DENTAL THERAPIST FOUNDATION TRAINING SCHEME

THERAPIST INFORMATION & APPLICATION PROCESS

2015 – 2016
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Introduction

The Dental Therapists Foundation Training Scheme (TFT) has been developed to help ease the journey of the newly qualified dental therapist from undergraduate to working successfully in a general dental practice environment.

The Scheme places particular emphasis on providing continued support and education for newly qualified dental therapists in a clinical environment, as well as assisting the development of personal skills and knowledge through the educational programme. Therapists will be encouraged to further develop critical thinking and evidence based practice during the year.

This handbook is designed to explain the details of the Therapists Foundation Training Scheme.

Should you wish to apply for the Scheme, please read the handbook carefully and complete the dental therapist trainee application form which can be located at http://www.oxforddeanery.nhs.uk/dental_school.aspx

If you require further information the relevant addresses and phone numbers are included on page 3. The Training Programme Director, Kira Stearns, will be pleased to answer any queries you may have.

The Scheme covers the whole of the NHS Health Education Thames Valley & Wessex (Buckinghamshire, Milton Keynes, Oxfordshire, Berkshire, Hampshire and the Isle of Wight).
Outline of the Scheme

Dental Therapists Foundation Training

This section gives the prospective Therapist an insight into the format of the Scheme. Any further questions should be directed to the Training Programme Director.

Where will I work? – The Training Practice

The training practices have been carefully selected through a rigorous selection procedure. Prospective trainers must demonstrate a commitment to training and education as well as having been judged to offer both the guidance and the environment necessary to provide good training experience.

Trainees are either experienced dentists or dental therapists, and many have been Dental Foundation Trainers.

The role of the trainer on the Therapist Foundation Training scheme is to provide support to the trainee; this will be in the form of clinical support where necessary in the surgery, one to one teaching in the form of tutorials as well as advice and assistance with non-clinical issues in general practice.

How many days will I be employed?

The scheme is for 3 days a week for a full calendar year. The Scheme starts on 1st September 2015 and finishes on 31st August 2016. These start and finish dates are non-negotiable. As your commitment to the Scheme is for 3 days only, you are free to negotiate employment contracts with any dental practice or organisation for the time that you are not committed to the Scheme (2 other week days). This will allow you maximum choice, flexibility and income.

What days will I work on?

The only day we specify that you work will be Thursdays; the other two days are negotiable with your training practice and will depend on their existing commitments.

When does the scheme start?

The scheme start date is the 1st September 2015. This date is non-negotiable and all TFT’s will be expected to be available to start on this date.
What is the salary?

This is an employed position and as such the salary is based on and NHS Agenda for Change salary scale of band 6, spinal point 20. Currently this is £25,783 per annum, which equates to £15,469.80 pro rata, 3 days per week.

Am I entitled to Annual Leave?

Yes, you will be entitled to 4 weeks annual leave pro rata, which will equate to 12 days over the full year.

What is special about my appointment?

You will be on a fixed salary for 3 days per week; this covers both days in practice and any educational days included in the programme. This will allow you to manage patients free from financial pressures. You also have the benefit of an assured income from the end of the first month in practice. You will be employed on a formal contract and be assured 12 days (4 weeks pro-rata) paid holiday during the year. You may not take holidays that coincide with the study day.

What courses will I attend? – The Day Release Programme

The educational programme for the scheme consists of a minimum of 15 study days throughout the year. These are usually held monthly, with some residential elements.

Venue

Most study days will normally take place in Oxford, although on occasion you may be asked to travel to other venues in the Thames Valley region. The day usually starts at 09:00 to allow for travel time, and finishes by 5pm (except for residential elements).

Format

There will be a mixture of seminar presentations, problem-solving workshops and ‘hands-on’ sessions, as well as a residential induction programme. There is also a self-directed learning opportunity included in the programme.
The Study Day Course

Content

Topics are varied, and typically include:

- Team working and communication
- Dealing with difficult Patients
- Oral mucosal disease
- Dental radiography in practice
- Clinical photography
- Complaints handling
- Safeguarding children and vulnerable adults
- Diagnosis and treatment planning in periodontics
- Skill mix
- Interview techniques and CV writing
- Financial planning and Career development
- Management of the grossly carious primary tooth (Hands on)
- Management of the traumatised anterior tooth (Hands on)
- Direct access
- International Dental Conference (Chicago, USA). To be confirmed.

When are the study day courses held?

