

Salaried Primary Care Dentist Leadership Fellow Candidate Pack

WT&E Midlands



Contents

About the posts	4
What is a Dental Leadership Fellow?	5
What kind of projects will I do?	6
Leadership Fellow Programme	12
Key Dates for your Diary	14

Post: NHSE Midlands Leadership Fellows (3 posts)

Clinical Specialty: Primary Care

Employer: Lead Employer

Duration: Fixed Term Contract 12 months

Commencing: September 2024

Dear Applicant

Thank you for expressing an interest in the NHSE Fellowship Dental Leadership Fellow Programme. We hope that after reading the enclosed information you will feel enthusiastic about applying to join our scheme.

If you require any further information, please do not hesitate to get in contact.

Best wishes,



Fleur Kellett

Associate Dean for Dental Fellows
and Foundation Training

Fleur.kellett1@nhs.net



Jennie Ross

Associate Dean for Dental Workforce
Development

jennie.ross2@nhs.net

Dental Fellow Email Address: england.dentalfellow.midlands@nhs.net

About the posts

NHS England are pleased to offer 3 full time Salaried Primary Care Dentist Leadership Fellow posts.

This post will have a 0.4 WTE Leadership component -Thursdays and Fridays.

These will be paid at current ST1 DCT3 level, £55,329 full-time equivalent.

Locations

The remainder of the working week will be spent in, or supporting, primary care NHS dentistry in the Midlands. The three practices acting as hosts are:

	ICB	Practice
Post 1	NHS Herefordshire and Worcestershire	Central Hereford Dental Care, 28 Commercial Street, Herefordshire HR1 2DE. (New Practice opening Spring/Summer 2024)
Post 2	NHS Lincolnshire	Coningsby Dental Practice, 41 Silver Street, Coningsby, Lincoln LN4 4SG
Post 3	Delapre Dental Care	Delapre Dental Care Clinic, 5 Billing Road, Northampton, NN1 5AN

During the clinical days you will be providing routine clinical NHS care, without having UDA targets. We would nominally expect to you complete 2000-3000 UDAs during the year. We would also like you help support your host practice, and others in the region to become future training practices for Dental Foundation Training.

Commencing in September 2024 the 3 posts are open to dentists who are fully GDC registered and have or eligible for full inclusion as a Dental Performer on the National Performer List by 4th September 2024.

The successful postholders will take part in the monthly dental leadership development programme. The posts come with significant NHSE funding (up to £4000) towards

registration fees for an academic qualification, short course or other development activity which has been agreed by the Associate Dean for Dental Leadership Fellows.

What is a Dental Leadership Fellow?

The NHS, like most developed world health systems, is faced with multiple complex challenges; an aging population, the increasing burden of long-term conditions and comorbidities, on-going health system redesign, and the integration and application of scientific advances - all set against a background of financial constraint and the need to improve productivity alongside quality of care.

The scope of these challenges necessitates that all registrants develop leadership skills, both to improve current service delivery and positively impact future health systems.

Midland Dental Leadership Fellow posts offers Dental Registrants the opportunity to develop their skills in leadership, management, strategy and project management outside of their normal clinical practice.



During the Fellowship you will have the opportunity to acquire, develop and share knowledge and skills in leadership and will be challenged to think and behave differently in your leadership roles.

Who will I work with?

During the 12 months you will work with the other fellows on the scheme, members of the NHSE team including close working with the Dental Workforce Development team led by Jennie Ross, Associate Dean, and Local Dental Network (LDN) chairs across the Midlands region. As you will be hosted by a practice in an area where NHSE are aiming to increase training opportunities we expect you to work closely with your local LDN Chair, as well as Local Dental Committees (LDCs). You are likely to attend LDN meetings where local clinicians, members of HealthWatch, Commissioning Managers, Managed Clinical Network (MCN) Chairs, Integrated Care Board (ICB) representatives all come together to discuss developments in their region.

If you want to know more about LDNs and MCNs log into our [Postgraduate Virtual Learning Environment](#) and undertake the CPD training on LDNs. If you have not already signed up for access please fill out this [form](#) for registration.

What kind of projects will I do?

Previous projects completed by our GDP fellows have included:

East Midlands IMOS Procurement Process

Learning how to act as a clinical evaluator for the East Midlands IMOS procurement process, as well as completing the moderation processes for this.

Work Experience in Primary Dental Care

Creation of a work experience programme for use within a practice, including a staff plan for work experience students.

