

## Job Description

<b>Position:</b>	Speciality Registrar in Paediatric Dentistry ST1
<b>Division:</b>	Surgical
<b>Responsible to:</b>	Thayalan Kandiah
<b>Reports to:</b>	Meera Ahluwalia (KCH) Sophie Marshall (SaSH)
<b>Location:</b>	East Surrey Hospital and King's College Hospital

### SaSH values

As an employee of Surrey and Sussex Healthcare NHS Trust, you have an individual responsibility to treat everybody with:

<b>Dignity and Respect:</b> we value each person as an individual and will challenge disrespectful and inappropriate behaviour.	<b>One Team:</b> we work together and have a 'can do' approach to all that we do recognising that we all add value with equal worth.
<b>Compassion:</b> we respond with humanity and kindness and search for things we can do, however small; we do not wait to be asked because we care.	<b>Safety and Quality:</b> we take responsibility for our actions, decisions and behaviours in delivering safe, high quality care.

### SaSH objectives

- 1. Safe** – Deliver standardised, safe, high quality care, which pursues perfection and puts SASH in the top 25% performers nationally.
- 2. Effective** – As a teaching hospital, deliver effective and sustainable clinical care, which focus on outcomes, innovation and technology.
- 3. Caring** – Develop the compassionate care we provide in partnership with patients, staff, families, carers and community services.
- 4. Responsive** – Be the hospital of choice for our local people delivering services in response to the needs of our population.
- 5. Well led** – Be a high quality employer that focuses on staff health and wellbeing and delivers patient-centred, clinically-led, efficient services.



## Surrey and Sussex Healthcare NHS Trust

### Job purpose

The post holder will initially follow a 3 year period of clinical training. Towards the end of the training period, the post holder will be required to pass the Membership Examination in Paediatric Dentistry (MPaed Dent), the end-point of Specialist training, leading to eligibility for entry of their name on the Specialist List held by the General Dental Council.

### Surrey & Sussex Healthcare NHS Trust (SaSH)

Surrey and Sussex Healthcare NHS Trust provides emergency and non-emergency services to the residents of east Surrey, north-east West Sussex, and South Croydon, including the major towns of Crawley, Horsham, Reigate and Redhill. At East Surrey Hospital, Redhill we have 697 beds and provide acute and complex services. In addition, we provide a range of outpatient, diagnostic and less complex planned services at The Earlswood Centre, Caterham Dene Hospital and Oxted Health Centre, in Surrey, and at Crawley Hospital and Horsham in West Sussex.

We provide services across the Surrey and West Sussex County Council areas and work closely with the district, borough and town councils of Reigate and Banstead, Mole Valley, Tandridge, Crawley, Horsham and East Grinstead. Our services are commissioned mainly by Crawley, Horsham and Mid Sussex, East Surrey, Surrey Downs and Croydon CCGs.

The trust employs over 4,215 staff across the trust and is proud to have extensive and modern facilities, including MRI and CT scanners, intensive and coronary care units.

For more information please visit the SASH website: <https://www.surreyandsussex.nhs.uk/>

We are one of the best performing Trusts in England, highlighted by the following recent achievements:

- The Care Quality Commission (CQC) has given us an Outstanding rating
- We are one of the safest hospitals in the country according to CQC's intelligent monitoring
- Our patients are likely to recommend us as we have the best Friends and Family score in the region
- We achieved 100% for cleanliness in the latest PLACE scores
- Our staff are among the most motivated in the country and are proud to recommend our Trust as a place to work and be treated, according to the latest staff survey.
- New Frailty, Ambulatory and Surgical Units opened in 2017/18.
- This has helped us become one of the top 100 NHS employers according to the HSJ.

### Information about the Dental and Maxillofacial Service

This post is partly based in the Dental & Maxillofacial Department at East Surrey Hospital in a brand new purpose-built outpatient department that opened in July 2019. The new department has 7 fully equipped dental outpatient clinic rooms and a CBCT machine. Full clinical support, including Registered Dental Nurse, Secretarial and Receptionist will be provided. Digital extra-oral radiography and analogue/digital intra oral radiography is available on site. Access to external laboratories is

available if required. Theatre lists are held in main theatres on the East Surrey Hospital site with day case admissions coming in through Outwood Ward.

