

Dental Core Training – DCT3

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED ⁱ
<p style="text-align: center;">Qualifications</p> <p>Applicants must have a BDS or equivalent dental qualification</p>	<p>Application form</p>
<p style="text-align: center;">Eligibility</p> <ul style="list-style-type: none"> • Applicants must be registered with the GDC by time of post commencementⁱ • Applicants must be eligible to work in the UK • Applicants must have evidence of completion of a UK Dental Core Training Year 2 programme by time of post commencement <p style="text-align: center;">OR</p> <ul style="list-style-type: none"> • Applicants must have evidence of equivalence of completion of a UK Dental Core Training Year 2 programme by time of application, in the form of a <i>National Certificate of Equivalence to Dental Core Training Year 2 Competencies</i>ⁱⁱⁱ • Applicants must have at least 36 months postgraduate clinical experience to the full scope of a dentist by time of post commencement^{iv} • For posts based wholly or partly in Primary care^v 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^{vi} 	<p>Application form,^{vii} Selection centre</p>
<p style="text-align: center;">Fitness to practise</p> <ul style="list-style-type: none"> • 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 	<p>Application form, references</p>
<p style="text-align: center;">Language skills^{viii}</p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues, as assessed by the General Dental Council.</p>	<p>Application form, Selection centre</p>
<p style="text-align: center;">Health</p> <p>Applicants must meet professional health requirements (in line with GDC standards).</p>	<p>Application form, pre-employment health screening</p>
<p style="text-align: center;">Career progression</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • 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 <p>Not have spent more than 6 months whole time equivalent (WTE) in a UK Dental Core Training Year 3 programme by time of post commencement</p>	<p>Application form Selection centre</p>

Application completion	
ALL sections of application form completed FULLY according to written guidelines.	Application form

SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
Clinical skills – clinical knowledge & expertise		
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • Evidence of participation in research 	Application form, Selection centre, References

Personal skills		
<p>Communication skills:</p> <ul style="list-style-type: none"> • Effective oral and written communication skills • Capacity to adjust behaviour and language as appropriate to needs of differing situations <p>Conceptual thinking and problem solving:</p> <ul style="list-style-type: none"> • Capacity to think beyond the obvious, with analytical and flexible mind <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity and motivation to take in others' perspectives and to treat others with understanding • Demonstrates an understanding of a patient centred approach <p>Teamwork and leadership:</p> <ul style="list-style-type: none"> • Capacity to work effectively in partnership with others as part of a multi-disciplinary team • Evidence of leadership <p>Organisation and planning:</p> <ul style="list-style-type: none"> • Demonstrates effective organisational skills, including ability to plan and prioritise own workload to meet deadlines <p>IT skills:</p> <ul style="list-style-type: none"> • Good use of IT systems and packages <p>Coping with pressure:</p> <ul style="list-style-type: none"> • Capacity to know own limitations and be prepared to seek advice • Potential to cope with stressful situations and undertake responsibility <p>Values:</p> <ul style="list-style-type: none"> • Understands, respects and demonstrates the following values: everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion 		<p>Application form</p> <p>Selection centre</p> <p>References</p>

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<p style="text-align: center;">Probity – professional integrity</p> <ul style="list-style-type: none"> • Capacity to take responsibility for own actions • Demonstrate respect for all • Able to demonstrate professional attitude 		<p>Application form, Selection centre, references</p>
<p style="text-align: center;">Commitment to learning and personal development</p> <ul style="list-style-type: none"> • 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 		<p>Application form Selection centre References</p>

ⁱ 'When evaluated' is indicative but may be carried out at any time throughout the selection process.

ⁱⁱ Refers to the date at which the post commences.

ⁱⁱⁱ For details of how to obtain a *National Certificate of Equivalence to Dental Core Training Year2 Competencies*, please refer to the following [guidance](#)

^{iv} Any clinical experience to the full scope of a dentist (or training in dental public health, oral pathology etc.) by time of post commencement.

^v 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.

^{vi} Many DCT posts require the post holder to travel between different hospital/clinic sites within a working day.

^{vii} '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.

^{viii} The language skills requirements for DCT recruitment are based on those required for GDC registration.