

RESTORATIVE DENTISTRY PERSON SPECIFICATION

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • BDS or equivalent • MFDS or equivalent 	Application form
<p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible for registration with the GDC at the intended start date of appointment. ⁱⁱ • Have four years of post-graduate dental experience within a variety of primary and secondary care environments by intended start date. • A minimum of one year managing patients in an NHS or University funded post in a secondary care setting by intended start date. • Have evidence of achievement of core dental competences in this specialty by time of appointment in line with GDC Standards for the Dental Team including: <ul style="list-style-type: none"> ➢ make the care of your patient your first concern ➢ provide a good standard of practice and care ➢ take prompt action if you think that patient safety, dignity or comfort is being compromised ➢ protect and promote the health of patients and of the public ➢ treat patients as individuals and respect their dignity ➢ work in partnership with patients ➢ work with colleagues in the ways that best serve patients' interests ➢ be honest and open and act with integrity ➢ never discriminate unfairly against patients or colleagues ➢ never abuse your patients' trust in you or the public's trust in the profession. • Be eligible to work in the UK • Hold current valid driving licence or provide an undertaking to provide alternative means of transport to fulfil the requirements of the whole training programme 	<p>Application form</p> <p>Application form, interview/selection centreⁱⁱⁱ</p> <p>Application form, interview/selection centre</p> <p>Application form</p>
<p style="text-align: center;">Fitness to practise</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	Application form, references
<p style="text-align: center;">Language skills</p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as demonstrated by one of the following:</p> <ul style="list-style-type: none"> • <i>undergraduate medical training undertaken in English;</i> <p>or</p> <ul style="list-style-type: none"> • <i>the following scores achieved in the academic International English Language Testing System (IELTS), in a single sitting, no more than 24 months prior to the date of application: Overall 7.5, Speaking 7.0, Listening 7.0, Reading 7.0, Writing 7.0,</i> <p>If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence^{iv} of language skills</p>	Application form, interview/selection centre
<p style="text-align: center;">Health</p> <p>Applicants must meet professional health requirements (in line with GDC Standards for the Dental Team).</p>	Application form, pre-employment health screening

Career progression	
<p>Applicants must:</p> <ul style="list-style-type: none"> • Have four years of post-graduate dental experience within a variety of primary and secondary care environments by intended start date. • Have a minimum of one year managing patients in an NHS or University funded post in a secondary care setting by intended start datea secondary care setting by intended start date. • Be able to provide complete details of their employment history • Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region^v. • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training • Not have previously relinquished or been released / removed from a core dental or dental subspecialty training programme, except under exceptional circumstances^{vi}. 	<p>Application form Interview/selection centre</p>
Application completion	
<p>ALL sections of application form completed FULLY according to written guidelines.</p>	<p>Application form</p>

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Qualifications		
<ul style="list-style-type: none"> • As above • Basic - Advanced Life Support Certificate from the Resuscitation Council UK or equivalent • MFDS or equivalent 	<ul style="list-style-type: none"> • MSc, MClIn Dent • Other degrees/qualifications 	<p>Application form, interview/selection centre' References</p>
Career Progression		
<ul style="list-style-type: none"> • As above 	<ul style="list-style-type: none"> • Postgraduate experience in restorative dentistry 	<p>Application form, interview/selection centre, References</p>
Dental skills – dental knowledge & expertise		
<ul style="list-style-type: none"> • Good operative / restorative ability & skills for level of experience • Good understanding of restorative treatment and planning • Competent to work without direct supervision where appropriate • Clear, logical thinking with an analytical / scientific approach 	<ul style="list-style-type: none"> • Has undertaken restorative dentistry procedures in a supervised secondary care setting • Has experience of the treatment planning and management of congenital and acquired maxilla-facial defects within a team environment • Has experience of minor oral surgery including Periodontal surgical procedures. 	<p>Application form, interview/selection centre, References</p>