The Department provides specialist secondary care services and multidisciplinary joint clinics in Orthodontics, Restorative Dentistry, Adult Special Care Dentistry and Oral Surgery. There is an established Dental Core training programme and support from the Senior Dental Nurses in Paediatric Dentistry.

The department is moving towards a 7 day service with the opportunity for Saturday/Sunday working.

Below we have listed the current senior clinical, nursing and management staff for the dental service.

•—Thayalan Kandiah	Consultant in Paediatric Dentistry & Clinical Lead
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• Sophie Marshall	Consultant in Paediatric Dentistry
• Mili Doshi	Consultant in Special Care Dentistry
• Damien Reilly	Consultant in Special Care Dentistry
• Ziba Cunningham	Consultant in Orthodontics
• Monika Cedro	Consultant in Orthodontics
• Naomi Rahman	Consultant in Oral Surgery
• Shrina Nathwani	Consultant in Oral surgery
• Martin Danford	(Visiting) Consultant in Maxillofacial Surgery
• Chris Treloar	Service Manager, Head and Neck
• Patrick Dolman-Vesey	Matron, Theatres and Dental
• Malgorzata Higley	Service Delivery Manager, Head and Neck

#### **Paediatric Dentistry.**

The current service is led and provided by two Consultants in Paediatric Dentistry. Patients are predominantly referred from GPs. The department aims to develop a comprehensive diagnostic and advice service in all the restorative sub-disciplines, providing secondary care treatment for appropriate patients, and, with Special Care Dentistry, developing an integrated care pathway for the special care patient from childhood to maturity.

There are regular joint clinics with our Consultant Orthodontists and established strong working relationships with Oral & Maxillofacial Surgery, Orthodontics and Special Care Dentistry in the management of patients with trauma, hypodontia, complex medical histories, genetic and developmental disorders.

Paediatric oral surgery is provided in association with the other specialties within the unit, including outpatient treatment under local anaesthesia or inhalation sedation and day case general anaesthetic treatment.

Regular joint clinics in Facial Deformity, Orthodontics/Restorative dentistry and Orthodontics/Paediatric dentistry provide a comprehensive advice and treatment service for patients with complex needs.

### **King's College Hospital**

King's College Hospital is one of the largest and busiest in London, with a well-established national and international reputation for clinical excellence, innovation and achievement. Two thirds of the clinical activities of the hospital are in support of the socially and economically diverse communities of the boroughs of Southwark and Lambeth. As both a healthcare provider and a major employer with over 7,000 staff, King's plays an important part in helping reduce local, social and health inequalities. The hospital provides a broad range of secondary services, including specialist emergency medicine (e.g. trauma, cardiac and stroke). It also provides a number of leading edge tertiary services, such as liver transplantation, neurosciences, haemato-oncology, foetal medicine, cardiology and cardiac surgery, on a regional and national basis.

King's College Hospital offers a family friendly working approach for all staff to ensure a good work-life balance. It is an environment where family life is promoted and this will be a feature of your annual appraisal. The Trust provides childcare advice and nursery facilities in conjunction with a supportive mentoring and career planning programme. Applications for job sharing are welcome.

### **King's College Dental Institute**

As the largest, most influential centre of excellence in the UK for oral and dental research, with an outstanding record for quality assurance in learning and teaching, King's College Dental Institute is one of the top five centre's of excellence for dental education, research and oral healthcare provision in the world. The Institute's international excellence in research has been confirmed by the outcome of the 2008 UK Research Assessment Exercise (RAE).

### **The Department of Paediatric Dentistry**

The Department of Paediatric Dentistry provides three main functions: delivery of specialist clinical care to patients, clinical education of undergraduate and postgraduate dental students to contributing to research.

The department is situated on the 1<sup>st</sup> floor of the Kings College Dental Institute, in the North and West wings.

The Rainbow Suite for clinical staff comprises of eight dental chairs in large closed surgeries designed to support the treatment of children under IV or IH sedation as well as routine care of medically compromised children, those with behavioural and dental problems as well as for clinical research. The space includes a dedicated recovery area.

The undergraduate and therapist clinic comprises 12 dental chairs for in an open clinic. There are 3 surgeries which have facilities for treatment under Inhalation Sedation.

