT 1 – Key Objectives

• Should be as generic as the setting allows
• Builds on the skills, knowledge and behaviours gained in DFT
• When completed, the trainee should be more knowledgeable, skilful and confident
• Prepare the trainee for either a return to general dental practice, CDS or advancement to DCT2
Background

• DCT 1 focus on generic outcomes
• DCT 2/3 focus on further development of these with additional optional outcomes.
• Trainees will have PDP
• Certificate of achievement
• No DCT 4 posts. Max 3 year training programme.
DCT training – multiple exit points

- Curricula usually start at point A and describe how a trainee moves to single exit point B and describes the outcomes required
- DCT has a single entry point - Dental Foundation (or equivalent)
- DCT trainees may leave after 1, 2 or 3 years
DCT training - how it fits together

The route will depend on your final proposed career path
Average national number of trainees exiting training per Year

Figure 2. Indicative Post numbers in Dental Careers

* Not applicable with run through posts. In some instances there will be competitive selection into DCT3

* Estimate as breakdown between DCT2 and DCT3 is not available
Structure of the Curriculum – outcome based

**Mandatory outcomes**
- broad things that have to be done at DCT1 or DCT2/3 levels

**Optional outcomes**
- Specialty specific outcomes
- Agreed at the beginning of a training period which ones are to be met
Structure of the Curriculum

Competency descriptors

Examples of things that are used to provide evidence that the higher level outcomes have been met

There does not need to be evidence of every individual competence.

Behaviours (ie. evidence of attitudes)

Skills

Knowledge
Purpose of Dental Core Training

• Consolidate and develop knowledge
  • of clinical and organisational governance

• Learn through service delivery
  • ensuring that patients are not put at risk

• Experience training in a different setting/s
  • with adequate supervision

• Practise within their own level of competence
  • and develop additional skills
Purpose

- Development & feedback
  - to reach higher levels of competence
- Become part of a large multidisciplinary team
  - Work with experts in their field
- Develop your leadership skills
- Develop your preference of career choice
Expectations you are assessed against

Values and commitment to patient safety

A good trainee is a safe, compassionate and effective practitioner who is committed to high quality patient care and treats all patients with respect. The dental trainee will be expected to demonstrate the following values:

- Working together for patients
- Respect and dignity
- Care and compassion
- Improving lives
- Everyone counts
- Openness, honesty and responsibility
- Quality and teamwork
Expectations

• Primary responsibility for training progression sits with the individual trainee.

• You will drive your training
  • against an agreed set of objectives and timeline
  • maximise your training opportunities and development.

• With the support of
  • Clinical Supervisors
  • Educational supervisors
  • Members of the local HEE team
Recording your training

• E Portfolio
  • Learning agreement/declaration
  • PDP
  • Workplace based assessments - SLEs
  • Reflective practice

• With education support
  • Induction – HEE, Trust, Departmental
  • Training programme director (TPD)
  • Educational supervisor (ES)
  • Clinical supervisors (CS)
Outcomes to record

• Enhanced clinical skills
  • relevant to primary or specialist dental care

• Specialist or inter-specialty referral
  • Understanding the impact, mechanism, benefits and appropriateness

• Options to work in
  • OMFS services
  • Dental hospital services
  • Community/ dental public health services
Outcomes to record

• Increased team working and working in multidisciplinary teams
• Out of hours work
  • where this forms part of the contract of employment
• Development as a professional
• Construction of effective PDP
• Enhanced skills in self-reflection
  • Improved self-awareness
Outcomes to record

• Academic achievement
  • MFDS / MJDF
  • Audits
  • Presentations, Prizes
• Enhanced awareness of career options and intentions
• Ability to cope with patients with more challenging and complex conditions
• Communication with different providers/referrers and patients and their carers as well as other peer groups
Outcomes of DCT 2/3

in addition to the DCT 1 outcomes it is expected that there will be increased evidence of these areas:

- Enhanced clinical skills
- Portfolio of outcomes which may be required for provision of referral services in the future.
- Portfolio of outcomes required for entry to specialty training
- Increased generic experience and level of responsibility, including leadership and audit/governance
- More specialty specific experience
- Enhanced academic achievement (e.g. publications, presentations, teaching, research, further examinations)
- Awareness of leadership and importance of this to clinical care and the work environment and for the work environment.
Mandatory Outcomes

