

**2020/2021 Dental Foundation Trainer Recruitment**
**Person Specification Existing Trainer**

This form lists the essential and desirable attributes for trainers in HEE LaSE. These attributes will be assessed as indicated by the 'X'.			Eligibility form/ Application	Interview	Practice visit /Annual Review/ Performance meetings	
<b>EXPERIENCE</b>	<b>ESSENTIAL</b>	Has been a dentist for at least 4 years in the NHS at the time of the commencement of the DFT year and demonstrates good understanding of GDS regulations and contract	X	X		
		Has a Performers List Number and a GDS contract for mandatory services or a PDS Pilot/ prototype contract.	X			
		Must be able to demonstrate sufficient experience in practice management including people and teams; demonstrates resilience.	X	X	X	
		Must be a current trainer or have been a trainer during the last 3 years at the time of application.	X			
<b>QUALIFICATIONS &amp; TRAINING</b>	<b>ESSENTIAL</b>	Full and unconditional registration with the GDC as a dentist.	X			
		Has no current conditions with the GDC or local NHS area team.				
	<b>DESIRABLE</b>	Demonstrable commitment to PG education and training.	X	X		
		<i>Postgraduate Qualifications or evidence of extensive Postgraduate Training in Education</i>	X	X		
<b>KNOWLEDGE, SKILLS, ATTITUDES, &amp; PROFESSIONALISM</b>	<b>ESSENTIAL</b>	Places a high value on clinical standards, ethical values and patient-centred care. Understands professionalism in the widest context. Display strong clinical and ethical standards		X	X	
		Awareness and application of clinical guidelines, evidence based dentistry, risk management and consent.		X	X	
		Upholds the values of the NHS & the principles of Equality & Diversity. Has undertaken Equality & Diversity training in the past 3 years.		X	X	
		Shows evidence of self- awareness, reflection and critical thinking.				
		Positive attitude towards training including active participation in the study course and HEE-led events.		X	X	
		Understands professionalism in the widest context including various aspects of governance		X	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	
		Can demonstrate commitment to self-directed learning and meets GDC CPD requirements. 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		
		Minimum 15 hours verifiable CPD in year of application	X			
		Understands the curriculum of Dental Foundation Training and processes of measuring trainee performance.			X	
		<b>DESIRABLE</b>	<i>Participation in HEE LKSS educational programmes.</i>		X	X
			<i>In possession of Postgraduate Certificate or Diploma in Education.</i>	X	X	
<b>PRACTICE/NHS</b>	<b>ESSENTIAL</b>	Personal commitment of at least 1000 UDAs or for joint applications, the total UDAs between the parties is 1000 with each party achieving not less than 400 UDAs at the training practice. Does not have a personal NHS commitment of more than 8000 UDAs (or equivalent pro rata). Trainers workload allows for FD accessibility.	X			
		Provides a comprehensive range of treatment under the NHS to both adults and children.	X		X	
		Demonstrable adequate & appropriate workload for trainee. 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	X	

		A fully equipped surgery for the DF Trainee. Trainee surgery meets current specification to meet LKSS equipment checklist which includes amongst others dental clinical software system for appointments, full clinical record keeping, EDI with BSA, digital radiography, wall or ceiling mounted x ray machine in DF surgery, full access to suitable camera and ring flash at all times and internet access for DFT portfolio (amongst others).		X	X
		Computer system which is used for all clinical data entry in-surgery and transmission facility. Digital clinical record-keeping complies with best practice guidelines in use. Digital radiograph system in use.			X
		To have a named performer who is/are suitably experienced (at least 4 years qualified), on the practice NHS contract at the point of application, who is currently practicing clinically at the proposed site that can provide cover for you, and if applicable, your joint Educational Supervisor, during all periods of absence e.g. holidays, sickness etc.	X		X
		Satisfactory HEE LaKSS practice compliance inspection in the past three years.	X		X
	DESIRABLE	<i>Best practice achieved for HTM01-05.</i>			X
		<i>Another performer practicing clinically the whole time the proposed FD will be at the practice to provide clinical advice and support in your absence.</i>			X
		<i>The practice has a contract to deliver at least 5000 UDAs.</i>	X		
		<i>Adopts a skill mix approach to the delivery of clinical care</i>			
				X	X
CLINICAL SUPERVISION PARTICIPATION	ESSENTIAL	To be present for at least 3 days or 6 half days per week at the practice to overlap with the trainee. Is able to make time for the trainee and offer hands-on help when needed. In the case of joint trainers, one or other trainer needs to be present for 3 days to overlap with the trainee.	X	X	X
		Equality and Diversity awareness / training within the last 3 years	X	X	
		Willingness to participate in study course and HEE LaSe led events.	X	X	X
	DESIRABLE	<i>Has experience of mentoring and clinical supervision.</i>	X	X	
		<i>Trainer(s) are present throughout the week when the DF Trainee is working.</i>		X	X