SPECIALTY TRAINING PROGRAMME IN ORTHODONTICS IN THE WESSEX DEANERY

This is a 3 year training programme in Orthodontics at Specialist Registrar level aimed at doctors who can demonstrate the essential competences to enter this level of training. Details of essential competences and qualifications are detailed in the person specification.

The programme is based in hospitals in the Wessex Deanery including:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>St Mary’s Hospital</td>
<td>Isle of Wight</td>
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<tr>
<td>Queen Alexandra Hospital</td>
<td>Portsmouth</td>
</tr>
<tr>
<td>University of Bristol Dental School</td>
<td>Bristol</td>
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Wessex Deanery is a relatively small deanery with a defined geographical area which does lead to there being a single unit of application. In the majority of cases successful candidates will be asked to preference their choice of location for either one or two years. Some specialties will require successful candidates to preference both commencing location and specialty. Future placements will be based, as normal, on individual training and educational needs. Please note that applications are to the Wessex Deanery as a whole. This may mean that you may be allocated to any geographic location within the Wessex Deanery depending on training needs.

The Wessex Deanery covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South; in addition some programmes rotate to Jersey and Chichester in West Sussex. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.

The Wessex Deanery is part of South Central Strategic Health Authority which covers Berkshire, Buckinghamshire, Oxfordshire in the north (under Oxford Deanery) and Hampshire and Isle of Wight. In addition, Wessex Deanery provides training programmes within Dorset and South Wiltshire under a formal agreement with the South West Strategic Health Authority. The Wessex Deanery is responsible for the training of some 2,500 trainees.

Post Information

Portsmouth Hospitals NHS Trust provides a range of acute services concentrated at Queen Alexandra Hospital in Cosham. The Queen Alexandra Hospital site has undergone a major redevelopment to create a modern and ‘fit for purpose’ hospital, which opened in June 2009. This development includes new spacious ward facilities, a new Plastic Surgery department (within Main OPD) and state of the art theatres.

The Trust is also home to the Wessex Renal and Transplant Unit and it holds prestigious Cancer Beacon Status for the Head and Neck Cancer Services. Hosting the largest Ministry of Defence Hospital Unit (MDHU) in the country, the Trust enjoys strong military connections and is proud of this association. This means that as a Trust, we have wider responsibilities than those of standard NHS organisations. Military staff now account for 3% of the total workforce.

*Wessex Deanery is part of the South Central Strategic Health Authority and provides postgraduate medical and dental education for Hampshire, Isle of Wight, and the States of Jersey, and for Dorset and South Wiltshire on behalf of the South West Strategic Health Authority.*
and the Trust has responsibility to ensure the staff have exposure to the appropriate clinical experience required during their times of deployment throughout the world.

Portsmouth Hospitals NHS Trust is one of the largest in England with an annual income of £428 million. It provides acute healthcare services for a large catchment area and has a regional specialty in its Renal and Transplant Unit; it is a designated Cancer Centre. The Trust offers most of its services at Queen Alexandra Hospital in Cosham which has 1396 beds. It encompasses postgraduate teaching facilities and is involved in training of nurses and undergraduate doctors from the University of Southampton. The Trust is the lead body for the local Research and Development Support Unit and has close links with the University of Portsmouth and its new School of Postgraduate Medicine for both education and research.

This three year training post is approved by the South Central Strategic Health Authority Dental School. The Dental School was formed in April 2007, combining Oxford PGMDE and the Wessex Deanery Dental Departments. The Dental School provides postgraduate and post registration training and continuing professional development for dentists and dental care professionals (DCPs) across both deaneries (Berkshire, Buckinghamshire, Hampshire and the Isle of Wight, and Oxfordshire) but is hosted by the Oxford Deanery. There are Dental School offices in both deaneries because of the large geographical area.

The post is based at Queen Alexandra Hospital, Cosham and at the University of Bristol Dental School and is from 1 October 2011 to 30 September 2014.

The post is linked with the University of Bristol Dental School to provide an opportunity for guided research and additional teaching experience. The programme will use the curriculum for specialist training in orthodontic subjects published by the SAC in Orthodontics of the Joint Committee for Postgraduate Training in Dentistry in September 2010.