These are held on a Thursday, for a minimum of 15 whole days and will normally be based in Oxford. There may be occasional variation from this format including possible residential elements.

Who pays for the study days?

The courses are funded by Health Education Thames Valley, and any necessary travelling expenses incurred can be reclaimed from the training practice.

What about the self-directed learning opportunity?

Self-directed learning is encouraged and is part of the Therapist foundation curriculum. Two days are allowed for attendance at specified external dental scientific conferences as part of the 15 day study programme.

What if I fail to attend a study day session?

Attendance at day release programme days is compulsory in order to receive your completion certificate at the end of the year. A record of attendance is kept and verifiable CPD certificates are issued. Holidays, interviews etc. should be arranged outside the organised educational programme. If you are sick on a Study Day, please telephone your Training Programme Director by 9am. A medical certificate will be required. If you are scheduled to sit an external examination on a day release
day you must give advance notice of six weeks to your Educational Supervisor and Training Programme Director.

You will not be certified at the end of the year unless you have been on a course related to the topic missed, as agreed with the Training Programme Director, at your own cost and in your own time. You will be required to submit a verifiable CPD certificate to the TPD for any courses you have been required to make up.

<table>
<thead>
<tr>
<th>Is there an opportunity to engage with the wider dental team?</th>
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</thead>
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<tr>
<td>Some study days will be held jointly with the Dental Foundation Trainees, this provides an opportunity for team learning and discussion.</td>
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<tr>
<th>How will I know how I am progressing?</th>
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<tr>
<td>Regular feedback will be provided to your trainers and recorded in a number of ways:</td>
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</table>

  a) **E-Portfolio**

An online learning portfolio will be used throughout the training year. This has various elements, commencing with an agreed record of discussion between the Trainer and Therapist at the start of the year, where each notes their expectations of what is to be achieved. There will be progress reviews at intervals during the year both with the Trainer and Training Programme Director. The TFT will also complete an initial record of clinical experience to help identify areas where the TFT might wish to have more experience or assistance. Clinical experience during the year, trainer tutorials and self-reflection are also captured by the e-portfolio.

  b) **Educational Assessments**

During the year, the trainee will carry out self-assessments and be assessed by the trainer and other colleagues using nationally recognised workplace based assessment tools. These are to ensure that the trainee receives regular structured feedback and is aware of his/her own progress. A patient satisfaction survey will also be conducted mid-way through the year which will allow trainees to receive useful and honest feedback about their manner as perceived by their own patients.

  c) **Clinical Audits**

As part of your development process you will be required to complete two audits, one of which will be related to radiography and the other related to record keeping.

  d) **Online Learning**

The educational programme includes a number of core learning packages which are completed by TFT’s during the year. Modules include Prevention in Practice, Oral Cancer and Safeguarding Vulnerable Adults.
e) Case Presentations

An essential component of the scheme is the presentation of a patient case you have been treating during the year. This is an opportunity to demonstrate your clinical work self-assessment skills to a panel who will assess your underpinning knowledge and ability to reflect on the treatment.

Completion

At the end of the programme, provided all necessary work is completed and evidenced in the e-portfolio the Postgraduate Dental Dean will issue a certificate of completion.
Application

**How do I apply?**

Applications will open at 9am on 1st April 2015. An application form will be available to download from our website [http://www.oxforddeanery.nhs.uk/dental_school.aspx](http://www.oxforddeanery.nhs.uk/dental_school.aspx). This should be fully completed and sent as an attachment to the following email address: [dentalfoundation@thamesvalley.hee.nhs.uk](mailto:dentalfoundation@thamesvalley.hee.nhs.uk)

The deadline for applications to the 2015-2016 scheme is **Thursday 1st May 2015 at 5pm.**

Interviews will be held on 4th June in Oxford. Applicants from Birmingham Dental Hospital who are shortlisted for interview, as well as those with proof of exceptional circumstances will be offered an alternative interview date on the 5th June 2015. Due to restricted capacity, invitations to interview will be made to eligible and shortlisted applicants on the basis of the time and date of receipt of application (‘first come, first served’). If we are not able to appoint to sufficient posts on 4th June, a further interview date may be scheduled and other eligible applicants will be invited.

Provisional offers will be made to successful applicants by Monday 15th June 2015. You will be ranked according to your performance at the interviews.

Please be aware that we reserve the right to call to interview the first 22 eligible applicants. Therefore, if you intend to apply for these posts, you are advised not to delay submitting your completed application. Successful applicants will then be invited to an event in Oxford on the 9th July to meet the trainers and will be able to make an informed decision on which training practices to request.

