

DENTAL FOUNDATION TRAINING

ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED
<p style="text-align: center;">Qualifications</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> • BDS (or equivalent) by time of commencement of post • Full registration with the GDC by time of commencement of post • Eligible to join an NHS Dental Performer List (or equivalent) by time of commencement of post 	Application form
<p style="text-align: center;">Eligibility</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Be eligible to work in the UK 	Application form
<p style="text-align: center;">Fitness to practise</p> <p>Is up to date and fit to practise safely and is aware of own training needs.</p>	Application form
<p style="text-align: center;">Language skills</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 demonstrated by one of the following:</p> <ul style="list-style-type: none"> • <i>undergraduate dental training undertaken in English;</i> <p>or</p> <ul style="list-style-type: none"> • <i>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</i> <p>If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence¹ of language skills</p>	Application form, Situational Judgement Test
<p style="text-align: center;">Career progression</p> <p>Applicants must:</p> <ul style="list-style-type: none"> • Provide complete dental education and dental employment history 	Application form
<p style="text-align: center;">Application completion</p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	Application form
DESIRABLE CRITERIA	WHEN EVALUATED
<ul style="list-style-type: none"> • Requires Dental Foundation Training as the only route to access the NHS Dental Performers List • Have less than twelve months¹ experience working as a dentist² by time of the intended start date.³ 	Application Form

SELECTION CRITERIA

¹ Any time periods specified in this person specification refer to full-time-equivalent.

² All experience in posts at any level in dentistry count, irrespective of the country the experience is gained.

³ Applicants with twelve months or more experience are eligible to apply via the foundation equivalence route [www.copdend.org]

* You must provide the names and addresses of two referees, who are willing (have already consented) to provide clinical references relating to two posts undertaken within the last two years (one of which will usually be a current post) each of which lasted at least three months (continuous period) without a significant break, or where this is not possible, a full explanation as to why that is the case and the names and addresses of two alternative referees. For example; Where posts have been of shorter duration or you have worked as a locum in a number of casual posts, you may include a referee from a frequently-held, recurrent post. These details must be provided directly to your employer after acceptance of an offer and allocation to practice.

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<p style="text-align: center;">Clinical skills</p> <ul style="list-style-type: none"> • Appropriate knowledge base and ability to apply sound clinical judgement to problems • Ability to apply clinical knowledge • Ability to prioritise clinical need • Understanding of clinical risk management • Clear logical thinking, showing an analytical approach • Demonstrates understanding of evidence-informed practice. • Shows awareness of own limitations • Shows initiative/ drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) 		<p style="text-align: center;">Situational Judgement Test</p>
<p style="text-align: center;">Communication</p> <p>Empathy & Sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others' perspectives and treat others with understanding <p>Communication Skills:</p> <ul style="list-style-type: none"> • Capacity to adapt language as appropriate to the situation • Uses a non-judgmental approach to patients and colleagues (regardless of their sexuality, ethnicity, disability, gender, age religious beliefs or financial status) 		<p style="text-align: center;">Situational Judgement Test</p>
<p style="text-align: center;">Management and Leadership</p> <p>Organisation & Planning:</p> <ul style="list-style-type: none"> • Capacity to manage/prioritise time and information effectively • Thoroughness (is well prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Managing Others & Team Involvement:</p> <ul style="list-style-type: none"> • Capacity to work effectively with others • Understands the importance of working in teams <p>Vigilance & Situational Awareness:</p> <ul style="list-style-type: none"> • Capacity to monitor developing situations and anticipate issues <p>Coping with Pressure:</p> <ul style="list-style-type: none"> • Capacity to operate under pressure. Demonstrates initiative & resilience to cope with changing circumstances 		<p style="text-align: center;">Situational Judgement Test</p>
<p style="text-align: center;">Professionalism</p> <p>Professional Integrity:</p> <ul style="list-style-type: none"> • Capacity to take responsibility for own actions. Demonstrates respect for all • Demonstrates an understanding of the importance of putting patients' needs and interests first • Responds appropriately to constructive criticism and advice given by others to aid own development 		<p style="text-align: center;">Situational Judgement Test</p>

Physical Requirements		
<ul style="list-style-type: none">Meets professional health requirements		Evaluated by local Deanery/HEE Area and Occupational health assessment (if required)
