

Dental Therapist Foundation Training

Applicant Information Guide – Sept 2024



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Key Information

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<p>*As most information sent to you from WT&E Dental Team is sent as 'bulk emails' please ensure email addresses for all above contacts are set up, so they are not directed into your junk or spam folder*</p> <p>It is your responsibility as an applicant to ensure that you use an email address that you check regularly. Please note that Hotmail and Outlook emails frequently filter NHS.net emails into spam/junk folders.</p>	

Introduction

The Dental Therapists Foundation Training Scheme has been set up and designed to equip recent dental therapist graduates with the necessary training and education required to continue to develop and expand the clinical and personal skills learnt as a student, and to gain the skills required to work successfully in a general dental practice environment. The scheme covers the Midlands Region of NHS England.

The Scheme is for Dental Therapists within the first two years of qualification. Emphasis is placed on continuing professional development throughout the course as well as increasing clinical skills and confidence. One of the aims of the Dental Therapist Foundation Training Scheme, is to encourage critical thinking and evidence-based practice.

Application to the course as a Foundation Dental Therapist (FDT) is by completion of an MS form which can be accessed from the NHS England [website](#). The link for the application form can also be obtained from the Programme Lead jodie.mahoney@nhs.net.

Applications open on 1st March and close on 28th March 2024 at 23:59.

The Training Practices

The approved Training Practices will be located across the NHS England Midlands Region. The role of the Educational Supervisors on the scheme is to provide support to the FDT. This will be in the form of clinical support in the surgery, where necessary; one to one teaching in the form of tutorials and advice; and assistance with non-clinical issues of general practice. All the Educational Supervisors will have demonstrated a commitment to training and education as well as having been judged to offer both the guidance and the practising environment necessary to provide a good training experience. Allocation to approved Educational Supervisors and Training practices will take place during June 2024.

Employment

Each practice will provide places for two FDTs each of whom will spend two days undertaking clinical work in the practice between Monday and Thursday according to a schedule determined at the start of year. Both FDTs are expected to attend a third

day (Friday) for Scheme Study Days, e-Learning or administrative tasks. You will thus be employed for 21 hours per week. This will allow you to manage patients free from financial pressures and give you the benefit of an assured income at the end of the first month in practice. You will have a contract of employment and will be entitled to 28 days annual leave, plus bank holidays, *pro-rata* to the number of days you work in the practice. You may not take holidays that coincide with the study days. The scheme, and your employment, starts on 1st September 2024 and finishes on the 31st August 2025.

Salary

This is an employed position, and the salary is based on the NHS Agenda for Change salary scale, Band 5, intermediate step point. Details of the current rates are available here: [Pay scales for 2023/24 | NHS Employers](#) and will be set *pro-rata* to the number of hours you work at the practice. This does not mean you are an NHS employee; the salary is simply based on the NHS pay scale. Your employment is directly with the practice.

The Study Day Programme

The educational programme for the scheme consists of approximately 20 study days throughout the year, usually held on Fridays. Study days may take place at the Birmingham Dental Hospital or as on-line sessions via MS Teams. Sessions are normally held from 9.30am - 4.30pm with suitable breaks for lunch and refreshments. There will be a mixture of presentations and problem-solving seminars, workshops, and 'Hands-on' experiences. The courses are centrally funded, so there is no charge for attendance.

The study day course is part of your appointment and attendance is mandatory. If you miss a session (e.g. through ill health) you should attend another study day, agreed with the Programme Lead, to ensure that you have completed the educational programme. This may have to be at your own cost.

Speakers and Contributors

The presenters of each session are highly regarded in their field of activity. They are, however, asked only to guide sessions and it is hoped that FDTs will involve themselves fully in the discussions and share their own experiences and ideas with the rest of the group. Group learning is an extremely powerful educational method and reinforces the concepts of experiential and peer review. Some study days may be shared with the Dental Foundation Trainees, and these will provide extended opportunities for team learning and discussion.

Assessment and Recording of Progress

An online e-Portfolio will be used throughout the period of training. This has various elements, commencing with the agreed record of discussion between you and your Educational Supervisor at the start of the programme, where each records their expectations of what is to be achieved. During your induction you will complete a record of your current clinical experience, which with discussion will help guide your learning in practice. There are several sections where you can reflect upon your experiences and progress, and logs to record fully your clinical activity.