Teaching

University of Bristol Dental School

The majority of clinical teaching and experience will be provided from Queen Alexandra Hospital, Portsmouth. The additional academic and teaching component is provided by both distance learning and attendance twice per month at the Dental School in Bristol. The on-line learning environment (ole – Blackboard) following the University of Bristol DDS in Orthodontics modular curriculum forms the basis of the MOrth non-clinical teaching. The post will be linked with the new 2011 intake of registrars on the 3 year Bristol DDS course.

The Maxillofacial Unit – Queen Alexandra Hospital, Portsmouth

The specialities of Oral Surgery, Oral & Maxillofacial Surgery, Orthodontics and Restorative Dentistry are managed as a single Maxillofacial Unit with a clinical director and an operational manager. The unit is part of the Head and Neck Clinical Service Centre (CSC); the Chief of Service is Mr David Birnie who is supported by the General Manager, Sharon Osterfield and a Head of Nursing, Gill Haynes. Clinicians are expected to take an active interest in the management of the department, the CSC and the hospital.
The other specialities in the CSC are Audiology, Audio-vestibular Medicine, ENT and Ophthalmology.

Regular joint clinics are held with other specialities including Oral Surgery, Restorative Dentistry, Plastic Surgery (Cleft Care), Head & Neck Cancer and a monthly Pain Clinic with the Anaesthetic Department.

For this post, all clinical activity is based at the Queen Alexandra Hospital site in Cosham. The department also carries out regular outreach clinics at St Mary’s Hospital in Newport, Isle of Wight. These clinics are fully equipped with modern surgeries and full radiographic facilities. The base unit is also linked in for additional cleft training including exposure to primary and secondary surgery procedures at the regional hub unit in Salisbury.

Education Centre

Queen Alexandra Hospital has an excellent new education centre and has an active general medical, dental and BDA programme.

**Timetable**

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<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Activity</th>
</tr>
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<tbody>
<tr>
<td>Monday</td>
<td>09.00 – 13.00</td>
<td>Bristol Dental School</td>
</tr>
<tr>
<td></td>
<td>13.00 – 17.00</td>
<td>Time given in lieu of travelling</td>
</tr>
<tr>
<td>Tuesday</td>
<td>Treatment session</td>
<td>Treatment session</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Study session</td>
<td>Study session (including orthognathic clinic 1 session per month)</td>
</tr>
<tr>
<td>Thursday</td>
<td>Treatment session</td>
<td>New patient session</td>
</tr>
<tr>
<td>Friday</td>
<td>Treatment session</td>
<td>Treatment session</td>
</tr>
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In addition the post holder will attend other joint clinics with Restorative and Oral Surgery input on a bimonthly basis. The post holder will participate in the provision of the orthodontic service at the hospitals involved in the rotation.

The post holder will participate in clinical audit programme at both Trust and Regional level.

**Department Information**

Orthodontic Department

The orthodontic department is arranged as a modern 6 chair poly-clinic. It has digital radiographic support within the department using a PACS system. Each operative area has its own PC/monitor for radiographic viewing. There are three Nikon cameras with macro lenses and ring flashes for extra-oral and intra-oral photography. In addition all operative areas and offices have access to Dolphin Imaging for digitising cephalograms and cephalometric analysis.
The department uses advanced appliance systems such as passive self-ligation (Damon Q and Damon Clear), fixed functional, semi-customised indirect bonding (OrthoCAD), fully customised indirect bonding (Insignia), micro-screw anchorage, De Clerck Bollards and simple aligners.

The department has an active orthognathic surgery programme and treats a high number of cases as the local catchment area is supplemented by military patients from the whole of the UK.

Portsmouth is a spoke unit for Cleft care from the Salisbury/Oxford joint hub and holds regular joint clinics with Plastic Surgery, ENT, OMFS and Speech therapy. The Regional lead cleft orthodontist is based at Queen Alexandra Hospital.

The orthodontic department regular joint clinics with the Trust’s consultant in restorative dentistry and an active implant programme.

Research and audit is actively promoted both within the department and through the Bristol Dental School connection, and is supported by local statistical and research methodology input from the University of Portsmouth. The post is also closely integrated into the Wessex Regional Orthodontic Audit Group (WROAG) with regular contribution to ongoing audit projects.