There is a dedicated dental theatre in the Trust's Day Surgery Centre (next to the Dental Institute) and there are four operating lists per week for children requiring surgery and/restorative care. The specialty has a full time dental technician. Office space is located on the 1<sup>st</sup> floor of the King's College Dental Institute Extension.

The unit also contributes to the training of DCP trainees.

The department receives 600 new referrals monthly. Clinical activity includes daily new patient assessment clinics, treatment clinics (including the use of IV, IH sedation) and a daily dental emergency service together with weekly specialist clinics for Dental Trauma Service, a Hypodontia Service and joint clinics with both Orthodontics and Oral Surgery. Approximately 120 patients are treated under general anaesthesia monthly and we have the largest IV/IS sedation service for children in the UK.

Teaching is to both undergraduate and postgraduate dental students. The undergraduate student clinical teaching is predominantly based at King's College Hospital located at Denmark Hill. There is presently a two-year taught MSc programme in Paediatric Dentistry, predominantly based at Guys Hospital but with many clinical sessions based at the Kings site

Specialist services in paediatric dentistry are provided at Kings under local anaesthesia, inhalation sedation and intravenous sedation as appropriate.

We also run a weekly all day Trauma clinic for those patients that require treatment or review following their accident.

We offer a daily emergency service for those patients presenting with acute infection, trauma or severe pain. It is a triaged service.

The day-case general anaesthetic facility is located within the Day Surgery Unit. Paediatric dentistry has 4 day-case operating sessions per week of which 2 are for extraction only and the other 2 are for dental care and minor oral surgery primarily for children with medical and or special needs or disabilities.

Multidisciplinary clinics held within the department include:

- Hypodontia clinic
- Joint Paediatric Dental/ Orthodontics/Oral Surgery clinics
- Joint Restorative and Paediatric Dental clinic.
- Joint Paediatric and oral medicine

**Staff**

**Academic**

Professor Marie-Therese Hosey, (1.0 WTE)  
Senior Clinical Specialist Teacher/Honorary Consultant in Paediatric Dentistry (1.0 WTE)  
Mr Sanjeev Sood (1.0 WTE)

**NHS Consultants**

Mrs Meera Ahluwalia BDS MSc FDS (Paed) RCS  
(1.0 WTE)  
Mrs Julie Mitchell BDS MSc FDS (Paed)  
(0.6 WTE)  
Ms Maalini Patel  
(1.0 WTE)  
Ms Monika Ivanova  
(1.0 WTE)

**NTN**

Kate Wood (0.5 WTE) shared posts with EDS  
Nabeel Ilyas (1.0 WTE)  
Kirstie Lau (1.0 WTE)  
Yi Loo (0.6 WTE) shared posts with KSS  
TBC shared post with KSS (0.4 WTE shared posts with KSS east Surrey)

**FTN**

TBC

**Clinical Teachers (3.0 WTE in total)**

**Hospital Staff Dentists (2.0 WTE)**

**Main duties and key responsibilities**

This post is based at Surrey and Sussex NHS Trust, and King's College London Dental Institute. The post-holders' timetables will include split clinical weeks to attend Surrey and Sussex NHS Trust (East Surrey Hospital) and Kings Dental Institute to pursue their clinical training. The London KSS training will be Consultant led and training will include contribution to the following clinics:

**Consultant Paediatric New Patient Dental Clinics**

A wide range of patients are referred to these clinics. These patients include those with complex behavioural problems, dental anomalies, dento-alveolar trauma, advanced restorative problems and minor oral surgical procedures and those with complex medical conditions.

#### **Special Needs Clinics**

Examination, treatment planning and treatment is undertaken on these clinics for a variety of patients with special medical, dental and behavioural needs. These include those with severe learning disabilities, and a wide range of medically compromised patients including referrals from oncology, hepatology, cardiology and transplant specialities. In addition, children with rare genetic conditions are seen.

#### **Multidisciplinary Clinics**

The trainee may have exposure to the following clinics:

Hypodontia

Mixed dentition

Advanced paediatric dentistry and restorative.

These clinics involve consultants in Paediatric Dentistry, Orthodontics, Oral Surgery and Restorative Dentistry.

#### **Trauma Clinics**

These clinics are for assessment and treatment of patients with dento-alveolar trauma.

#### **Day Stay Theatre Lists**

Comprehensive care is provided under general anaesthesia for children with a variety of special needs.

