PARTICULARS OF APPOINTMENT

HEALTH EDUCATION ENGLAND WORKING ACROSS THE NORTH WEST AND THE UNIVERSITY OF MANCHESTER SCHOOL OF DENTISTRY

NATIONAL INSTITUTE OF HEALTH RESEARCH
DENTAL ACADEMIC CLINICAL FELLOW
Primary Care
Summary

Health Education England working across the North West in conjunction with the University of Manchester offers a national Academic Clinical Fellowship (ACF) in the dental primary care. The post is designed to support dentists who wish to pursue a career in academic clinical dentistry by providing research training alongside NHS training in Primary Care. The post is tenable for four years and will be tailored to the academic and clinical training requirements of the successful applicant. The post is available immediately and is aimed at candidates at a dental core training level.

The successful applicant will be supported and encouraged to undertake a clinical training and a Master’s Degree, and supported to develop the necessary skills to embark subsequently on a higher (PhD) Degree. The post is full-time but applications will be accepted from applicants wishing to work part-time. Both clinical and academic components can accommodate part-time appointments.

The Head of the Dental School is Professor Paul Coulthard who leads a team of 35 full-time HEFCE funded staff. The School currently heads the Times rankings of UK dental School and came top in the 2008 Research Assessment exercise for research quality and was awarded the maximum mark of 24 in the latest Subject Review. Thirty per cent of the School’s researchers were deemed to carry out research that was internationally leading, attracting the top 4* grade, while a further 45% of those assessed by the RAE carried out research that was world class (3*). The remaining 25% published research of international significance (2*).

This proposal builds on this strength and will provide high quality clinical and research support to the successful applicants. Health Education England working across the North West and the School will expect successful applicants to apply for externally funded PhD fellowships before completion of the end of the four year programme.

Academic Lead:
Dependent on the research field to which the ACF is appointed

Clinical Lead:
Dependent on the clinical track to which the ACF is appointed.

Research Infrastructure:

The School has two highly successful and innovative research themes; Basic Dental Science and Health Science Research each led by a senior staff member. The Basic Dental Science research theme is led by Dr Nicoletta Bobola and two main areas are covered.

- the genetics of craniofacial anomalies, oral cancer and periodontal disease led by Professor Mike Dixon
- adhesive biomaterials and biomechanics led by Professor David Watt

The Health Science Research theme is led by Dr Anne Marie Glenny and is comprised of:
- the Oral Health Unit of the National Primary Care R&D Centre
the Cochrane Oral Health Review Group (COHG) led by Professor Helen Worthington.
clinical craniofacial research group led by Professor Kevin O’Brien, part of a World Health Organisation Collaborating Centre for research into the treatment of craniofacial anomalies
the Dental Health Unit, a 40 year-old research collaboration with Colgate-Palmolive, led by Professors Roger Ellwood and Iain Pretty produced world leading research on the diagnosis and measurement of dental disease
pain control and diagnosis: Professor Paul Coulthard and Dr Vishal Aggarwal
Research in the field of oral radiology and imaging led by Professors Keith Horner and Hugh Devlin

The School has an unparalleled track record in supporting successful applications for NIHR personal awards, with a NIHR Career Scientist, three NIHR Clinician Scientists and five NIHR In-practice training fellows within the School as well as 5 ACFs.

Programme Objectives:

At the end of the programme, the post-holder will be able to:

(1) Demonstrate the competencies required for their level of clinical training

(2) Demonstrate a range of basic research competencies.

(3) Plan, execute and report a good research project

(4) Write a good quality education research proposal.

(5) Completion of a Masters degree as required by the specialist training of their choice

(6) Completion of a competitive application for an externally funded PhD fellowship.

Clinical Training:

The ACF programme will provide high quality academic and clinical training which will be monitored and assessed by Health Education England working across the North West. The clinical training provided will be in Primary Dental Care.

The School of Dentistry works in close partnership with Central Manchester Foundation Trust (CMFT). CMFT has 31 consultants within the Dental Directorate, 13 hold substantive posts and 18 hold Honorary Appointments with the Trust. There are currently 25 Specialist Registrars in training posts in the different specialties. In addition there are 10 Non Resident Senior House Officers and 9 Resident Senior House Officer posts. The Division supports an in-house Dental Laboratory and employs 26 Dental Technicians. There is a School of Dental Nursing, which also provides an extensive range of post qualification courses. The Clinical Head of Division is Dr. Michael Pemberton. The Dental Division is fully integrated with the Trust Management systems and is represented on the Trust Management Board by the Clinical Head of Division.