**Orthodontic Department Activity**

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<tr>
<th></th>
<th>New Patients Seen</th>
<th>Follow Up Appointments</th>
<th>Total</th>
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<tbody>
<tr>
<td>2007 - 2008</td>
<td>928</td>
<td>9,473</td>
<td>10,421</td>
</tr>
<tr>
<td>2008 – 2009</td>
<td>888</td>
<td>12,665</td>
<td>13,553</td>
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<tr>
<td>2009 – 2010</td>
<td>706</td>
<td>12,944</td>
<td>13,650</td>
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**Out-Patient Accommodation**

**Orthodontics**
- 4-chair open plan area
- 2 closed single surgeries
- Waiting area
- SpR/FTTA office
- Consultant offices

**Oral & Maxillofacial Surgery**
- 7 surgeries
- Recovery area
- Waiting area
- Junior staff offices
- Consultant offices

**Restorative**
- 3 surgery
- Waiting area
- 1 consultant office
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Shared
Maxillofacial laboratory
2 room x-ray department
Administrative and clinical staff offices
General office/reception area

Medical/Dental Staffing

Orthodontics
4 Consultants
1 FTDA
1 SpR (this post)
6 full time equivalent Dental Surgery Assistants
1 trainee orthodontic therapist
3 dental technicians

Oral and Maxillofacial Surgery
1 Professor and consultant in OMFS (Chair in Surgery - University of Portsmouth)
5 Consultants (1 shared with the Isle of Wight & military)
6 Specialist Registrars
8 Senior House Officers

Oral Surgery
1 Consultant
1 part-time Associate Specialist
1.5 Staff Grades
1 Oral Surgery SpR

Restorative Dentistry
1 part-time Consultant (8 sessions/week)
1 part-time Associate Specialist

Shared
Operational Manager

Ancillary Staff
General and dental nurses, secretarial and clerical staff and a full laboratory service support clinical staff.

Joint Clinics
A close working relationship exists with Oral Surgery and Restorative Dentistry and joint clinics are arranged on a regular basis.

Management
The post holder will be expected to work with local managers and professional colleagues in the efficient running of services. Subject to the provisions of the Terms and Conditions of Service the post holder is expected to observe agreed policies and procedures drawn up on
consultation with the profession on clinical matters and follow the standing orders and financial instructions of the Portsmouth NHS Trust. In particular, managers of employees of the Portsmouth Hospitals NHS Trust are expected to follow the local and national employment and personnel policies and procedures.

All medical and dental staff are expected to comply with the Portsmouth Hospitals NHS Trust Health and Safety Policies.

**Visiting Arrangements**

Candidates are welcome to visit the programme by arrangement with:

- David Birnie, Heather Illing, Sirisha Ponduri, or Stephen Robinson
  Consultant Orthodontists
  Queen Alexandra Hospital

To arrange a visit, please contact Rose Weekes, Maxillofacial Unit Secretary on 023 9228 6099

**Main Conditions of Service**

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

**Hours**

The working hours for junior doctors in training are now 48-hours (or 52-hours if working on a derogated rota) averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours **must not exceed 56 hours in a week** (New Deal Contract requirements) across all their employments and any locum work they do.

[http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx](http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx)

**Pay**
You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), "the TCS", as amended from time to time. The payscales are reviewed annually. Current rates of pay may be viewed at http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx

Part-time posts will be paid pro-rata.

**Pay supplement**

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current payscales may be viewed at xx. The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

**Pension**

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

**Annual leave**

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.

The TCS may be viewed at http://www.nhsemployers.org/PayAndContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.asp

**Sick pay**

Entitlements are outlined in paragraphs 255-240 of the TCS.

**Notice**

You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

**Study leave**

The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

**Travel expenses**

The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.
Subsistence expenses

The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

Relocation expenses

The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at http://www.nhsemployers.org/PayAndContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx

You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on www.wessexdeanery.nhs.uk

Pre-employment checks

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx

Professional registration

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

Health and safety

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor

The employer will confirm your supervisor on commencement.

General information

The Deanery’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at
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