<ul style="list-style-type: none"> • Understands the demands of managing medically-compromised patients within a secondary setting • Basic Life Support and medical emergency training within one year prior to the interview date • Appropriate level of clinical knowledge • Demonstrates knowledge and use of evidence informed practice • Shows awareness of own limitations • Understand the role of a consultant led restorative dentistry service • Aware of implant uses • Understanding of clinical risk management • Experience of audit, understands the importance of clinical audit 	<ul style="list-style-type: none"> • Has experience of undertaking treatments involving dental implants. 	
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<p>Academic skills</p>		<p>Application form Interview/selection centre</p>
<p>Research and audit skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and clinical quality improvement initiatives • Demonstrates knowledge of evidence-informed practice 	<p>Research and audit skills:</p> <ul style="list-style-type: none"> • Evidence of relevant academic and research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which: <ul style="list-style-type: none"> ➢ focuses on patient safety and clinical improvement ➢ demonstrates an interest in and commitment to the specialty beyond the mandatory curriculum ➢ shows some awareness of specific principles of research in restorative dentistry ➢ understanding of service-user contribution to and perspective of, audit and research <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of interest in, and experience of, teaching • Evidence of feedback for teaching 	

Personal skills		
<p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate • Able to build rapport, listen, persuade and negotiate. <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach. <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity and motivation to take in others' perspectives and treat others with understanding; sees patients as people • Demonstrates respect for all. <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams and supervise junior dental workforce staff • Ability to show leadership, make decisions, organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects • Capacity to work effectively with others. <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively. • Understands the importance of prioritisation within the NHS as it relates to Restorative Dentistry • Capacity to prioritise own workload and organise ward rounds • Evidence of thoroughness (is well-prepared, shows self-discipline/commitment, is punctual and meets deadlines.) • Ability to keep effective notes/records. • Experience and ability to work in multi-professional teams • Evidence of Leadership <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues. 	<p>Management and leadership skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in and outside dentistry. <p>IT skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills. <p>Other:</p> <ul style="list-style-type: none"> • Evidence of achievement outside dentistry • Evidence of altruistic behaviour, eg voluntary work • Evidence of organisational skills – not necessarily in medicine, e.g. grant or bursary applications, organisation of a university club, sports section, etc. • Understanding of NHS, clinical governance & resource constraints; management / financial awareness; experience of committee work • Experience of organising rotas and / or journal clubs 	<p>Application form</p> <p>Interview/selection centre</p> <p>References</p>

<p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure • Demonstrates initiative and resilience to cope with changing circumstances • Is able to deliver good dental care in the face of uncertainty. 		
<p>Values:</p> <ul style="list-style-type: none"> • Understands, respects and demonstrates the values of the NHS Constitution^{vii} (e.g. everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion) 		
<p>Probity – professional integrity</p>		
<ul style="list-style-type: none"> • Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) • Capacity to take responsibility for own actions and demonstrates a non-judgemental approach towards others 		<p>Application form, interview/selection centre, references</p>
<p>Commitment to specialty – learning and personal development</p>		
<ul style="list-style-type: none"> • Demonstrates a realistic insight and interest in Restorative dentistry • Demonstrates self awareness and insight, and commitment to personal and professional practice 	<ul style="list-style-type: none"> • Support for specialty through membership of relevant specialist societies • Other activities/ achievements relevant to Restorative Dentistry 	<p>Application form Interview/selection centre References</p>

ⁱ 'When evaluated' is indicative, but may be carried out at any time throughout the selection process.

ⁱⁱ 'Intended start date' refers to the date at which the post commences, not (necessarily) the time an offer is accepted.

ⁱⁱⁱ 'Selection centre' refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.

^{iv} An example of alternative evidence could be testimony from a clinical/educational supervisor, in the form of a signed letter (this will be subject to review by any unit of application to which you apply).

^v The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

^{vi} Examples might include ARCP outcome 4, or failure to progress after two or more failed RITA Es. Applications will only be considered if satisfactory progress (ARCP outcome 1) at the time of resignation/relinquishing the NTN has been demonstrated as confirmed by a letter of support from either the Postgraduate Dean or Head of School in the LETB/Deanery that the training took place. Extraordinary circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include severe personal illness or family caring responsibility incompatible with continuing to train.

^{vii} The NHS Constitution - the NHS belongs to us all 26 March, 2013

<http://www.nhs.uk/choiceintheNHS/Rightsandpledges/NHSConstitution/Documents/2013/the-nhs-constitution-for-england-2013.pdf>, accessed 11 February 2015