

## ORAL SURGERY – ST1

<b>ENTRY CRITERIA</b>	
<p><b>Essential Criteria</b></p> <p><b>Qualifications:</b></p> <p>Applicants must have:</p> <ul style="list-style-type: none"> <li>BDS or equivalent dental qualification recognised by the General Dental Council</li> </ul>	<p><b>When is this evaluated?<sup>i</sup></b></p> <p>Application form</p>
<p><b>Eligibility:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Be eligible for registration with the GDC by the time of appointment <sup>ii</sup></li> <li>Registered with GDC by time of post commencement <sup>iii</sup></li> <li>Be eligible to work in the UK</li> <li>Have the ability to travel to sites as required in order to fulfil the requirements of the whole training programme</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, Interview/selection centre</p>
<p><b>Fitness to practise:</b></p> <ul style="list-style-type: none"> <li>Is up to date and fit to practise safely</li> <li>Satisfactory enhanced Disclosure and Barring Service (DBS) check in England &amp; Wales / Disclosure Scotland (PVG) in Scotland / Access NI in Northern Ireland or equivalent</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, references</p>
<p><b>Language skills:</b></p> <p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about dental topics with patients and colleagues as demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li><i>undergraduate dental training undertaken in English</i></li> </ul> <p>or</p> <ul style="list-style-type: none"> <li><i>academic International English Language Testing System (IELTS) results showing a score of at least 6.5 in each domain (speaking, listening, reading, writing), with an overall score of at least 7.0, to be achieved in a single sitting and within 24 months of the time of application</i></li> </ul> <p>If applicants believe they have adequate communication skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence of language skills</p>	<p><b>When is this evaluated?</b></p> <p>Application form, Interview/Selection centre</p>
<p><b>Health:</b></p> <p>Applicants must:</p> <ul style="list-style-type: none"> <li>Meet professional health requirements (in line with GDC Standards for the Dental Team)</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, Pre-employment health screening</p>
<p><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> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form, Interview/selection centre</p>

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<ul style="list-style-type: none"> <li>• Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training</li> <li>• Have notified the Training Programme Director of the Specialty Training Programme they are currently training in if applying to continue training in the same specialty in another region<sup>iv</sup></li> <li>• Not have previously relinquished or been released / removed from a specialty training programme, except under exceptional circumstances<sup>v</sup></li> <li>• Not already hold, nor be eligible to hold, a CCST in the specialty applied for and/or must not currently be eligible for the specialist register in the specialty applied for</li> </ul>	
<p><b>Application completion:</b> ALL sections of application form completed FULLY according to written guidelines</p>	<p><b>When is this evaluated?</b> Application form</p>

<p><b>SELECTION CRITERIA</b></p>		
<p><b>Qualifications</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• As above</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• MFDS / MJDF or equivalent at the time of application</li> <li>• Other qualifications held at time of application</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form/Self-assessment form</p> <p>Interview/selection centre</p>
<p><b>Career progression</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• As above</li> <li>• Has evidence of achievement of Foundation competences from a UK Dental Foundation training programme or equivalent</li> <li>• Demonstrates the competencies required at the end of a UK Dental Core Training Programme Year 2 by: <ul style="list-style-type: none"> <li>Evidence by time of post commencement of satisfactory RCP outcome or programme completion/certification of UK DCT2/3 post which commenced on or after August 2016</li> </ul> </li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>National Certificate of Dental Core Equivalence (NCDCE) at the time of application</li> </ul> <ul style="list-style-type: none"> <li>• Has evidence of experience in more than one dental specialty/clinical setting</li> <li>• Commitment to the specialty with clear career objectives</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• On a NHS primary care organisation Performance List or able to meet requirements for listing</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form/Self-assessment form</p> <p>Interview/selection centre</p>

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<ul style="list-style-type: none"> <li>On a NHS primary care organisation Performance List or able to meet requirements for listing when training/post involves primary care placement that requires listing</li> </ul>		
<p><b>Clinical skills – clinical knowledge and expertise</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Demonstrates good patient care skills</li> <li>Capacity to apply sound clinical knowledge and judgement to problems</li> <li>Ability to prioritise clinical need</li> <li>Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Has worked clinically for a minimum of 3 months (WTE) working within the scope of practice of a dentist within the previous two years, excluding any period of statutory leave</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form/Self-assessment form</p> <p>Interview/selection centre</p> <p>References</p>
<p><b>Academic and research skills</b></p>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>Understanding of the principles and relevance of research in evidence-based practice</li> </ul> <p><b>Quality improvement:</b></p> <ul style="list-style-type: none"> <li>Demonstrates understanding of the principles of audit/clinical governance/quality improvement</li> <li>Evidence of participation in quality improvement/audit/service evaluation</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>Evidence of relevant academic and research achievements, e.g. degrees, awards</li> <li>Publications</li> <li>Conference presentations/posters</li> </ul> <p><b>Quality improvement:</b></p> <ul style="list-style-type: none"> <li>Evidence of leading at least one quality improvement project</li> </ul> <p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>Evidence of delivering undergraduate or postgraduate teaching, or teaching Dental Care Professionals</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form/Self-assessment form</p> <p>Interview/selection centre</p>
<p><b>Personal Skills</b></p>		
<p><b>Essential Criteria</b></p> <p><b>Communication skills:</b></p> <ul style="list-style-type: none"> <li>Capacity to communicate effectively and sensitively with others</li> <li>Able to discuss treatment options with patients in a way they can understand</li> <li>Effective communication with colleagues across the whole dental team</li> </ul> <p><b>Problem solving and decision making:</b></p> <ul style="list-style-type: none"> <li>Ability to analyse multiple factors and demonstrate a range of approaches to problem solving</li> </ul>	<ul style="list-style-type: none"> <li>Ability to speak Welsh or willing to learn</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form/Self-assessment form</p> <p>Interview/selection centre</p>

