

## Health Education England working across Yorkshire and the Humber – Dental Foundation Training (DFT) Educational Supervisor (ES) Person Specification

### GENERAL QUALITIES

#### Essential

A dentist:

- Who practises as a Performer/Provider
- Who has an NHS commitment measured as either:
  - a personal commitment of >1000 UDAs
  - a minimum of £20k superannuable earnings in the previous financial year
  - or > 50% of their working week devoted to the NHS.  
(This commitment is to be maintained throughout the training period.)
- Who will be present in the practice for at least three coincident days or six sessions with the FD (not including the study day)
- Who is in good standing with the GDC, Area Team/Primary Care Service England and other regulatory bodies
- Who demonstrates high professional values and behaviours
- Who behaves at all times in compliance with GDC Standards
- Who is available and accessible to patients through an efficient appointments system and other methods of access
- Who is in a stable relationship within his or her practice-i.e. will have worked in the practice for a period in excess of 12 months before the application and intends to remain in the practice for the full period of Foundation Training
- Who can demonstrate involvement and influence on the running of the practice and practice policy
- Who can provide internet access at the practice, which is available for all the dental team
- Can provide further experienced clinical support from a registered dentist within the practice at all other times.

#### Desirable

A dentist:

- Who has managerial responsibility and who is:
  - A practice owner
  - An equity holder
- Who practises as a Performer/Provider and who has a Minimum of £60k superannuable earnings in the previous financial year

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### QUALIFICATIONS AND CPD

#### Essential

A dentist:

- Who demonstrates a commitment to continuing professional development, postgraduate education and training, and lifelong learning
- Who can demonstrate an understanding of Ethics and Law in practice
- Who has undergone training with regard to Equality and Diversity within the last three years and can demonstrate an understanding of Equality and Diversity in practice
- Who can demonstrate a knowledge of Bullying & Harassment procedures
- Who has participated in peer review and clinical audit
- Who operates robust clinical governance systems in general dental practice
- Who operates systems of risk management in general dental practice
- Who can show evidence of risk management application including:
  - Practice complaints procedure
  - Adverse events monitoring
  - Risk assessment programme
- Who has attended the 'So you want to be a Trainer' course or similar introductory course prior to applying if applying for the first time or if the applicant has had a break from DFT training.

#### Desirable

A dentist:

- Who can prove a commitment to postgraduate education and training by possession of MJDF or other clinical, educational or managerial postgraduate qualifications
- Who is in possession of a current professional development portfolio and evidence of its application
- Who can demonstrate the use of audit and peer review
- Who has undergone training with regard to Bullying & Harassment Procedures
- Who can show evidence of clinical governance application.

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### KNOWLEDGE AND EXPERIENCE

#### Essential

A dentist:

- Who has significant experience of working in UK NHS general dental services. That experience being commensurate with the role of clinical and educational supervision of a Foundation Dentist
- Who has been qualified for four years on application
- Who can demonstrate a personal continuing contract to provide NHS general dental services within their Area Team/Primary Care Support England
- Who has high clinical and ethical standards
- Must have a working knowledge of, and apply in their working environment, the values of the NHS Constitution
- Who understands the legal framework of general dental practice
- Who provides a full range of treatment within the NHS normally associated with primary dental care including minor oral surgery, molar endodontics and the provision of chrome partial dentures where appropriate
- Demonstrates an understanding of Dental Foundation Training
- Where there has been previous experience of being an Educational Supervisor, the training provided must have been of a satisfactory standard
- Who can demonstrate involvement in mentoring an individual
- Who has the ability to be a mentor
- Who acts as a good role model.

#### Desirable

A dentist:

- Who has been on a mentoring training course
- Who can demonstrate their abilities and experience of being a role model.

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### SKILLS AND ABILITIES

#### Essential

A dentist:

- Who is able to cope with change, who is flexible and can handle uncertainty (this might be shown by availability to the practice visitors)
- Who is willing to re-organise their own daily routine and those of the practice, to take account of the presence of a Foundation Dentist (FD)
- Who is enthusiastic about his or her profession
- Who works well as part of a team within a well-run practice
- Who is able to communicate effectively with patients and other team members
- Who can demonstrate involvement in staff training and development and with the necessary teaching skills.

#### Desirable

A dentist:

- Who owns or runs a well-organised practice including a structured training programme for staff
- Who is interested in adding knowledge to general practice or can show a commitment to continuing professional development of themselves and those they work with, evidenced by e.g.:
  - Recent presentations to postgraduate and continuing training courses
  - Recent articles, reviews or letters on related topics published locally or nationally.
- Who has been on a teaching skills course.