

ORTHODONTICS – ST4

ENTRY CRITERIA	
<p>Essential Criteria</p> <p>Qualifications:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> Have BDS or equivalent dental qualification recognised by the General Dental Council Be on the GDC specialist list for Orthodonticsⁱ or recommended for the award of a CCST at time of post commencementⁱⁱ 	<p>When is this evaluated?ⁱⁱⁱ</p> <p>Application form</p>
<p>Eligibility:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> Be fully registered with the GDC by the time of post commencement Be eligible to work in the UK Have the ability to travel to sites as required in order to fulfil the requirements of the whole training programme 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p>
<p>Fitness to practise:</p> <ul style="list-style-type: none"> Is up to date and fit to practise safely 	<p>When is this evaluated?</p> <p>Application form</p> <p>References</p>
<p>Language skills:</p> <p>Applicants must meet the necessary knowledge of English language for dental professionals as outlined by the General Dental Council</p>	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p>
<p>Health:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> Meet professional health requirements (in line with GDC Standards for the Dental Team) Satisfactory Health Check and immunisation status 	<p>When is this evaluated?</p> <p>Application form</p> <p>Pre-employment health screening</p>
<p>Career progression:</p> <p>Applicants must:</p> <ul style="list-style-type: none"> Be able to provide complete details of their employment history Have evidence that their career progression is consistent with their personal circumstances Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training 	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p>

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<ul style="list-style-type: none"> • 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^{iv} • Not have previously relinquished or been released / removed from a specialty training programme, except under exceptional circumstances^v • Have evidence of successful completion of 3-year full time training in Orthodontics (or the equivalent period in part time training) at the time of the start of the post. 	Pre-employment check
<p>Application completion: ALL sections of application form completed FULLY according to written guidelines.</p>	<p>When is this evaluated? Application form</p>

<p>SELECTION CRITERIA</p>		
<p>Qualifications</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • As above 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> • MFDS / MJDF or equivalent at the time of application • MSc or other higher degree in Orthodontics (to be achieved by date of appointment)^{vi} • Other degrees held at time of application e.g., BSc, MSc, PhD, or Dip/MSc 	<p>When is this evaluated? Application form/Self-assessment form Interview/selection centre</p>
<p>Career progression</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • As above • Commitment to the specialty with clear career objectives 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> • Has evidence of experience in more than one dental specialty/clinical setting • On an NHS primary care organisation Performers' List or able to meet requirements for listing • Has evidence of undertaking appropriate courses commensurate with career progression and intentions 	<p>When is this evaluated? Application form/ Self-assessment form Interview/selection centre</p>
<p>Clinical skills – clinical knowledge and expertise</p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> • Demonstrates good patient care skills • Capacity to apply sound clinical knowledge and judgement to problems • Ability to prioritise clinical need • Demonstrates appropriate technical and clinical competence and evidence of the development of diagnostic skills and clinical judgement 		<p>When is this evaluated? Application form Interview/selection centre References</p>

Academic and research skills		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Understanding of the principles and relevance of research in evidence-based practice <p>Quality improvement:</p> <ul style="list-style-type: none"> Demonstrates understanding of the principles of audit/clinical governance/quality improvement Evidence of participation in quality improvement/audit/service evaluation 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Evidence of relevant academic and research achievements, e.g., degrees, awards Publications Conference presentations/posters Distinctions, scholarships, prizes, and honours <p>Quality improvement:</p> <ul style="list-style-type: none"> Evidence of leading at least one quality improvement project <p>Teaching:</p> <ul style="list-style-type: none"> Evidence of delivering undergraduate or postgraduate teaching, or teaching Dental Care Professionals Teaching qualifications e.g., PG Certificate in Education, or other teaching training 	<p>When is this evaluated?</p> <p>Application form/Self-assessment form</p> <p>Interview/selection centre</p>
Personal Skills		
<p>Essential Criteria</p> <p>Communication skills:</p> <ul style="list-style-type: none"> Capacity to communicate effectively and sensitively with others Able to discuss treatment/oral health options with patients/stakeholders in a way they can understand <p>Problem solving and decision making:</p> <ul style="list-style-type: none"> Capacity to think beyond the obvious, with analytical and flexible mind, bringing a range of approaches to problem solving Demonstrates effective judgement and decision-making skills Effective communications with colleagues across the whole dental team <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> Capacity to take in others' perspectives and treat others with understanding; sees patients as people Demonstrates respect for all <p>Managing others and team involvement:</p> <ul style="list-style-type: none"> Capacity to work effectively in a multi-disciplinary team Demonstrate leadership, when appropriate Capacity to establish good working relationships with others <p>Organisation and planning:</p> <ul style="list-style-type: none"> Capacity to manage time and prioritise various tasks and commitments, balance urgent and important demands, follow instructions 	<p>Desirable Criteria</p> <ul style="list-style-type: none"> Ability to speak Welsh or willing to learn 	<p>When is this evaluated?</p> <p>Interview/selection centre</p>

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<p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> Capacity to monitor and anticipate situations that may change rapidly <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> Demonstrates flexibility, decisiveness and resilience Capacity to operate effectively under pressure and remain objective in highly emotive/pressurised situations Awareness of own limitations and when to ask for help 		
<p><i>Probity – professional integrity</i></p>		
<p>Essential Criteria</p> <ul style="list-style-type: none"> Takes responsibility for own actions Demonstrates honesty and reliability Demonstrates respect for the rights of all Demonstrates awareness of the ethical principles, safety, confidentiality and consent Awareness of importance of being the patients' advocate, clinical governance, and the responsibilities of an NHS employee Demonstrate the principles of NHS values including care, compassion, dignity, respect, and commitment to quality 	<p>Desirable Criteria</p>	<p>When is this evaluated?</p> <p>Application form</p> <p>Interview/selection centre</p>

ⁱ Equivalence to MOrth will be assumed if candidate is already on the General Dental Council Orthodontics Specialist List

ⁱⁱ Refers to the date at which the post commences

ⁱⁱⁱ "When is this evaluated?" is indicative but may be carried out at any time throughout the selection process^{iv} 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.

^v 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 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.