

RECRUITMENT INFORMATION PACK



WeCare









Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

Value	Key behaviours	
W WELCOMING 	<ul style="list-style-type: none"> • Introduce yourself by saying "Hello, my name is ..." • Smile and acknowledge the other person(s) presence • Treat others as you would wish others to treat you 	<ul style="list-style-type: none"> • Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING 	<ul style="list-style-type: none"> • Get involved in making improvements and bring others with you • Encourage feedback from patients and colleagues and respond to it • Acknowledge efforts and successes; say thank you 	<ul style="list-style-type: none"> • Use feedback to make improvements, and empower colleagues to do this without needing to seek permission • Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE 	<ul style="list-style-type: none"> • Give time and energy to developing relationships within and outside own team • Demonstrate pride in Team Barts Health 	<ul style="list-style-type: none"> • Respect and utilise the expertise of colleagues • Know your own and others' part in the plan
A ACCOUNTABLE 	<ul style="list-style-type: none"> • Always strive for the highest possible standard • Fulfil all commitments made to colleagues, supervisors, patients and customers • Take personal responsibility for tough decisions and see efforts through to completion 	<ul style="list-style-type: none"> • Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing • Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL 	<ul style="list-style-type: none"> • Be helpful, courteous and patient • Remain calm, measured and balanced in challenging situations 	<ul style="list-style-type: none"> • Show sensitivity to others' needs and be aware of your own impact • Encourage others to talk openly and share their concerns
E EQUITABLE 	<ul style="list-style-type: none"> • Value the perspectives and contributions of all and ensure that all backgrounds are respected • Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out • Work to enact policies, procedures and processes fairly 	<ul style="list-style-type: none"> • Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment • Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

1. Job Particulars

Job Title	Specialist Registrar in Restorative Dentistry
Pay Band	Specialist Registrar
Location	The Royal London Dental Hospital
Reports to	Shakeel Shahdad, Clinical Lead in Restorative Dentistry
Responsible to	Rishi Bhandari, Clinical Director for Dentistry and OMFS

2. Job Purpose

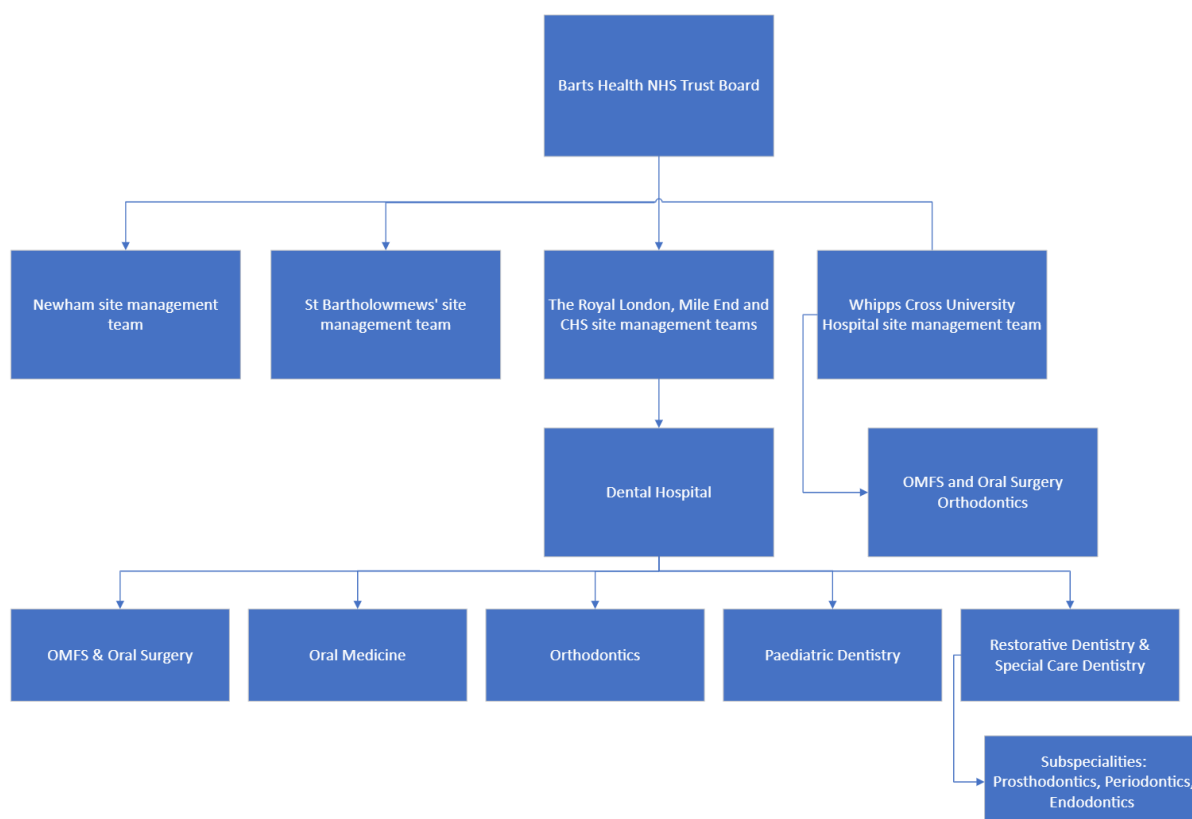
We are seeking to appoint a Specialist Registrar to join our friendly and supportive team to provide care for high priority patients in a NHS hospital based restorative dentistry service. The post-holder will focus on working in the clinical environment providing care for NHS priority patients, supporting the Consultant team on New Patient Clinics and supervising Dental Core Trainees.