Oral Soft Tissue and Two Week Wait Referrals Analysis

Analysis of the two week wait referrals undertaken in their practice, the findings of which were used by the Interim CDO at a national conference.

Swallowing, Oral Health and Nutrition Ambassadors (SONAs) Programme Development

To multi professional project to support the development of training, resources and dissemination of the importance of good nutritional values.

Implementation of a dysphagia checklist for care home staff across Nottinghamshire

A multi professional project that has been set-up to develop Dysphagia and checklists to help healthcare professionals to identify swallowing and communication problems in patients after stroke and provided a basic framework in their management approaches.

The Leadership Fellow programme is ideal for individuals eager to develop their leadership and management skills whilst simultaneously maintaining their clinical skills. The hybrid nature of this programme ensures clinical currency but also exposure to a wide range of leadership opportunities. This programme offers a safe and supportive environment, both clinical and non-clinical, which promotes personal and professional development.



The experiences and opportunities available throughout the year makes this programme truly unique. It has provided me with a new set of skills and experiences that would not have been achieved through clinical training alone. My knowledge of the NHS and leadership within dentistry has significantly improved. Being assigned mentors at the start of the year enables invaluable one on one support throughout the year. Furthermore, monthly group coaching sessions also contribute towards your development. Working alongside senior NHS leaders, attending regional and national meetings and being involved in large scale projects provides a plethora of learning opportunities. I have grown in confidence and met many amazing colleagues who I hope to stay in contact with throughout my career.

The positive impact this programme has had on my career is evident in many ways. Recently, I was appointed the National Dental Core Trainee Representative and am part of the Recruitment Steering Group as a result of the experience gained from my Leadership Fellow year. I have also been asked to speak on a national stage a number of occasions since completing the programme. I highly recommend applying for this unique programme!

Jacob Watts
Leadership Fellow 2022-2023

"I'm currently in full swing of being a leadership fellow and I have found the year immensely rewarding, the shift from working full-time in a clinical setting to the leadership fellow post allows you to take a small step away from the clinical aspect to immerse yourself in a new environment involving leadership and management within the NHS.



The year has made me realise there is so much more to dentistry than just the four walls of the surgery. The post allows you to network with your fellow peers, be active in Local Dental Councils, Local Dental Networks and I am very fortunate to work closely with the Interim Chief Dental Officer.

On the non-clinical days you'll be involved in projects which can be local, regional and even national. Having a particular interest in Special Care Dentistry I am delighted to be involved in the development of the Swallowing, Oral Health and Nutrition Ambassadors in care homes and domiciliary settings across Lincolnshire, as well implementing a dysphagia checklist in care homes in Nottinghamshire.

There is a tremendous emphasis on focusing on your own professional development throughout the year, each fellow has a study budget which can be used to fund a postgraduate certificate, diploma or to attend conferences. In addition, there are monthly study clubs and coaching sessions focusing on management and leadership attributes. I have also been very fortunate to have access to great mentoring in my post who have supported me if I had any concerns. There are also great opportunities to workout outside your comfort zone, for instance, later this year I am presenting at the national BDIA conference."

Conner Reynolds

Leadership Fellow 2023-24

Aims of Specific Posts

Post 1 – Herefordshire

Worcestershire and Herefordshire is an area where we need to increase the numbers of training posts available therefore we would hope the recruited fellow will work with their host practice and others in the area to help them apply to become Dental Foundation Training practices in the future.

Working with Jennie Ross, Associate Dean for Dental Workforce Development, we would envisage the fellow setting up a local study group for dentists and DCPs to form links between primary and secondary care and set up support networks in the region.



The local LDN also identifies potential projects working with the Oral Health Improvement working group and helping practices prepare to support overseas dentists who are keen to join the NHS performers lists. As well as working towards their workplan which includes

- Support transition to Integrated Care Systems (ICS)
- Restoration and recovering of services
- Oral Health Improvement
- Workforce Development
- Working with MCNs

Hosting Practice

Central Hereford Dental Care is a brand-new dental practice located in the Centre of Hereford. Harkamel Gill, Ali Visram and Meera Bhadresra are the owners of the practice who are all practicing dentists in the West Midlands. In addition, they are all committed to Postgraduate Training and between them they have a wealth of knowledge having completed qualifications in Restorative Dentistry as well as Endodontics (PG Diploma level). In addition, Mr. Gill is a Trainer for Foundation Dentists and has been active in this role for over 17 years.

