

## Post Dental Core Training Fellowship

### ENTRY CRITERIA

ESSENTIAL CRITERIA	WHEN EVALUATED <sup>i</sup>
<p style="text-align: center;"><b>Qualifications</b></p> <p>Applicants must have BDS or equivalent dental qualification</p>	Application form
<p style="text-align: center;"><b>Eligibility</b></p> <ul style="list-style-type: none"> <li>• Be fully registered with GDC by time of commencement<sup>ii</sup></li> <li>• Applicants must be eligible to work in the UK</li> <li>• Applicants must provide evidence of <ul style="list-style-type: none"> <li>&gt; Successful completion of Dental Core Training Year 3 (i.e.; outcome 1) or equivalent<sup>iii</sup> by time of post commencement</li> </ul> </li> <li>• Applicants must have at least 48 months postgraduate clinical experience post-graduation<sup>iv</sup></li> <li>• Applicants must be eligible for inclusion on the dental list in Scotland for posts based wholly or partially in Primary Care<sup>v</sup></li> <li>• Applicants must provide evidence of ability to arrange transport to meet the requirements of the post<sup>vi</sup></li> </ul>	Application form, Selection centre <sup>vii</sup>
<p style="text-align: center;"><b>Fitness to practice</b></p> <p>Is up to date and fit to practice safely and is aware of own training needs.</p>	Application form, references
<p style="text-align: center;"><b>Language skills<sup>viii</sup></b></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>	Application form, Selection centre
<p style="text-align: center;"><b>Health</b></p> <p>Applicants must meet professional health requirements (in line with GDC standards).</p>	Application form, pre-employment health screening
<p style="text-align: center;"><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>• Have completed DCT1, DCT2 and DCT3 training (a minimum of 10 months at DCT3) , or equivalence</li> </ul>	Application form Selection centre
<p style="text-align: center;"><b>Application completion</b></p> <p>ALL sections of application form completed FULLY according to written guidelines.</p>	Application form

## SELECTION CRITERIA

ESSENTIAL CRITERIA	DESIRABLE CRITERIA	WHEN EVALUATED
<p style="text-align: center;"><b>Clinical skills – clinical knowledge &amp; expertise</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>• Personal involvement in clinical governance including clinical audit or significant event analysis</li> <li>• Understand the principles and relevance of clinical research</li> </ul>		<ul style="list-style-type: none"> <li>• Enthusiasm for participation in research</li> </ul> <p>Application form, Selection centre, References</p>
<p style="text-align: center;"><b>Personal skills</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>• Demonstrates 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> <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>Application form Selection centre References</p>

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

<sup>i</sup> 'When 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> For details of UK Dental Core Training equivalence, please see Dental Core Training Applicant Guide

<sup>iv</sup> This includes any clinical experience or training in dental public health, oral pathology etc) by time of post commencement

<sup>v</sup> Essential for all DCT training posts based in Primary Care setting and desirable for all other posts.

<sup>vi</sup> Many DCT posts require the post holder to travel between different hospital/clinic sites within a working day. The post description for each post will describe where this is applicable.

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