DENTAL CORE TRAINING – DCT2

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| **ENTRY CRITERIA** | |
| **Essential Criteria**  ***Qualifications:***  Applicants must have:   * BDS or equivalent dental qualification | **When is this evaluated?[[1]](#endnote-1)**  Application form |
| **Eligibility:**   * Applicants must be registered with the GDC by time of post commencement[[2]](#endnote-2) * Applicants must be eligible to work in the UK * Applicants must have evidence of completion of a UK Dental Core Training Year 1 programme or equivalent[[3]](#endnote-3) by the time of post commencement * Applicants must have at least 24 months whole time equivalent (WTE) postgraduate clinical experience to the full scope of a dentist by time of post commencement[[4]](#endnote-4) * For posts based wholly or partly in Primary care[[5]](#endnote-5) applicants must be eligible to join the Dental Performers List for England, NI Dental List (Northern Ireland), NHS Scotland Health Boards Dental List or the Dental Performers List (Wales) * Applicants must provide evidence of ability to arrange transport to meet the requirements of the post[[6]](#endnote-6) | **When is this evaluated?**  Application form, Selection Centre[[7]](#endnote-7) |
| ***Fitness to practise:***   * Is up to date and fit to practise safely * Satisfactory enhanced Disclosure and Barring Service (DBS) check in England & Wales / Disclosure Scotland (PVG) in Scotland / Access NI in Northern Ireland or equivalent | **When is this evaluated?**  Application form, references |
| ***Language skills[[8]](#endnote-8):***  Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about dental/medical topics with patients and colleagues as assessed by the General Dental Council | **When is this evaluated?**  Application form, Selection Centre |
| ***Health:***  Applicants must:  Meet professional health requirements (in line with GDC Standards) | **When is this evaluated?**  Application form, pre-employment health screening |
| ***Career progression:***  Applicants must:   * Be able to provide complete details of their employment history * Have evidence that their career progression is consistent with their personal circumstances * Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training * Not have spent more than 6 months whole time equivalent (WTE) in a UK Dental Core Training Year 2 programme by time of post commencement | **When is this evaluated?**  Application form,  Selection Centre |
| ***Application completion:***  ALL sections of application form completed FULLY according to written guidelines | **When is this evaluated?**  Application form |

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| **SELECTION CRITERIA** | | | | |
| **Clinical skills- clinical knowledge & expertise** | | | | |
| **Essential Criteria**   * Capacity to apply sound clinical knowledge and awareness to full investigation of problems * Capable of conducting operative procedures * Personal involvement in clinical governance including clinical audit or significant event analysis * Understand the principles and relevance of clinical research | **Desirable Criteria**   * Evidence of participation in research | | **When is this evaluated?**  Application form,  Selection Centre,  References | |
| ***Personal skills*** | | | | |
| **Essential Criteria**  **Communication skills:**   * Effective oral and written communication skills   Capacity to adjust behaviour and language as appropriate to needs of differing situations  **Conceptual thinking and problem solving:**   * Capacity to think beyond the obvious, with analytical and flexible mind   **Empathy and sensitivity:**   * Capacity and motivation to take in others’ perspectives and to treat others with understanding * Demonstrates an understanding of a patient centred approach   **Teamwork and leadership:**   * Capacity to work effectively in partnership with others as part of a multi-disciplinary team * Evidence of leadership   **Organisation and planning:**   * Demonstrates effective organisational skills, including ability to plan and prioritise own workload to meet deadlines   **IT skills:**   * Good use of IT systems and packages   **Coping with pressure**   * Capacity to know limitations and be prepared to seek advice * Potential to cope with stressful situations and undertake responsibility   **Values**   * Understands, respects, and demonstrates the following values: everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion |  | | **When is this evaluated?**  Application form, Selection Centre,  References | |
| ***Probity – professional integrity*** | | | | |
| **Essential Criteria**   * Capacity to take responsibility for own actions * Demonstrates respect for all * Able to demonstrate professional attitude |  | | **When is this evaluated?**  Application form, Selection Centre,  References | |
| ***Commitment to learning and personal development*** | | | | |
| **Essential Criteria**   * Commitment to prospective training post and demonstrates insight into the structure and benefits of Dental Core Training * Capacity and motivation to learn from experience and constantly update skills/knowledge * Evidence of teaching experience | | **Desirable Criteria**   * Working towards or already obtained postgraduate qualifications (MFDS, MJDF or equivalent) * Portfolio containing evidence of progression and development of clinical skills and professional development * Publications      * Enthusiasm for teaching; exposure to different group/teaching methods * Presentation | | **When is this evaluated?**  Application form, Selection Centre,  References |

1. ‘When is this evaluated’ is indicative but may be carried out at any time throughout the selection process. [↑](#endnote-ref-1)
2. Refers to the date at which the post commences. [↑](#endnote-ref-2)
3. For details of UK Dental Core Training equivalence, please [DCTNRO website](https://dental.hee.nhs.uk/dental-trainee-recruitment/dental-core-training-dct/dental-core-training-recruitment/eligibility).  [↑](#endnote-ref-3)
4. Any clinical experience to the full scope of a dentist (or training in dental public health, oral pathology etc.) by time of post commencement. [↑](#endnote-ref-4)
5. Essential for all DCT training posts based in Primary Care setting and desirable for all other posts. Not essential for Community Dental Service posts in Northern Ireland or Wales. [↑](#endnote-ref-5)
6. Many DCT posts require the post holder to travel between different hospital/clinic sites within a working day.  [↑](#endnote-ref-6)
7. Selection centre’ refers to a process, not a place. It involves a number of selection activities which may be delivered within the unit of application.  [↑](#endnote-ref-7)
8. The language skills requirements for DCT recruitment are based on those required for GDC registration. [↑](#endnote-ref-8)