It is a modern, paperless practice with the latest equipment including the use of digital radiographs and rotary endodontic equipment. The practice is located centrally and has excellent transport links to areas such as Worcester, Gloucestershire, Bristol and Wales.

The day-to-day clinical work will include seeing new patients who may require a range of treatments including, but not limited to, restorative treatment, endodontic and periodontal therapy and oral surgery. All mandatory services on the NHS contract will be provided to the local population. There will also be dedicated slots to see emergency patients requiring urgent care. Individuals will be able to manage and zone their diary in a way that suits them and there will be a supportive and experienced team on hand to assist at all times. There will also be an emphasis on Preventative Dentistry and we are keen to work with local community to achieve this.

Post 2 – Lincolnshire

Lincolnshire is another area which WT&E needs to increase training numbers and the number of practices hosting a Foundation Dentist. Part of this fellowship year will be to work with other practices in the region to help them become training practices in the future. There can be opportunities to become involved in the “Lincolnshire Dental Strategy” and work with the local LDN chair.

Hosting Practice

The Dental Practice is located in the Lincolnshire village of Coningsby. It is home to RAF Coningsby and the Battle of Britain Memorial Flight.

It has been serving its community for over 35 years and has been rewarded by their loyalty to it. Our patient base

extends across all age groups and serves the families of our armed forces and our community at large.



Digital Radiographs, Rotary endodontics, large screens for discussing findings with patients, iPads for paperless recording of patient records, Dentally software which enables remote access and ample parking for staff and patients are all available. The practice is currently undergoing expansion and the practice refurbishment will also update the treatment rooms and increase the use of technology within the practice.

The practice provides all mandatory service on the NHS contract and provides emergency care as well. The clinician will have full control of their diary, with time allocated for attending to emergencies. They will also have a qualified dental nurse to work with.

We look forward to working together with the Fellow to improve the Oral Health of our community.

Post 3 – Northamptonshire

Northamptonshire is also an area where WT&E need to grow Dental Foundation Training. We would like the successful fellow to work with practices in the area to help them become training sites in the future. We would also like the fellow to work with the Dental Workforce Development Team to increase the training opportunities provided at Kettering Hospital, where there is a hands-on dental skills facility.

Hosting Practice

Our mission is simple: to help every patient to achieve a healthy, beautiful smile that lasts a lifetime. Our goal is to create a welcoming environment where every patient feels valued and respected.

Led by Sabina, our team consists of highly skilled and dedicated dental professionals who are passionate about what they do. Gloria Maria John, our dental therapist is taking challenges in her stride. Malyha our head nurse whose dedication and calm spirit is heartwarming and admirable. The three trainee dental nurses show initiative, drive and enthusiasm.



Our diverse workforce is not only creative but also productive. In addition to English, our staff speak Russian, Romanian, Spanish, Bengali, Akan and Hindi which allows us to communicate and extend our services to diverse patients making us competitive.

The practice is unassuming, but within those four walls it is equipped with the latest technology and amenities to ensure comfort and safety. From digital X-rays to intraoral cameras, dental scanners and Cerec milling machine, we utilize advanced tools to provide precise diagnoses and effective treatments.

Patient – Centered Care

At Delapre Dental Care, the patient is part of our dental family. We take time to listen to their concerns, answer questions and develop personalized treatment plans that address their

specific goals. Their comfort and satisfaction are our top priorities, and we strive to exceed their expectation every visit.

Comprehensive Services

We offer a wide range of dental services to meet the needs of patients of all ages. Apart from regular services such as Preventive Care, Restorative Dentistry, Cosmetic Dentistry, Implant, Emergency Care, we have provided urgent care to Afghan refugees during phase 1. We were proud to be Community Dental Support Practice and now incredibly happy to host a Leadership Fellow with NHS England, perfect for someone with good clinical skills and leadership aspirations.

Thank you for considering Delapre Dental Care. We look forward to welcoming you to our practice and we aspire to enable you to fulfil your career aspirations.

Leadership Fellow Programme

Induction

There will be a mandatory full day NHSE induction on Wednesday 4th September 2024 at the NHSE Office in Birmingham.

Continued Professional Development

The opportunity for Continued Professional Development (CPD) is supported and encouraged by the fellowship programme, within funding, time and available facilities.

Friday Study Clubs

Once a month on a Friday the Dental Leadership Fellows have a virtual breakfast study club where dental leaders from a variety of organisations share their leadership experiences, insight and knowledge. The initial schedule is pre-arranged but fellows have the ability to shape the topics covered, there is a small budget available for booking speakers.

