

All-Wales Level 2 Training in Paediatric Dentistry

Guidance for Applicants

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Introduction

A Dentist with Enhanced skills (DES) is a clinician who has achieved accreditation status to deliver Level 2 complexity dental care in one of the 13 dental specialties.

Level 2 care (sometimes termed intermediate care or Tier 2 care) is defined as treatment with procedural and/or patient complexity requiring a clinician with enhanced skills and experience, who may or may not be on a specialist register.

Once accredited, a Dentist with Enhanced Skills in Paediatrics can work in an appropriately commissioned service providing Level 2 treatments and care to Paediatric dental patients.

In Wales, the treatment a DES in Paediatric Dentistry is expected to provide is outlined in Appendix 1.

The skills and experience needed to become a DES in Paediatric Dentistry are obtainable via a wide variety of routes, and the accreditation pathway has been designed to allow dentists with a broad range of clinical backgrounds access to this accreditation.

From 2024, dentists seeking support to develop these skills have the option to apply to enrol in the All-Wales Level 2 Training Course in Paediatric Dentistry, taught by experts in the field and run with the support of Health Education & Improvement Wales.

Document Scope & Purpose

This document is for use by strategic advisory forums, health boards, managed clinical networks, aspiring Paediatric DES clinicians, and current accredited clinicians. It provides useful information on how a dental practitioner can gain DES accreditation, and the structure of the Level 2 Training Course in paediatric Dentistry. It also contains information on the structure and responsibilities of the Paediatric DES Accreditation Panel.

The process of accreditation must be fair and transparent for all applicants. This document outlines the quality management of the accreditation process to ensure it is robust and clear. It lays out the processes which should be in place and the roles and responsibilities of different stakeholders to maintain fairness and equality surrounding the accreditation process.

This document applies to Paediatric Dentistry only, and the information contained herein is not necessarily applicable to other dental specialities. This document provides Wales specific guidance, and is not generalisable to the rest of the United Kingdom or elsewhere. DES accreditation in Wales does not indicate nor guarantee accreditation outside of Wales.

Equality Statement

This document ensures a quality assured accreditation process for DES in Paediatrics, which is robust and transparent. Promoting equality and addressing health inequalities are at the heart of Health Education and Improvement Wales's core values. Throughout the development of the policies and processes cited in this document, we have:

- Given due regard to the need to eliminate discrimination, harassment and victimisation, to advance equality of opportunity, and to foster good relations between people who share a relevant protected characteristic (as cited under the Equality Act 2010) and those who do not share it.

and

- Given regard to the need to reduce inequalities between patients in access to, and outcomes from, healthcare services and to ensure services are provided in an integrated way where this might reduce health inequalities.

The process of recruitment of Level 2 providers must embody a comprehensive approach to equality and diversity and everyone must be treated in a fair, open and honest manner and the value of each individual must be recognised. No individual must be treated less favourably than another on the grounds of ethnic origin, nationality, age, disability, gender, sexual orientation, race or gender.

If you feel that you require additional support or reasonable adjustments in order to complete your application due to a protected characteristic, please contact us via email on HEIW.DES@Wales.nhs.uk or via post and we will be happy to discuss this with you.

Socio-Economic Duty

HEIW as a public body have a statutory duty to ensure that our policies and processes are fair to those facing socio-economic hardship.

If you feel that you are unable to submit your portfolio in PDF form due to financial hardship or access to technology, please contact us on HEIW.DES@Wales.nhs.uk or via post so that we can make alternative arrangements.

The argument for Level 2 provision in primary care

Evidence shows that giving patients access to Level 2 services within a primary care setting is more convenient for patients and reduces wait time to appointment.¹ Waiting times to access specialist care are lengthy, and the pandemic has not helped this situation.

Due to the geography of Wales, patients may be required to make long journeys to access secondary care facilities, often with limited availability of public transport. These journeys would not be necessary if patients had access to Level 2 care within their community. A *Healthier Wales* sets out the agenda to move care into the community, meaning patients have better accessibility to Level 2 services in their own local area, reducing the need for lengthy journeys to secondary care settings.²

There are also environmental advantages, such as increased opportunities for sustainable transport to appointments due to the shorter distances involved. Treating more patients in the community avoids unnecessary delays for those patients who truly require their dental treatment to be carried out within a secondary care environment.