The successful applicants will work alongside other full-time NHS StRs in Paediatric Dentistry.

#### **Audit/Research**

The trainee would be expected to undertake audit projects, research, submission of manuscripts for publication and quality improvement projects within their training period. Protected time is built into the timetable for these activities.

The trainee would be expected to participate in Journal Club meetings and the monthly departmental Clinical Governance meetings.

### **Key attitudes and behaviours**

- Flexibility in shift/working patterns to meet the needs of the service
- Is able to participate as a team member
- Willing to accept additional responsibilities as delegated by senior staff
- Displays SASH Values: Dignity and Respect, One Team, Compassion, Safety and Quality

This is an outline job description designed to give an overview of the responsibilities of the post. The post holder will be expected to be flexible to respond to change and organisational need. The post holder will also be expected to contribute to the wider corporate and organisational needs of the Trust as appropriate.

## General

### Information Governance

Whilst employed by the Trust you may have access to patient or staff information, this information must be kept confidential and must not be disclosed to anybody other than when acting in an official capacity. The unauthorised use or disclosure of patient or other personal information is a dismissible offence for Gross Misconduct under the Trust's Disciplinary Policy, and could also result in criminal prosecution. All staff must work in accordance with the General Data Protection Regulation (GDPR) and familiarise themselves with the Trust's information governance and related policies and procedures.

If this post involves the collection, entry, change or deletion of any data items either electronic or manual (e.g. the Trust Patient Administration System) it is your responsibility to ensure that as far as is reasonably possible, you have ensured that those details are accurate and up-to-date.

If this post manages members of staff, it is your responsibility to ensure that these staff are made aware of Trust policies and procedures relating to their area of work and to ensure that these are followed at all times. This post must also ensure that staff receive adequate and relevant training required by them to enable them to carry out their duties.

All employees must familiarise themselves with and adhere to all Trust policies and procedures including the following:

- Risk Management Policy and Strategy
- No Smoking at Work
- Equal Opportunities in Employment, including the Disability Discrimination Act
- The Caldicott Principles
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### Safeguarding children and adults at risk of abuse

All Trust employees have a responsibility to safeguard and promote the welfare of children and adults at risk of abuse. As such, you have a duty to familiarize yourself with the Safeguarding Adult and Children policies available via SASHnet.



### **No Smoking Policy**

Surrey and Sussex Healthcare NHS Trust is a smoke free Trust covering trust premises, grounds and any trust owned vehicle. Staff should not smoke during their working hours and will be protected from passive smoking both in the Trust and whilst making home visits.

### **Research**

The Trust manages all research in accordance with the UK Policy Framework for Health and Social Care Research. As an employee of the Trust, you are required to comply with all reporting requirements, systems and duties of action put in place by the Trust to deliver research governance standards.

### **Intellectual Property**

From time to time during the normal course of your employment you may generate Intellectual Property (IP) which may have value in the delivery of better patient care. Where such Intellectual Property (IP) is created in the course of your employment or normal duties then under UK law it will generally belong to the Trust, unless agreed otherwise in writing between you and the Trust.

The Trust management procedures for Intellectual Property (IP) have been approved by the Trust Board and can be found on the Trust Intranet Site. Trust Procedures are consistent with the Management Framework for Intellectual Property (IP) of the Department of Health. You are required to comply with these procedures.

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**Example Timetable**

**ST1-3 4 week rota**

		Monday	Tuesday	Wednesday	Thursday	Friday
<b>Am</b>	Activity*	PBA	NPC  1 <sup>st</sup> Tues of each month Joint clinic	1:2 Hypodontia Clinic 1:2 Trauma clinic	IS Treatment clinic	Wk 1/3/4 GA Wk 2 Treatment
	Trainer	MA	SM	MA	SM	TK GA SM wk 2
	Location	KCH	E Surrev	KCH	ESurrev	E Surrev
<b>Pm</b>	Activity*	Admin/audit	Admin /Research /Audit	1:2 joint Paeds/ortho/oral Surgery clinic  1:2 Treatment clinic	Admin	Wk 1/3/4 GA Wk 2 NPC
	Trainer	MA	TK	MA	TK	TK GA SM wk 2
	Location	KCH	E Surrey	KCH	E Surrey	E Surrey

NPC- New patient clinic  
 IS- Inhalation sedation  
 GA- General anaesthetic

The timetable maybe modified for years ST2 and ST3 dependant on any clinic or consultant job plan changes.