A. The Dental Core Trainee as a developing professional
   Domain 1. Professional behaviour and trust
   Domain 2. Communication, team working and leadership
   Domain 3. Clinical safety and quality

B. The Dental Core Trainee as a safe and effective practitioner
   Domain 4. Good Clinical Care

C. Specialty specific descriptors
   OPTIONAL OUTCOMES
   (agreed at the beginning of a training year in PDP)
The Assessment of the Dental Core Trainee

- Learning agreement
- SLEs (24 per year)
- Review of competence progression
- Certificate of achievement
Assessment framework

- Initial meeting
  - to set SMART© objectives
- Review at 3 months
- Interim review of competency progression
  - at 6 months
- Final competency review
  - to agree outcomes achieved (or not achieved)
- Certificate of achievement
RCP - Indicative Outcomes within DCT

• Interim Review Panels may record the following Outcomes:
  1. Predefined competencies being demonstrated at an appropriate rate
  2. Development required
     with specific recommendations regarding the development of further competencies
     during the remainder of that year of the training programme being made
  5. Incomplete evidence provided

• Final Review Panels may record the following Outcomes:
  1. Predefined competencies successfully demonstrated
  2. Development required with specific recommendations regarding
     competencies that were specified in the original learning agreement but not yet
     demonstrated during this year of training
  5. Incomplete evidence provided
Turas ePortfolio for DCT

https://portfolio.turasdigital.com
DCT curriculum 2016

The portfolio has been designed to reflect the new Curriculum for Dental Core Training 2016
Benchmark for the successful completion of a DCT programme

• Minimum of 24 Supervised Learning Events (SLEs)
• A clinical governance/quality improvement project (e.g. audit)
• A current personal development plan (PDP) and progress against that PDP
• Study Day attendance record and CPD log which is appropriate for GDC requirements
• Completed Multisource Feedback (MSF)
• Evidence of satisfactory patient feedback
• Formal sign-off of training by Educational Supervisor
Progress against curriculum: trainee view
Progress against curriculum

• You should link each SLE to the curriculum
• There are 18 mandatory learning outcomes
  • 5 in Professional Behaviour
  • 3 each in Communication and Clinical Safety
  • 7 in Clinical Care
• You must link a minimum of 2 pieces of evidence
  • to each learning outcome
Progress with SLEs: trainee view

Supervised Learning Events
- Comprise DOPs, CBDs, Mini-CEX and Developing the Clinical Teacher
- Reference point is end of training
- 24 in 11 months
Progress with SLEs: trainer view

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Supervisor meetings: trainee view

- Trainees must have signed *Conditions of Taking up a Post* form before meetings can be arranged.
Supervisor meetings: trainer view

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## Supervisor Meetings

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            • Meet with Educational Supervisor and finalise PDP |
| November  | • Review meeting with Educational Supervisor    |
| February  | • Interim Review of Competence Progression (RCP) |
| March     | • Review meeting with Educational Supervisor  
            • Initial meeting with Educational Supervisor (if on 6 month rotation) |
| May       | • Review meeting with Educational Supervisor    |
| July      | • Final RCP                                     |
Checklist of RCP Requirements HEE NW

- Personal Development Plan
- Record of attendance at least 10 DCT1 study days
- 24 SLE's (Structured Learning Events) linked to curriculum domains min 2 per month, completed by the RCP date in July
- MSF - at least one per year, 2 in split posts
- A logbook of experience/diary - please upload to your e-portfolio library, ensuring no patient identifiers
- One audit - with a second cycle
- Record of use of study leave
- Educational Supervisor Report
- Final sign off/meeting between ES and DCT
- Online Training Survey (you will be issued with a unique reference number to complete this).
- DCT Poster Of Audit/Case Report or Research project
Educational Contract
the ‘Declaration’
Declaration – your educational contract

• You will sign a document which starts with
• “On accepting an offer to join a dental core training programme, I agree to meet the following requirements throughout the duration of the programme. . .”
• Do not treat this like the ‘Terms and Conditions’ that you scroll through without reading
Read / understand / comply with

• DCT curriculum
• GDC – Standards for the Dental Team
  • Maintain and develop knowledge, skills, understanding
  • Work safely within my abilities
• Standards of GDC / Trust / LETB
  • Social media
  • Information governance (no photos on your phone)
• Relevant policies in your workplace
  • Clinical / therapeutic
  • Behaviour
You must...

