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)