

2017/2018: Dental Foundation Trainer Recruitment
Person Specification *New Trainer*

This form lists the essential and desirable attributes for new applicants wanting to train DF trainees for HEE LaSE. These attributes will be assessed as indicated by the 'X'.			Eligibility Form/Application Form	Interview	Practice visit
EXPERIENCE	ESSENTIAL	Has not been a trainer during the last 3 calendar years at the time of application.	X		
		Has been a GDP for at least 4 years in the NHS, at time of commencement of the DFT year	X	X	
		Understanding of GDS contract and NHS GDS Regulations.			
		Has Performers List Number & GDS contract for mandatory services or a PDS pilot/prototype contract.	X		
	DESIRABLE	Able to demonstrate sufficient experience in practice management including people and teams & resilience.	X	X	
	DESIRABLE	<i>Previous teaching experience in or outside dentistry.</i>	X	X	
QUALIFICATIONS & TRAINING	ESSENTIAL	Full and unconditional registration with the GDC as a dentist.	X		
		Demonstrable commitment to PG education.		X	
	DESIRABLE	<i>Postgraduate Qualification or evidence of extensive Postgraduate Education.</i>	X	X	
KNOWLEDGE SKILLS ATTITUDES PROFESSIONALISM	ESSENTIAL	Places a high value on clinical standards, ethics, & patient care. Understands professionalism.		X	
		Awareness of current issues in general dental practice and an understanding of risk management principles.		X	
		Upholds the values of the NHS and the principles of Equality and Diversity. Shows evidence of self-awareness, reflection and critical thinking.		X	
		Willingness to make time for the trainee and offer hands-on help when needed, demonstrates empathy. Demonstrates an understanding of time management.		X	
		Excellent knowledge, clinical judgement including understanding of current guidelines and evidence-informed practice.		X	
		Can demonstrate commitment to self-directed learning and meets GDC requirements for CPD	X	X	
	DESIRABLE	<i>Willingness to participate in HEE LaSE educational programmes.</i>		X	
PRACTICE	ESSENTIAL	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.	X		
		Provides a comprehensive range of treatment under the NHS to both adults and children.	X	X	
		Adequate and appropriate workload for the trainee.			X
		Trainee surgery meets current specification to include dental clinical software system for appointments, all data entry, EDI with BSA and internet access for e-portfolio. Clinical record-keeping complies with best practice guidelines.			X
		Satisfactory NHS or HEE LaSE practice inspection.			X
	DESIRABLE	<i>Best practice achieved for HTM 01-05.</i>			X
	DESIRABLE	<i>Has participated in a Quality Assurance scheme.</i>	X		X
	DESIRABLE	<i>Adopts a skill mix approach to the delivery of clinical care.</i>		X	X
	DESIRABLE	<i>The practice has a contract to deliver at least 5000 UDAs.</i>	X		
CLINICAL SUPERVISION PARTICIPATION	ESSENTIAL	To be present for at least 6 sessions (3 days) per week at the practice to overlap with the trainee – Mon. - Thurs.	X	X	
		Willingness to participate on study days and HEE LaSe led events.		X	
	DESIRABLE	<i>Has experience of mentoring and clinical supervision.</i>		X	
	DESIRABLE	<i>Trainer(s) are present throughout when DF Trainee is working.</i>		X	
	DESIRABLE	<i>Arrangements for cover for trainer(s) absence in place.</i>	X		