Development of Level 2 primary care services provides an alternative career pathway for dentists wanting to gain enhanced skills without undertaking extensive specialist training. Recent trainee feedback events carried out by HEIW show there is a clear desire among newly qualified dentists to develop their skills without necessarily completing full specialty training, or leaving the primary care environment. As Level 2 accreditation is awarded on the basis of accumulated knowledge and experience, this inherently allows for flexibility in the trainee pathway and is supportive of non-linear career trajectories. This is in keeping with the proposals set out in Higher Education England's review into dental education and training *Advancing Dental Care*.³

¹Rooney, E., 2015. The Evolution of Dentists with Enhanced Skills. *Faculty Dental Journal*, 6(2), pp.66-69.

² GOV.WALES. 2021. *A healthier Wales: long term plan for health and social care* | GOV.WALES. [online] Available at: <<https://gov.wales/healthier-wales-long-term-plan-health-and-social-care>> [Accessed 1 September 2021].

³ <https://www.hee.nhs.uk/our-work/advancing-dental-care>

The All-Wales Process for DES Accreditation

Paediatric DES Accreditation may appeal to clinicians from a wide range of backgrounds and experience levels. Therefore, potential applicants have been divided into three groups by experience level (Table 1).

Phase one of developing the Paediatric DES pathway will be the 2024-26 pilot cohort of HEIW's Level 2 Training Program for Paediatric Dentistry, a 24-month part-time course for aspiring DES practitioners in Group C.

It is anticipated that HEIW and the Paediatric MCNs will work with Local Health Boards to extend and develop this pathway in the future, and the intention is to open applications for accreditation to Groups A and B by the middle of 2025.

Specialists in Paediatric Dentistry are not required to attain DES status for Level 2 complexity commissioning purposes.

<p>Group A</p>	<p>Already possess all evidence required to be accredited as a DES, through either:</p> <ul style="list-style-type: none"> A. Completion of Wales' Paediatric DES Training Program, OR B. Submission of a portfolio demonstrating competency to provide independent Level 2 Paediatric Dentistry services. <p>Applications in 'Group A' are currently closed. They expected to open in 2025.</p>
<p>Group B</p>	<p>Possess the knowledge and many of the skills required but do not have sufficient evidence, including sign off clinical cases, and would benefit from specific areas of development such as support for portfolio development and reflective practice, for example.</p> <p>Application to the Panel will identify themselves as aspiring to achieve future DES status, and will enable HEIW to identify direct them towards appropriate training for their educational needs.</p> <p>Applications in 'Group B' are currently closed.</p>

Group C	<p>Aspire to achieve DES accreditation but are at the beginning of this journey and require more substantial support including clinical skills development.</p> <p>These practitioners will need to complete a period of formal training before submitting their application to the DES Accreditation Panel.</p> <p>Applications in Group C will be considered for a place on Wales' Paediatric DES Training Program.</p> <p style="text-align: center;">Applications in Group C are now open.</p>
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Table 1 – Applicant Groupings

The All-Wales DES Database

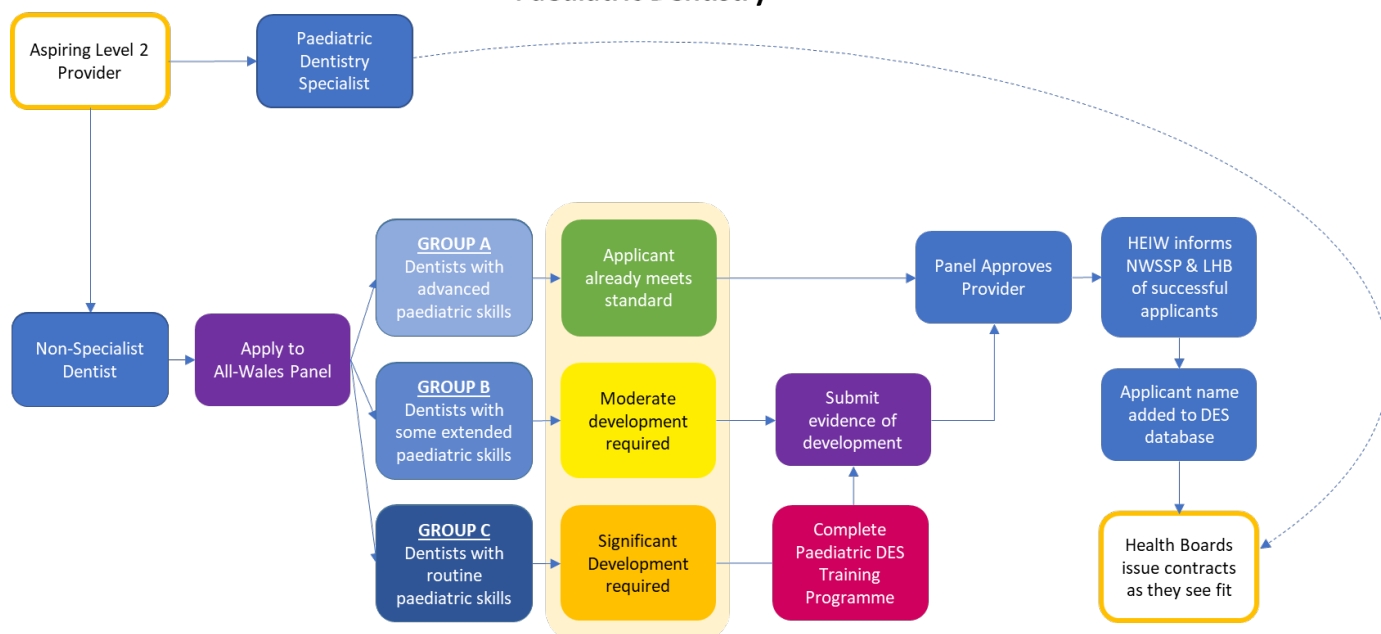
Once a dentist is recommended for DES Accreditation by the All-Wales Panel for Paediatric DES Accreditation, their Local Health Board will be notified, and their information will be passed via HEIW to NHS Shared Services Partnership (NWSSP) who manage the All-Wales DES Database. NWSSP will place a dentist on the database only following recommendation by the All-Wales Panel for Paediatric DES Accreditation.

