

## Dental Foundation (DF) Training: New Educational Supervisor Person Specification 2020/2021

This form lists the essential and desirable attributes for new applicants wanting to train DF Educational Supervisors for Health Education England, London and Kent, Surrey, Sussex. (HEE LKSS). These attributes will be assessed as indicated by the 'X'.			Assess on application form	Assessment at interview	Assessment at practice visit before or after interview
EXPERIENCE	ESSENTIAL	Has not been a trainer during the last 3 calendar years at the time of application.	X		
		Has been a general dental practitioner for at least 4 years, at time of commencement of the DFT year with full understanding of GDS contract and NHS Regulations as they relate to general dental practice.	X	X	X
		Must be able to demonstrate sufficient experience in practice management including people and teams; demonstrates resilience.	X	X	X
	DESIRABLE	Previous teaching experience in or outside dentistry.	X	X	
QUALIFICATIONS & TRAINING	ESSENTIAL	Full and unconditional Registration with the GDC as a dentist	X		
		Has a Performers List Number	X		
		Has no current conditions with the GDC or local NHS area team	X		
		Demonstrable commitment to PG education and to training.	X	X	
	DESIRABLE	Postgraduate Qualification or evidence of extensive Postgraduate Education.	X	X	
KNOWLEDGE, SKILLS, ATTITUDES & PROFESSIONALISM	ESSENTIAL	Places a high value on clinical standards, ethical values and patient care. Understands professionalism in the widest context. Display strong clinical and ethical standards		X	
		Provides a comprehensive range of treatment under the NHS (as outlined within the DFT curriculum) and can demonstrate an understanding of how NHS system works	X	X	X
		Awareness of current issues in general dental practice including CQC and an understanding and application of risk management.		X	
		Upholds the values of the NHS and the principles of Equality and Diversity in all contexts. Shows evidence of self-awareness, reflection and critical thinking.		X	
		Has undertaken Equality & Diversity training in the past 3 years	X		
		Realisation (and willingness) of the need to make time available for the trainee and offer hands-on, and other, supervision and help where needed. Demonstrates empathy to the trainee and has the time-management and organisation skills required to allow this.		X	
		Excellent knowledge base and clinical judgement including understanding of current guidelines and evidence-informed practice.		X	
		The ES will demonstrate appropriate modern clinical knowledge, skills and experience to teach Foundation trainees.		X	
		Can demonstrate commitment to self-directed learning and has a PDP that meets GDC requirements for Continuing Professional Development, as well as reflecting current role(s).	X	X	
		Will understand the curriculum of Dental Foundation Training and processes of measuring trainee performance.		X	
		Minimum 15 hours verifiable CPD in year of application	X		
		DESIRABLE	Display the appropriate motivation and desire to be an educator, assessor, coach, employer (where appropriate) and a mentor to a dental foundation trainee for a 12 month training programme		X

		In possession of Postgraduate Certificate or Diploma in education.	X	X	
		Understands the importance of and can give examples of own reflective writing to aid learning and practice. Can encourage colleagues to embrace and make the best of reflective learning and writing within their portfolios		X	
		Able and willing to be adaptive and embrace change as legislative requirements, technologies, materials and methods change.		X	
		A dentist who can demonstrate the ability to give and receive feedback		X	
		Can produce evidence of involvement in appraisal		X	
<b>PRACTICE</b>	<b>ESSENTIAL</b>	Personal commitment of at least 1000 UDAs, or for joint trainer applications, the total UDAs between the parties is 1000 with each party achieving not less than 400 UDAs at the training practice at the point of application. Does not have a personal NHS commitment of more than 7000 UDAs (or equivalent pro rata). Trainers workload allows for FD accessibility.	X		
		Demonstrable adequate and appropriate workload for the trainee with a NHS commitment that will allow a Dental Foundation Trainee to achieve a minimum of 1500 UDAs during their training year with appropriate case-mix across Tier 1 competency			X
		Trainee surgery meets current specification to meet equipment checklist which includes dental clinical software system for appointments, clinical record keeping, EDI with BSA, digital radiography and internet access for DFT portfolio. Minimum 3 square metres, well equipped.			X
		Practice ensures trainee can work clinically at the practice on non-study days (trainee surgery available for exclusive use of foundation dentist Monday-Friday)	X		X
		CQC compliant in all areas.			X
		Satisfactory HEE LaKSS practice inspection			X
		At the time of application for practice equity holders (e.g. sole owners/partners) named as a performer on the current NHS contract at the proposed training practice.	X		
	<b>OR</b>	At the time of application, for non-equity holders in the practice e.g. associate/dentists employed or contracted to provide services, to have a minimum of 12 months clinical experience as a NHS performer in the proposed training practice and named on the practice NHS contract for that period.	X		
		Other NHS named performer(s) who is/are suitably experienced (at least 4 years qualified), practicing clinically the whole time the proposed FD will be at the practice to provide clinical advice and support in your absence, in addition to the ES applicant. Such performers need to be named on the practice NHS	X		

		contract at the time of application.			
	<b>DESIRABLE</b>	Best practice achieved for HTM 01-05.	<b>X</b>		<b>X</b>
		Has participated in a QA scheme.	<b>X</b>		<b>X</b>
		FD surgery on same floor as ES surgery			<b>X</b>
<b>CLINICAL SUPERVISION PARTICIPATION</b>	<b>ESSENTIAL</b>	To work clinically in the same premises as the FD for not less than four days a week, not including the programmed study day, in a surgery to which he/she has close proximity and access for the FD. You will take no holiday or other leave in the first four weeks of the FD's employment with the Practice to ensure appropriate supervision and patient safety. Present in practice with FD each session that FD works in the practice.	<b>X</b>	<b>X</b>	
		Be a named performer on the practice NHS contract who is currently practicing clinically at the proposed site and who is suitably experienced (at least 4 years qualified), that can provide cover for you, and if applicable, your joint Educational Supervisor, during periods of absence e.g. holidays, sickness etc.	<b>X</b>		
		To participate in the study course and HEE-led events.		<b>X</b>	
	<b>DESIRABLE</b>	Has experience of mentoring and clinical supervision.		<b>X</b>	