

DENTAL CORE TRAINING – DCT3

ENTRY CRITERIA	
<p>Essential Criteria</p> <p>Qualifications:</p> <p>Applicants must have:</p> <ul style="list-style-type: none"> BDS or equivalent dental qualification 	<p>When is this evaluated?ⁱ</p> <p>Application form</p>
<p>Eligibility:</p> <ul style="list-style-type: none"> Applicants must be registered with the GDC by time of post commencementⁱⁱ Applicants must be eligible to work in the UK Applicants must have one of the following:- <ul style="list-style-type: none"> Evidence of completion of a UK Dental Core Training Year 2 programme by time of post commencement; or 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 Dental Core Equivalence (NCDCE)</i>ⁱⁱⁱ Applicants must have at least 36 months whole time equivalent (WTE) postgraduate experience to the scope of a dentist by time of post commencementⁱⁱⁱ For posts based wholly or partly in Primary care^{iv} 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^v 	<p>When is this evaluated?</p> <p>Application form, Selection centre^{vi}</p>
<p>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>When is this evaluated?</p> <p>Application form, references</p>
<p>Language skills^{vii}:</p> <p>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</p>	<p>When is this evaluated?</p> <p>Application form, Selection centre</p>
<p>Health:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> Meet professional health requirements (in line with GDC Standards) 	<p>When is this evaluated?</p> <p>Application form, pre-employment health screening</p>

PERSON SPECIFICATION 2024

<p>Career progression: 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 • 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>When is this evaluated? Application form, Selection centre</p>
<p>Application completion: ALL sections of application form completed FULLY according to written guidelines</p>	<p>When is this evaluated? Application form</p>

<p>SELECTION CRITERIA</p>		
<p>Clinical skills- clinical knowledge & expertise</p>		
<p>Essential Criteria</p> <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 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> • Evidence of participation in research 	<p>When is this evaluated? Application form, Selection centre, References</p>
<p>Personal skills</p>		
<p>Essential Criteria</p> <p>Communication skills:</p> <ul style="list-style-type: none"> • Effective oral and written communication skills Capacity to adjust behavior 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 		<p>When is this evaluated? Application form, Selection centre, References</p>

PERSON SPECIFICATION 2024

<ul style="list-style-type: none"> • 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 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><i>Probity – professional integrity</i></p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Capacity to take responsibility for own actions • Demonstrates respect for all • Able to demonstrate professional attitude 		<p>When is this evaluated?</p> <p>Application form, Selection centre References</p>
<p><i>Commitment to learning and personal development</i></p>		
<p>Essential Criteria</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>Desirable Criteria</p> <ul style="list-style-type: none"> • 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 • Presentations 	<p>When is this evaluated?</p> <p>Application form, Selection centre References</p>

PERSON SPECIFICATION 2024

ⁱ 'When is this 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 Dental Core Equivalence (NCDCE), please refer to the following [guidance](#)

^{iv} 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

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

^{vi} '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

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