**How do I get appointed?**

If you have been successful at interview you will be invited to attend a local meet and great event on **9th July 2015** in Oxford. On this day you will have the opportunity to meet the trainers and some of the practice staff, find out about each practice and ask questions of each training practice.

Once you have met the trainers you will score them in order of preference. You will be offered a post that you have preferred; with those ranking highest in the interviews getting first choice.

You will not be offered a post with a practice you have not chosen. You will be notified of the outcome and offered an individual post by 16th July 2015.
Confirming acceptance

You must accept the offer made to you by e-mail within 48 hours (no later than 19th July at 17:00 hours).

If you agree to accept a position you are bound by the legal and ethical frameworks that exist in any recruitment procedure. Do not accept a position until you are certain that you are able and wish to accept the appointment. You will be asked to sign a ‘Letter of Intent’ – this pre-contractual agreement, signed before the start date of the scheme, gives a sense of security to both parties. If you do not accept the offer within the 48 hour window, the post will be offered to the next highest ranked applicant on the reserve list.

Both the Trainer and the Therapist will sign a training agreement with the Postgraduate Dental Dean.
What if I have problems?

If you do have concerns about your training, it is important that you contact your educational supervisor/trainer immediately. If you are still not happy after having spoken to the educational supervisor/trainer, please contact the Foundation Training Programme Director.

The Deanery and your employer both have responsibilities and generally you should first work with your employing organization, keeping your TPD informed of progress. If there are still unresolved problems contact the Deanery Office. There are also organizations which can help foundation trainees in personal trouble, and the TPD can advise you further.

What if I want to stay in the practice at the end of the Training Contract?

At the end of the year your contract is completed and any continuation of employment is by mutual consent and separate arrangement.
# PERSON SPECIFICATION

## DENTAL THERAPIST FOUNDATION TRAINEE

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<tr>
<th></th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>ASSESSMENT</th>
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<tbody>
<tr>
<td><strong>Employment Requirements</strong></td>
<td>• UK National or visa that allows employment</td>
<td></td>
<td>Application</td>
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<td></td>
<td>• DBS Enhanced Clearance</td>
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<td></td>
<td>• Able to take up post on 1&lt;sup&gt;st&lt;/sup&gt; September 2015</td>
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<tr>
<td><strong>Qualifications/Training</strong></td>
<td>• Eligible for registration with the GDC as a Dental Therapist by 1&lt;sup&gt;st&lt;/sup&gt; September 2015</td>
<td>• Date of first registration on or after 1&lt;sup&gt;st&lt;/sup&gt; September 2013</td>
<td>Application</td>
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<td></td>
<td>• BSc/Diploma in Dental Therapy by 1&lt;sup&gt;st&lt;/sup&gt; September 2015</td>
<td>• This programme is specifically designed to support those recently qualified and new to General Practice</td>
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<tr>
<td><strong>Clinical Skills</strong></td>
<td>• Recent clinical practice</td>
<td></td>
<td>Interview/References</td>
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<td></td>
<td>• Basic life support skills</td>
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<td></td>
<td>• Good manual dexterity</td>
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<td></td>
<td>• Appropriate level of clinical knowledge</td>
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<td></td>
<td>• Clear, logical thinking</td>
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<td></td>
<td>• Approach to tasks with an analytical/scientific style</td>
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<tr>
<td><strong>Communication</strong></td>
<td>• A high level of communication and language skills</td>
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<td>Interview</td>
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<td></td>
<td>• High level of written and spoken English</td>
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<tr>
<td><strong>Management &amp; Leadership</strong></td>
<td>• Ability to prioritise clinical need</td>
<td></td>
<td>Interview/References</td>
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<tr>
<td></td>
<td>• Ability to organise own work and environment</td>
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<tr>
<td></td>
<td>• Ability and willing to work in multi-professional teams</td>
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</table>
| Professionalism                        | • Decisiveness/accountability for actions  
• Complies with GDC standards and meets deadlines | Interview / References |
|---------------------------------------|-------------------------------------------------------------------------------------------|
| Personal Characteristics              | Must be able to demonstrate experience or capability of:  
• Flexibility  
• Excellent interpersonal skills  
• Ability to reflect on feedback  
• Able to attend all study days and complete the educational programme  
• Able to undertake assessment components (DEPS, CBD's)  
• Disclosure and Barring Service clearance in full  
• Availability to start 1st September | Interview/ References |
| Physical Requirements                 | • Meets professional and health requirements | Application |