<ul style="list-style-type: none"><li>• Demonstrates effective judgement and decision-making skills</li></ul> <p><b>Empathy and sensitivity:</b></p> <ul style="list-style-type: none"><li>• Capacity to take in others' perspectives and treat others with understanding; sees patients as people</li><li>• Demonstrates respect for all</li></ul> <p><b>Managing others and team involvement:</b></p> <ul style="list-style-type: none"><li>• Capacity to work effectively in a multi- disciplinary team</li><li>• Demonstrate leadership, when appropriate</li><li>• Capacity to establish good working relationships with others</li></ul> <p><b>Organisation and planning:</b></p> <ul style="list-style-type: none"><li>• Capacity to manage time and prioritise various tasks and commitments, balance urgent and important demands, follow instructions</li></ul> <p><b>Vigilance and situational awareness:</b></p> <ul style="list-style-type: none"><li>• Capacity to monitor and anticipate situations that may change rapidly</li></ul> <p><b>Coping with pressure and managing uncertainty:</b></p> <ul style="list-style-type: none"><li>• Demonstrates flexibility, decisiveness, and resilience</li><li>• Understands the impact of emotive and pressured situations on decision making and performance</li><li>• Awareness of own limitations and when to ask for help</li></ul>		
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<b><i>Probity – professional integrity</i></b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Takes responsibility for own actions</li> <li>• Demonstrates honesty and reliability</li> <li>• Demonstrates respect for the rights of all</li> <li>• Demonstrates awareness of the ethical principles of care, compassion, dignity, safety, confidentiality, and consent</li> <li>• Awareness of importance of being the patients' advocate, clinical governance, and the responsibilities of an NHS employee</li> </ul>		<p><b>When is this evaluated?</b></p> <p>Application form/Self-assessment form</p> <p>Interview/selection centre</p>
<b>SPECIALTY SPECIFIC CRITERIA</b>		
<b><i>Commitment to specialty – learning and personal development</i></b>		
<p><b>Essential Criteria</b></p> <ul style="list-style-type: none"> <li>• Have experience of a substantive post working in oral surgery/oral and maxillofacial surgery</li> <li>• Have documented experience of inpatient care and management of emergencies in a hospital setting.</li> <li>• Have validated logbook evidence of appropriate experience</li> <li>• Shows realistic insight into Oral Surgery and the demands of a career in surgery</li> <li>• Shows critical and enquiring approach to knowledge acquisition, commitment to self-directed learning and a reflective/analytical approach to practice</li> </ul>	<p><b>Desirable Criteria</b></p> <ul style="list-style-type: none"> <li>• Attendance at, or participation in, national and international meetings relevant to Oral Surgery</li> <li>• Publications and/or presentations on relevant oral surgery topics</li> <li>• Demonstrates knowledge of the training programme and a commitment to own development</li> <li>• Participation and attendance on courses to develop skills on the Oral Surgery curriculum e.g., IV sedation, ILS; etc</li> <li>• Membership of appropriate specialist society/associations</li> </ul>	<p><b>When is this evaluated?</b></p> <p>Application form/Self-assessment form</p> <p>Interview/selection centre</p>

<sup>i</sup> 'When is this evaluated' is indicative but may be carried out at any time throughout the selection process.

<sup>ii</sup> Time of appointment refers to the date at which the post commences.

<sup>iii</sup> Can be used as a shortlisting criterion

<sup>iv</sup> The Support for Application to another region form, signed by the Training Programme Director of their current Specialty Training Programme confirming satisfactory progress must be submitted to the recruitment office at time of application.

<sup>v</sup> Applications will only be considered if applicants provide a Support for Reapplication to a Specialty Training Programme form, signed by both the Training Programme Director/Head of School and the Postgraduate Dean in the Local Office/Deanery that the training took place. Extraordinary circumstances may be defined as a demonstrated change in circumstances, which can be shown on the ability to train at that time and may include

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severe personal illness or family caring responsibility incompatible with continuing to train. Completed forms must be submitted at the time of application. No other evidence will be accepted.