Group Coaching

Once a month on a Friday the Dental Leadership Fellows to have access to a professional coach. These sessions create a safe place for the cohort to share and explore their experience of the Fellowship and anything they are finding challenging. The sessions are flexible in format and content and can change to meet the needs of the groups.

Focus for coaching may include:

- building/understanding strengths and passions
- developing emotional intelligence and empathy

- understanding self and how to work with people different to you
- future career planning
- space for individual Fellows to be coached on particular challenges for example having courageous conversations

One to One meetings with the Associate Deans

Supportive one-to-one meetings with Fleur Kellett occur on a regular basis throughout the year. These meetings will be used to review your projects, professional development and general wellbeing.

Terms and Conditions of Service

Terms and conditions are in alignment with NHS 2016 Junior Doctor contract.

Remuneration and Contract of Employment

NHSE in the Midlands will reimburse the substantive (clinical) employer via the Education Contract 1.0WTE of salary costs (to include employer oncosts).

NHSE in the Midlands will reimburse the Fellow up to £4,000 towards registration fees for an academic qualification which has been agreed by the Associate Dean for Fellows.

Tenure

The appointment is a fixed term for one year.

Contractual Notice Period

The agreed minimum period of notice by both sides is 1 month notice.

Annual Leave

Annual leave will be aligned with NHS 2016 Junior Doctor contract.

Registration

Candidates must have full registration and a license to practise with the GDC for the duration of the appointment and full inclusion on the Performers Lists as a Dental Practitioner.

Travel Expenses

There will be an element of travel within the region. There are 4 face-to-face NHSE events throughout the year, travel and accommodation (if required) costs are fully covered for these.

Additional costs will be reviewed on an individual basis.

Indemnity

Indemnity for this post will be provided by NHS England.

Key Dates for your Diary

Recruitment Timeline

Dates	Stage
Week commencing 13 th May 2024	Applications open
2 nd June 2024	Application deadline
Week commencing 10 th June 2024	Candidates notified of shortlisting outcomes
Week commencing 17 th or 24 th June 2024	Virtual interviews – SAVE THE DATE
June/July 2024	Contract arrangement window (guidance will be issued)
4 th September 2024	Fellowship commences
2 nd September 2025	Fellowship ends and final presentations

If successfully appointed all Leadership Fellows will be required to attend the following events:

- Leadership Fellow Induction Wednesday 4th September 2024, NHSE Birmingham Office
- Dental Foundation Trainee Careers Day 5th and 6th December 2024 Aston University
- BDIA Dental Showcase March 2025 (date tbc) London
- Foundation Dentist Induction and Fellow Final Presentations 1st and 2nd September 2025 Birmingham

Eligibility and Selection Criteria

Candidates must meet the following **eligibility requirements** to apply for the scheme:

	Specification	Criteria		Evidence Application Form (AF) or Interview (I)
		Essential	Desirable	
Essential Qualifications	<ul style="list-style-type: none"> GDC Registered Dentist Eligibility for full inclusion as a Dental Performer on National Performers List by commencement of post 	<ul style="list-style-type: none"> • • 		AF AF
Knowledge, Skills, Training and Experience	<ul style="list-style-type: none"> Evidence of professional development since qualification 3 years experience post qualification working within NHS as a dentist Experience working as an Associate in NHS dentistry Evidence of emerging leadership within practice e.g. Undertaking an improvement project in practice, leading training, staff development initiative Participation in a professional network or regional meeting Robust IT literacy skills and able to use Office 365 Demonstrates understanding of the basic principles of audit, evidence-based practice and patient safety Writing experience in clinical and/or non-clinical topics or peer reviewed publications and/or other communication medium (e.g. blog, letters, etc.) 	<ul style="list-style-type: none"> • • • 	<ul style="list-style-type: none"> • • • • 	AF AF/I AF AF AF/I AF

<p>Qualities</p>	<ul style="list-style-type: none"> • Good written and oral communication skills • Good organisation skills • Honesty and reliability • Able to work collaboratively within a multi-disciplinary team • Shows initiative, drive and enthusiasm • Seeks and acts of feedback regarding own effectiveness and areas for development • Ability to cope under pressure and to manage uncertainty, demonstrates initiative and resilience 	<ul style="list-style-type: none"> • • • • • • • 		<p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p> <p>AF/I</p>
------------------	--	---	--	---