Base:
Several primary care dental practices are available as the potential training base and the School of Dentistry, will be the base for the remainder of the time and is based in Couplands III Building located centrally on the University campus adjacent to the Dental Hospital. The Dental Directorate is largely centred on the Dental Hospital, but also has clinical activity on the main Trust site. Specific arrangements regarding training sites will be agreed according to the individual needs of the successful candidate. Any rotation required to support clinical training will be in agreement with the relevant training programme director and will include a written agreement for continued protected academic time.

**Description of the Programme:**

The ACF will build research competencies to support academic career progression through delivery of a defined research programme. At the same time, the ACF will acquire the necessary clinical competencies to ensure clinical credibility and allowing a managed exit if deemed appropriate. The programme will be split with 75% of time devoted to clinical training in primary care and 25% devoted to a research programme. Protected academic training time will be guaranteed through day/block release as appropriate. The programme will be trainee centred through choice of clinical track, negotiation and agreement on academic and clinical training plan, use of portfolio learning, mentoring and completion of the relevant Masters Programme at the University of Manchester.

The post holder will hold a substantive contract of employment with the employing practice and will have an honorary clinical fellow contract with the University of Manchester. For the academic element of training they will be managerially and academically responsible to the University and specifically to the Head of the School of Dentistry. The successful candidates will be expected to play a full role in the School, participate in relevant School conferences and meetings and contribute to collegiality within the School.

The post holders will be awarded a contract in Primary Dental Care and will be encouraged to enrol on the Diploma in Restorative Dentistry from FGDP or equivalent. For the clinical element of training the trainee will be managerially responsible to Health Education England working across the North West and specifically to the Post Graduate Dental Director. Study Leave will be available with the prospective approval of the relevant Training Programme Director, having regard to agreed learning needs in the trainee’s Personal Development Plan. Funding must be prospectively approved by Health Education England working across the North West or appropriate individual with devolved responsibility and will be subject to the Health Education England working across the North West Guidelines for Study Leave, as contemporaneously applied.

Training will include management of the Health Service and dento-legal issues and the appointees may be expected to assist in the management and administration within the NHS. The post holder will comply with relevant NHS policies and procedures and will work within the relevant clinical governance structures of the practice hosting clinical training. The post holder will be responsible to the practice Provider for the clinical care of his or her patients:

**Year 1:**
Basic Research Training: In addition to clinical training, the appointee will spend one day/week in acquiring basic research competencies through commencement of a taught masters (usually Masters in Research) programme (or modules where appropriate) and commencement of a research project. The project will form part of an overall plan towards a programme of research leading up to a PhD fellowship application. In the first year this will involve critical appraisal of the literature, study design and where necessary application for ethical committee approval.

Years 2 and 3:
The post holder will continue to acquire clinical skills and competencies in their Primary Dental Care. He/she will also continue to develop their research skills and competencies with one-day per week release. The focus in years 2 and 3 will be on data collection, where appropriate. During this year the post holder will be expected to start to design an application for an externally funded PhD fellowship.

Year 4:
The post holder will continue to acquire relevant clinical skills and competencies in Primary Dental Care. The ACF will complete their master’s programme (if appropriate) and submit an application for an externally funded PhD fellowship from e.g. NIHR, Wellcome Trust. During this writing up application period academic time can be scheduled by a combination of block and day release to ensure flexible management of the ACF’s time. During each of the four years the ACF is expected to take every opportunity to produce high quality peer reviewed publications to support their application for a PhD fellowship.

Mentoring
The ACF will be provided with an academic mentor most relevant to his or her clinical discipline. In addition, the ACF will have a clinical educational supervisor, who will liaise with the academic mentor and the relevant Training Programme Director. At the start of the fellowship, the ACF will construct an academic and clinical training plan in discussion with their academic mentor, clinical educational supervisor and the relevant Training Programme Director. The plan will form the basis of a training portfolio to be developed over the 4 years. Formal meetings with the mentor will take place every 3 months and progress will be discussed using the portfolio and academic plan.

Progress and assessment
The clinical track competencies will be achieved in parallel with the research competencies and will be set down in discussion with the relevant Training Programme Director. Formal review of progress will be through participation in Health Education England working across the North West Annual Review of Competence Progression (ARCP) as appropriate for their clinical specialty. The ACF will produce a progress report for their ARCP in conjunction with their academic mentor and clinical educational supervisor. Clinical competency progression will be judged through work based and other appropriate assessments for the relevant clinical
specialty. Research competencies will be assessed through the formal assessments in the Masters programme.

**Programme Management & Administration**

A small committee will be responsible for the overall management of the programme, consisting of the relevant academic and clinical leads and the Associate PG Dean. The ACF/ACL/In Practice Training Fellowship programmes of the school will be externally reviewed annually.

**Future Career Opportunities**

We have described our strong track record in supporting successful NIHR fellowship applications. We would expect successful applicants to express a strong intention to progress up the clinical academic pathway set out by NIHR.

Candidates are encouraged to visit the facilities by prior arrangement.

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