**Person Specification 2021 Paediatric Dentistry Pre-CCST**

Available at:

<https://www.copdend.org/wp-content/uploads/2020/10/2021-Person-Specification-Paediatric-Dentistry-ST1-2.pdf>

**ENTRY CRITERIA**

ESSENTIAL CRITERIA	WHEN EVALUATED <sup>1</sup>
<p style="text-align: center;"><b>Qualifications</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>BDS or equivalent dental qualification recognised by the General Dental Council</li> </ul>	Application form
<p style="text-align: center;"><b>Eligibility</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Be eligible for registration with the GDC by time the time of appointment<sup>ii</sup></li> <li>Registered with GDC by time of post commencement<sup>iii</sup></li> <li>Be eligible to work in the UK</li> <li>Have the ability to travel to sites as required in order to fulfil the requirements of the whole training programme.</li> </ul>	Application form Interview/selection centre
<p style="text-align: center;"><b>Fitness to practise</b></p> <ul style="list-style-type: none"> <li>Is up to date and fit to practise safely.</li> <li>Satisfactory enhanced Disclosure and Barring Service (DBS) check in England &amp; Wales / Disclosure Scotland (PVG) in Scotland / Access NI in Northern Ireland or equivalent</li> </ul>	Application form References
<p style="text-align: center;"><b>Language skills</b></p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about dental topics with patients and colleagues; as demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li><i>undergraduate dental training undertaken in English;</i></li> </ul> <p>or</p> <ul style="list-style-type: none"> <li><i>academic International English Language Testing System (IELTS) results showing a score of at least 6.5 in each domain (speaking, listening, reading, writing), with an overall score of at least 7.0, to be achieved in a single sitting and within 24 months of the time of application</i></li> </ul> <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 of language skills</p>	Application form Interview/selection centre
<p style="text-align: center;"><b>Health</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Meet professional health requirements (in line with GDC Standards for the Dental Team).</li> <li>Be physically and mentally capable of conducting procedures over several hours which demand close attention.</li> </ul>	Application form Pre-employment health screening

ESSENTIAL CRITERIA	WHEN EVALUATED <sup>1</sup>
<p style="text-align: center;"><b>Career progression</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>• Be able to provide complete details of their employment history</li> <li>• Have evidence that their career progression is consistent with their personal circumstances</li> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• 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<sup>2</sup>.</li> <li>• Not have previously relinquished or been released / removed from a specialty training programme, except under exceptional circumstances<sup>3</sup>.</li> <li>• Not already hold, nor be eligible to hold, a CCST in the specialty applied for and/or must not currently be eligible for the specialist list in the specialty applied for.</li> </ul>	<p>Application form Interview/selection centre</p>
<p style="text-align: center;"><b>Application completion</b></p> <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
<ul style="list-style-type: none"> <li>As above</li> </ul>	<p style="text-align: center;"><b>Qualifications</b></p> <ul style="list-style-type: none"> <li>MFDS / MJDF or equivalent at the time of application</li> <li>Other qualifications held at time of application</li> </ul>	Application form Interview/selection centre
<ul style="list-style-type: none"> <li>As above</li> <li>Has evidence of experience in more than one dental specialty/clinical setting</li> <li>Commitment to the specialty with clear career objectives</li> <li>On a NHS primary care organisation Performance List or able to meet requirements for listing when training/post involves primary care placement that requires listing</li> </ul>	<p style="text-align: center;"><b>Career progression</b></p> <ul style="list-style-type: none"> <li>On a NHS primary care organisation Performance List or able to meet requirements for listing</li> <li>Has evidence of undertaking appropriate courses commensurate with career progression and intentions</li> </ul>	Application form Interview/selection centre