3. Key Working Relationships

Internal	External
Consultants	GDPs
Other specialties within MDTs	Community Dental Services
Dental care professionals	Other MDT members within Clinical Networks
Support and administration	Queen Mary University of London
Management	Health Education England

4. Structure chart

Barts Health NHS Trust operates 7 Clinical Boards: Cancer, Cardiovascular, Children's Health, Emergency Care, Medicine, Surgery, Women's Health. Restorative Dentistry is part of the Dental/OMFS network within the Surgery Board.



Current staffing:

Consultant in Restorative Dentistry (7 NHS, 3 Honorary);
Consultant in Periodontology (3 Honorary);
Consultant in Endodontics (1 Honorary);
Consultant in Special Care Dentistry (3 NHS);
Consultant in Dental Primary Care (1 Honorary)

Trainees:

4 specialist registrars in restorative dentistry
1 specialist registrar in special care dentistry
1 academic clinical lecturer in periodontology
2 academic clinical fellows in prosthodontics
6 dental core trainees in restorative dentistry
2 general duties dental core trainees

5. Main duties, responsibilities, and results areas

The job description is a reflection of the current situation and will be reviewed regularly in discussion with the post-holder depending on the needs of the service in line with the Hospital/Institute and Units goals.

The key roles of the post holder will be:

- Participation in consultant-led new patient clinics where a range of patients referred by general dental practitioners and other providers are seen and a diagnosis and treatment plan provided.
- Treatment of patients involving a range of care with varying complexity including multidisciplinary involvement in an outpatient setting under local anaesthesia, sedation and general anaesthesia.
- Planning and restorative management of patients diagnosed with head and neck cancer
- Attendance at joint clinics and provision of care to patients requiring a multi-disciplinary approach to treatment
- Management of patients with other acquired and congenital disorders
- Management of patients with complex trauma
- The post holder will also be encouraged and expected to take part in audit at both departmental and hospital level.
- Participate in training of DCTs and Undergraduates when and if appropriate.

Over and above this the post holder should be aware of and will be expected to:

- Perform against the trusts guidelines for patient care including the maintenance of satisfactory clinical records, dealing with complaints, ensuring that the appropriate pathways for recording patient attendances are followed and maintained
- Ensure that all patients seen are booked appropriately on the Trust Care Record System
- All guidelines for correspondence including discharge to the referring practitioner and patient is undertaken within accepted time frames
- Ensure that all patients allocated to them are under a named consultant

6. Appraisal

The Trust has arrangements in place to ensure that all clinical staff have an annual appraisal with a trained appraiser.

7. Indicative Job Plan

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	HANC Treatment Clinic	New Patient Clinic	HANC MDT/ Implant Clinic	Patient Treatment Clinic	Patient Treatment Clinic
PM	Patient Treatment Clinic	SPA	New Patient Clinic	3 in 4 Admin/ 1 in 4 Pan London StR Study session	Didactic Teaching

8. Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). www.nmc-uk.org/



9. Person Specification

Domain	Essential Criteria	Desirable Criteria	How Assessed
Professional Registration	Eligible for or holding registration with the United Kingdom General Dental Council (GDC)		CV, Application form and Documentation
Professional Qualifications	BDS or equivalent MJDF/MFDS		CV, Application form and Documentation
Clinical Experience	Completed Dental Foundation Training and Dental Core Training post in Restorative Dentistry	Experience of treatment of Multidisciplinary care patients	Application form, CV, interview
Clinical Skills	Competence in Fixed and Removable Prosthodontics, Endodontics and Periodontology		Application Form, CV, Interview
Teaching	Some experience of clinical chair-side or didactic teaching		Application form, CV, Interview
Audit	Effective participation in audit		Application form, CV, Interview
Research		Participation in Research Publication	Application form, CV, Interview
Personal and Leadership skills	Communication: Ability to communicate with clarity in written and spoken English; ability to build rapport, listen, persuade/ negotiate.	Management of a clinical team	Interview



<p>Personal and Leadership skills (cont)</p>	<p>Organisational: Ability to prioritise, manage work load, expedite and facilitate care when urgent</p> <p>Accountability: Ability to take responsibility, lead, make decisions and exert appropriate authority.</p> <p>Interpersonal Skills: Empathy, understanding, listening skills, patience and ability to work co-operatively with others.</p> <p>Teamwork: Ability to work as part of a team</p>		<p>Interview</p>
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Footnotes:

1. The above criteria should be considered the minimum and Trusts would be entitled to add other criteria (both essential and desirable) to take account of local circumstances.
2. The professional qualifications and training requirements listed apply to individuals who are currently undertaking training towards specialty level, although a formal Specialist Registration is not required

