pAEDIATRIC dENTISTRY – ST4

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| **ENTRY CRITERIA** |
| **Essential Criteria*****Qualifications:***Applicants must have:* BDS or equivalent dental qualification recognised by the General Dental Council
* On the GDC specialist list for Paediatric Dentistry[[1]](#endnote-2) or recommended for the award of a CCST at time of post commencement[[2]](#endnote-3)
 | **When is this evaluated?[[3]](#endnote-4)** Application form |
| **Eligibility:**Applicants must:* Be registered with the GDC[[4]](#endnote-5) by the time of post commencement
* Be eligible to work in the UK
* Have experience in primary care
* Be able to travel to sites within the job description(s)
 | **When is this evaluated?**Application formInterview/selection centre |
| ***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 formReferences |
| ***Language skills:***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:* *undergraduate dental training undertaken in English*

*or* * *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*

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  | **When is this evaluated?**Application formInterview/selection centre |
| ***Health:***Applicants must:* Meet professional health requirements (in line with GDC Standards for the Dental Team)
* Satisfactory Health Check and immunisation status
 | **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
* 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[[5]](#endnote-6)
* Not have previously relinquished or been released / removed from a specialty training programme except under exceptional circumstances[[6]](#endnote-7)
 | **When is this evaluated?**Application formInterview/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** |
| ***Qualifications*** |
| **Essential Criteria*** As above
 | **Desirable Criteria*** Other qualifications held at the time of application
 | **When is this evaluated?**Application form/Self-assessment form Interview/selection centre  |
| ***Career progression*** |
| **Essential Criteria*** As above
* Commitment to the specialty with clear career objectives
* Experience of working as part of a multi- disciplinary team
 | **Desirable Criteria*** Experience in Salaried Dental Service
* Experience at **specialist** level in Paediatric Dentistry
* Eligible for inclusion on an NHS primary care organisation Performance List or able to meet requirements for listing (NB: Essential if part or all of the post is in primary care)
 | **When is this evaluated?**Application formInterview/selection centre  |
| ***Clinical skills – clinical knowledge and expertise*** |
| **Essential Criteria*** Demonstrates good patient care skills
* Capacity to apply sound clinical knowledge and judgement to problems
* Ability to prioritise clinical need
* Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement
 |  | **When is this evaluated?**Application form Interview/selection centreReferences  |
| ***Academic and research skills***  |
| **Essential Criteria*** Understanding of the principles and relevance of

research in evidence-based practice * Evidence of previous publications

**Quality improvement & Teaching:** * Demonstrates understanding of the principles of audit/clinical governance/quality improvement
* Evidence of participation in quality improvement/audit/service evaluation
* Experience of delivering clinical/academic training/teaching to colleagues, DCPs, undergraduate or postgraduate students
 | **Desirable Criteria*** Evidence of relevant academic and research achievements, e.g., undergraduate/postgraduate prizes and awards
* Relevant conference presentations and/or posters

**Quality improvement & Teaching:** * Evidence of relevant PG qualification
 | **When is this evaluated?**Application form/Self-assessment form Interview/selection centre  |
| ***Personal Skills*** |
| **Essential Criteria****Communication skills:** * Capacity to communicate effectively and sensitively with others
* Able to discuss treatment/oral health options with patients/stakeholders in a way they can understand

**Problem solving and decision making:** * Capacity to think beyond the obvious, with analytical and flexible mind, bringing a range of approaches to problem solving
* Demonstrates effective judgement and decision-making skills

**Empathy and sensitivity:** * Good patient care skills
* Demonstrate empathy, honesty, and reliability

**Managing others and team involvement:** * Ability to work in a team, managing people
* Leadership/Management experience, impact on service improvement
* Capacity to establish good working relationships with others

**Organisation and planning:** * Ability to prioritise and organise various tasks and commitments

**Vigilance and situational awareness:** * Ability to cope and manage challenging situations

**Coping with pressure and managing uncertainty:** * Demonstrates flexibility, decisiveness, and resilience
* Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations
* Awareness of own limitations and when to ask for help
 |  | **When is this evaluated?**Application form/Self-assessment form Interview/selection centre |
| ***Probity – professional integrity*** |
| **Essential Criteria*** Takes responsibility for own actions
* Demonstrates honesty and reliability
* Demonstrates respect for the rights of all
* Demonstrates awareness of ethical principles, safety, confidentiality, and consent
* Awareness of importance of being the patients’ advocate, clinical governance, and the responsibilities of an NHS employee
 | **Desirable Criteria*** Demonstrate the principles of NHS values including care, compassion, dignity, respect, and commitment to quality
 | **When is this evaluated?**Application form Interview/selection centre |

1. Equivalence to M Paed Dent will be assumed if candidate is already on the General Dental Council Paediatric Dentistry Specialist List  [↑](#endnote-ref-2)
2. Time of post commencement refers to the advertised start date for the post  [↑](#endnote-ref-3)
3. ‘When evaluated’ is indicative but may be carried out at any time throughout the selection process.  [↑](#endnote-ref-4)
4. Can be used as shortlisting criterion  [↑](#endnote-ref-5)
5. 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.  [↑](#endnote-ref-6)
6. 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.  [↑](#endnote-ref-7)