During the year you will be assessed by your Educational Supervisor and other colleagues using nationally recognised assessment tools, and these are supplemented by Multi Source Feedback and Patient Satisfaction questionnaires. These are to ensure that you receive regular structured feedback and are aware of your progress. You will also be expected to complete a clinical record keeping review, a Clinical Case Presentation (to be judged) and a clinical audit.

There are no formal examinations, but there are progress reviews at intervals during the year and at the end of the training programme. These reviews are carried out by independent Panels who will look at the evidence contained in your e-Portfolio.

Completion of Foundation Training

Completion of Foundation Training will be based on attendance of the Study Day Programme, Completion of the Portfolio, Audit, Key Skills, Case Presentation, Exit Interview and Trainer/Programme Lead reports. A certificate will be issued on completion of Foundation Training.

Application and Appointment to Practices

To apply for a place on the Scheme you must complete the MS Form. On this form you can register interest for the Midlands scheme, London & KSS scheme and/or the Southwest scheme. Once your form has been received you will be contacted by the Programme Lead and invited to attend a short online interview. The interview panel will ask you questions relating to communication, organisational skills, and Teamwork. They will be scoring your answers for Content, Clarity, and Reflection.

When all the applications have been interviewed, they will be ranked by score, and the top-ranking applicants will be offered a place on the Scheme. Allocation to the Training Practices will be by a ranked selection process. If you are appointed to the Scheme, you will be asked to rank your choices of the Training Practices available, and applicants will be then allocated their choices in order of their application score ranking. Full details of all the Training Practices will be available on the NHS England Midlands website for you to make meaningful decisions.

Once allocations have been made, the appointed applicants will be able to contact the practice and arrange directly working days, contracts and other details required for employment. Information about the Study Days, together with logins for your e-Portfolio and eLearning will come from the Programme Lead or the NHS England admin team.

Foundation Dental Therapist Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Eligible for registration with the GDC Qualified as a Dental Therapist in the UK 	<ul style="list-style-type: none"> Less than 24 months postgraduate experience in dentistry
Clinical	<ul style="list-style-type: none"> Basic life support skills Understanding of clinical risk management Appropriate level of clinical knowledge Clear, logical thinking, showing an analytical/scientific approach Good manual dexterity and hand/eye co-ordination 	
Communication	<ul style="list-style-type: none"> Communication and language skills - The ability to communicate clearly and intelligibly in written and spoken English The ability to build rapport, listen, persuade, negotiate 	<ul style="list-style-type: none"> The ability to produce legible notes
Management and Leadership	<ul style="list-style-type: none"> Ability to prioritise clinical need Ability to organise oneself and own work Experience and ability to work in multi-professional teams Decisiveness and accountability - The ability to take responsibility and make decisions 	<ul style="list-style-type: none"> Information technology skills Flexibility - able to change and adapt, respond to rapidly changing circumstances Thoroughness - Is well prepared, shows self-discipline/commitment, is punctual and meets deadlines Shows initiative, drive and enthusiasm - self-starter, motivated, shows curiosity, initiative
Professionalism	<ul style="list-style-type: none"> Uses a non-judgmental approach to patients and colleagues - regardless of their sexuality, ethnicity, disability, religious beliefs or financial status Meets professional health requirements Interpersonal skills - See patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humour Shows knowledge of evidence informed practice 	<ul style="list-style-type: none"> Demonstrates breadth of experience and awareness in and outside dentistry Demonstrates use of evidence informed practice Resilience - able to operate under pressure, cope with setbacks, self-aware Probity - displays honesty, integrity, aware of ethical dilemmas, respects confidentiality

Topics to be covered during the year include:

This list is only representative and may be subject to change

- Induction to Dental Therapy Foundation Training
- NHS Rules and Regulations
- Reflection and Feedback
- Emotional Intelligence
- Clinical skills refresher
- Treatment planning
- Communication Skills
- Photography
- Pain and anxiety control
- Periodontal care within the NHS
- Basics in Orthodontics
- Health and Safety
- Careers in dentistry
- Dental Public Health
- Understanding clinical Audit
- Medical Emergencies
- Hands on Paediatric Dentistry
- Periodontics & implant maintenance
- Clinical audit presentations
- Medico-Legal Matters
- CV writing/Interview techniques
- Special care dentistry
- Accounts/Finance
- Showcase Presentation
- Case Presentations
- Oral Medicine
- Tooth Surface Loss