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<p><b>Clinical skills – clinical knowledge and expertise</b></p> <ul style="list-style-type: none"> <li>• Demonstrates good patient care skills</li> <li>• Capacity to apply sound clinical knowledge and judgement to problems</li> <li>• Ability to prioritise clinical need</li> <li>• Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement</li> </ul>		<p>Application form Interview/selection centre References</p>
<p><b>Academic and research skills</b></p> <ul style="list-style-type: none"> <li>• Understanding of the principles and relevance of research in evidence-based practice</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of relevant academic and research achievements, e.g. degrees, awards</li> <li>• Publications</li> <li>• Conference presentations/posters</li> </ul>	<p>Application form Interview/selection centre</p>
<p><b>Quality Improvement:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates understanding of the principles of audit/clinical governance/quality improvement</li> <li>• Evidence of participation in quality improvement/audit/service evaluation</li> </ul>	<p><b>Quality Improvement:</b></p> <p>Evidence of leading at least one quality improvement project</p> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>• Evidence of delivering undergraduate or postgraduate teaching, or teaching Dental Care Professionals</li> <li>• Teaching qualification e.g. PG Certificate in Education, or other teaching training</li> </ul>	
<p><b>Personal skills</b></p> <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>• Capacity to communicate effectively and sensitively with others</li> <li>• Able to discuss treatment/oral health options with patients/stakeholders in a way they can understand</li> </ul> <p><b>Problem solving and decision making:</b></p> <ul style="list-style-type: none"> <li>• Capacity to think beyond the obvious, with analytical and flexible mind, bringing a range of approaches to problem solving</li> <li>• Demonstrates effective judgement and decision-making skills</li> </ul>		<p>Application form Interview/selection centre</p>

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<p><b>Empathy and sensitivity:</b></p> <ul style="list-style-type: none"> <li>Capacity to take in others' perspectives and treat others with understanding; sees patients as people</li> <li>Demonstrates respect for all</li> </ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"> <li>Capacity to work effectively in a multi-disciplinary team</li> <li>Demonstrate leadership, when appropriate</li> <li>Capacity to establish good working relationships with others.</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>Capacity to manage time and prioritise various tasks and commitments, balance urgent and important demands, follow instructions</li> </ul> <p><b>Vigilance and situational awareness:</b></p> <ul style="list-style-type: none"> <li>Capacity to monitor and anticipate situations that may change rapidly</li> </ul> <p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"> <li>Demonstrates flexibility, decisiveness and resilience</li> <li>Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations</li> <li>Awareness of own limitations and when to ask for help</li> </ul>		
<b>Probity – professional integrity</b>		
<ul style="list-style-type: none"> <li>Takes responsibility for own actions</li> <li>Demonstrates honesty and reliability</li> <li>Demonstrates respect for the rights of all</li> <li>Demonstrates awareness of ethical principles, safety, confidentiality and consent</li> <li>Awareness of importance of being the patients' advocate, clinical governance and the responsibilities of an NHS employee</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates altruism – evidence of the ability to attend to the needs of others with an awareness of their rights and equal opportunities</li> </ul>	Application form, Interview/selection centre





SPECIALTY SPECIFIC CRITERIA		
ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<b>Career progression</b>		
<ul style="list-style-type: none"> <li>Has evidence of achievement of Foundation competences from a UK Dental Foundation training programme or equivalent</li> <li>Demonstrates the competencies required at the end of UK Dental Core Training year 1 (i.e. outcome 1) at the time of interview and year 2 at the time of post commencement (or equivalent)</li> </ul>		Application form Interview/selection centre
<ul style="list-style-type: none"> <li>Demonstrate competences in the DCT2/3 curriculum in Paediatric Dentistry</li> <li>Demonstrates good communication skills with children, young persons and parents/carers</li> <li>Evidence of specific paediatric dentistry skills (e.g. management of trauma, medically compromised children)</li> <li>Demonstrates commitment to Paediatric Dentistry</li> </ul>	<ul style="list-style-type: none"> <li>Experience in Orthodontics</li> <li>Experience in Restorative Dentistry</li> <li>Experience in Oral Surgery</li> <li>Experience in the Public/Salaried Dental Service</li> <li>Experience of delivering clinical/academic training/teaching in Paediatric Dentistry</li> </ul>	

- i. 'When evaluated' is indicative but may be carried out at any time throughout the selection process.
- ii. Time of appointment refers to the date at which the post commences.
- iii. Can be used as a shortlisting criterion.
- iv. 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.
- v. Applications will only be considered if applicants provide a Support for Reapplication to a Specialty Training Programme form, signed by both the Training Programme Director/Head of School and the Postgraduate Dean in the Local Office/Deanery that the training took place. Exceptional 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. Completed forms must be submitted at the time of application. No other evidence will be accepted.