

## DENTAL CORE TRAINING – DCT1

<b>ENTRY CRITERIA</b>	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>BDS or equivalent dental qualification</li> </ul>	<p><b>When is this evaluated?<sup>i</sup></b></p> <p>Application form</p>
<p><b>Eligibility:</b></p> <ul style="list-style-type: none"> <li>Applicants must be registered with the GDC by time of post commencement<sup>ii</sup></li> <li>Applicants must be eligible to work in the UK</li> <li>Applicants must have evidence of at least 12 months whole time equivalent (WTE) postgraduate clinical experience to the scope of a dentist<sup>iii</sup> by time of post commencement</li> <li>For posts based wholly or partly in Primary care<sup>iv</sup> 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)</li> <li>Applicants must provide evidence of ability to arrange transport to meet the requirements of the post<sup>v</sup></li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, selection centre<sup>vi</sup></p>
<p><b>Fitness to practise:</b></p> <ul style="list-style-type: none"> <li>Is up to date and fit to practise safely</li> <li>Satisfactory enhanced Disclosure and Barring Service (DBS) check in England &amp; Wales / Disclosure Scotland (PVG) in Scotland / Access NI in Northern Ireland or equivalent</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, references</p>
<p><b>Language skills<sup>vii</sup>:</b></p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication with patients and colleagues, as assessed by the General Dental Council</p>	<p><b>When is this evaluated?</b></p> <p>Application form, Selection centre</p>
<p><b>Health:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Meet professional health requirements (in line with GDC Standards)</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, pre-employment health screening</p>
<p><b>Career progression:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Be able to provide complete details of their employment history</li> <li>Have evidence that their career progression is consistent with their personal circumstances</li> <li>Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training.</li> <li>Not have previously completed a UK Dental Core Training Year 1 programme, which commenced no earlier than September 2016, by the start date of the post</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, Selection centre</p>

PERSON SPECIFICATION 2024

<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines</p>	<p><b>When is this evaluated?</b> Application form</p>

**SELECTION CRITERIA**

<p><b>Clinical skills – clinical knowledge &amp; expertise</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Capacity to apply sound clinical knowledge and awareness to full investigation of problems</li> <li>Capable of conducting operative procedures</li> <li>Experience of clinical governance including clinical audit or significant event analysis</li> <li>Understand the principles and relevance of clinical research</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Evidence of participation in research</li> </ul>	<p><b>When is this evaluated?</b> Application form. Selection centre. References</p>

<p><b>Personal skills</b></p>		
<p><b>Essential Criteria</b></p> <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>Effective oral and written communication skills</li> <li>Capacity to adjust behaviour and language as appropriate to needs of differing situations</li> </ul> <p><b>Conceptual thinking and problem solving:</b></p> <ul style="list-style-type: none"> <li>Capacity to think beyond the obvious, with analytical and flexible mind</li> </ul> <p><b>Empathy and sensitivity:</b></p> <ul style="list-style-type: none"> <li>Capacity and motivation to take in others' perspectives and to treat others with understanding</li> <li>Demonstrates an understanding of a patient centred approach</li> </ul> <p><b>Teamwork and Leadership:</b></p> <ul style="list-style-type: none"> <li>Capacity to work effectively in partnership with others as part of a multi-disciplinary team</li> <li>Evidence of leadership</li> </ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"> <li>Demonstrate effective organisational skills, including ability to plan and prioritise own workload to meet deadlines</li> </ul> <p><b>IT skills:</b></p> <ul style="list-style-type: none"> <li>Good use of IT systems and packages</li> </ul> <p><b>Coping with pressure:</b></p> <ul style="list-style-type: none"> <li>Capacity to know own limitations and be prepared to seek advice</li> </ul>		<p><b>When is this evaluated?</b> Application form, Selection centre, References</p>

PERSON SPECIFICATION 2024

<ul style="list-style-type: none"> <li>Potential to cope with stressful situations and undertake responsibility</li> </ul> <p><b>Values:</b></p> <ul style="list-style-type: none"> <li>Understands, respects, and demonstrates the following values: everyone counts; improving lives; commitment to quality of care; respect and dignity; working together for patients; compassion</li> </ul>		
<p><b>Probity – professional integrity</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Capacity to take responsibility for own actions</li> <li>Demonstrates respect for all</li> <li>Able to demonstrate professional attitude</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form, Selection centre, References</p>
<p><b>Commitment to learning and personal development</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Commitment to prospective training post and demonstrates insight into the structure and benefits of Dental Core Training</li> <li>Capacity and motivation to learn from experience and constantly update skills/knowledge</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Clear desire to pursue</li> <li>Evidence of teaching experience</li> <li>Enthusiasm for teaching; exposure to different groups/teaching methods</li> <li>Publications</li> <li>Presentations</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, Selection centre, References</p>

<sup>i</sup> 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

<sup>ii</sup> Refers to the date at which the post commences.

<sup>iii</sup> There is an exemption for dual qualified applicants, who can apply directly from the undergraduate dental programme, if they have evidence of completing the UK medical foundation programme.

<sup>iv</sup> 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.

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

<sup>vi</sup> '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

<sup>vii</sup> The language skills requirement for DCT recruitment are based on those required for GDC registration