- Maintain dental registration
- Maintain professional indemnity *
- If working in primary care, be on performers list
- Take full responsibility for my actions
- Work with my supervisor, within my abilities and under the governance structures of my workplace
You must...

- Inform Lead employer & HEE NW
  - If I am under investigation (police/GDC/NCAS etc)
  - If I am suspended from GDC / performers list
  - Give appropriate notice when leaving/resigning

- Understand my training is ‘trainee led’
  - Portfolio

- Provide care respecting patients dignity, with equity and without prejudice

- Work respectfully within a team as a professional
You must..

• Give HEE NW
  • e-mail address
  • any change of my personal contact details
  • Any change in personal circumstances which may affect my training programme arrangements

• Keep up to date with HEE NW and GDC websites
• Maintain your portfolio to the standard required
• Attend required number of formal teaching days
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Reminder of RCP Requirements

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- Final sign off/ meeting between ES and DCT
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- DCT Poster Of Audit/Case Report or Research project
Summary

• We have covered how DCT training works
• How the curriculum is structured
• How the assessment process works
Key Dates

Review of Competency Progress RCP

• Interim RCP
  • Monday 19 Feb 2018 - ‘Panel A’ Desktop Review
  • Friday 9 March 2018 - Panel B invited to attend,
  • Associate Dean, TPD, ES, Lay Rep
• Final RCP
  • Monday 2 July 2018 Panel A
  • Monday 23 July 2018 Panel B
  • (AB, TPD, ES, Lay Rep, External Assessor)
Dentistry at Health Education North West

Peer Appraisal for GDPs

Apply Here

https://www.nwpgmd.nhs.uk/dentistry/welcome
Questions?
Study Leave
Study Leave

• Study Leave Allowance is £400

• 30 days allowance

• DCT1 Study days will be taken out of this allocation

• You are required to follow the study leave process on HEE NW website for all study leave claims.
Study Leave

• All study leave applications/queries should be submitted to: nwd.dentalstudyleave@nw.hee.nhs.uk

• request study leave at least 6 weeks in advance of the event

• retrospective claims will not be paid.
Study Leave

• Trust/hospital/unit arrangements will vary and must also be considered when planning study leave.

• Most Trusts expect 6 - 8 weeks notice of annual/study leave.
Study Days – YOU MUST SIGN THE REGISTER

• GDC CPD Rules apply
• If you don’t sign the register, you cannot get CPD
• Photos will not count
• Testimony from your friends will not count
• GPS tracking data from your phone will not count
• The lecturer remembering you were the only person in the room with them WILL NOT COUNT
• YOU MUST SIGN THE REGISTER
Annual Leave

- In split posts annual leave must be split evenly across the 2 x 6 months periods
- You cannot carry annual leave from one post to the next
- Please plan ahead
- Plan rotas for Christmas and the New Year
- You will not be paid for any unused leave
- Follow local policies
DCT Recruitment 2018

• Similar process to 2017
  • DCT 2&3 includes a portfolio station
  • Start building now

• SJT online at Pearson Vue Centres

• 5 Selection Centres

• No R1R

• Welsh DCT 2&3 included

• Details subject to change
Recruitment Dates
Dental Core Training (September 2018 start)
England, Northern Ireland, Scotland & Wales:

Advert appears: Tue 16 January 2018
Applications Open: Tue 23 January 2018
Applications Close: Tue 13 February 2018
Selection Centre Booking: Tue 3 – Fri 6 April
Interview Window: Mon 30 April – Fri 4 May 2018
Initial Offers released by: Thu 7 June 2018
Hold deadline: Thu 14 June 2018
Upgrade deadline: Thu 21 June 2018
Paperwork deadline: No later than Fri 29 June 2018
And finally....
Please Sign the Register!
Digital break!

• Take a selfie now
• Put your name in the subject line
• Send by email to Susan Tierney
  • Susan.Tierney@hee.nhs.uk
• Sign the consent form