Information on the database will include the clinicians name, GDC Number, Welsh Performer number and specialty or specialities within which they are accredited to deliver Level 2 services.

Being on the All-Wales database qualifies the clinician to work as a DES in that speciality in any health board in Wales (pending agreement from all LHBs). Currently DES status cannot be transferred to other areas of the UK such as England. As it stands clinicians must apply locally for accreditation in that region should they wish to practice as a Dentist with Enhanced Skills outside of Wales.

Please note that Health Education and Improvement Wales is the accreditation body for Dentists with Enhanced Skills, but does not hold the power to issue dental contracts. This responsibility remains solely with the Local Health Boards and is dependent on local need.

All-Wales Level 2 Pathway for Paediatric Dentistry



Level 2 Paediatric Dentistry Training Program

Overview

The aim of the program is to develop and up-skill practitioners, enabling an enhanced level of paediatric dentistry care to be undertaken in primary or secondary care, as part of a specialist-led managed clinical network.

This training program is open to Group C applicants.

Some Group B applicants who have had relevant learning needs identified may be invited to join specific study days at the discretion of the course organisers. This is subject to availability, and priority will be given to the practitioners taking part in the training program.

Program Eligibility Requirements

- GDC registered dentist in good standing.
- Evidence of satisfactory completion of a Dental Foundation Training programme or equivalence.
- Minimum of 2 years post-graduate experience from qualification.
- Currently working in a role providing Level 1 care for patients from ages 0-16.
- Appropriately indemnified to carry out Level 2 Paediatric Dental Treatment, including during placements which may be away from the usual place of work.
- Support from their line manager or employer if working in a salaried NHS service.

Program Structure

The Program will run over 24 months. The format will comprise:

- One session per fortnight in a specialist paediatric dentistry setting to treat paediatric patients under specialist supervision. This session will take place in services that have specialists/consultants in paediatric dentistry who are available to provide supervision and mentorship.
- Engagement with an allocated mentor throughout the Program. The mentor will be a specialist or consultant in Paediatric Dentistry. Mentor meetings will be held at least 3 times per year.
- Attendance at the Program induction and at 10 group study days relevant to level 2 complexity paediatric dentistry.

Assessment

Assessment will be primarily formative, with completion of several elements:

- A logbook of each paediatric patient seen during the specialist placement and usual employment during the two-year period of the Program.
- Reflections on any significant learning events during the Program, a minimum of three reflections should be completed per year as these will be used for discussion during the mentor meetings.
- A minimum of 8 case studies of Level 2 paediatric patients seen during the placement.
- Completion and documentation of a minimum of 24 work-based assessments (10 DOPs, 8 CBDs, 6 mini-CEXs) over the course of the program.
- Multisource Feedback, completed at Month 12.
- During the two-year period of the Program, involvement in at least one each of:
 - A paediatric dental related audit cycle/project
 - A patient feedback survey
- Production of a Level 2 Portfolio comprising the above evidence and other relevant materials.

Templates for DOPS, Case Based Discussions and Reflections are available to download from the HEIW DES webpage.

Recommended Workplace Based Assessment Topics

Please note this is a suggested list and is not exhaustive:

- New patient examination, diagnosis
- Consent process
- Treatment planning
- LA administration
- Posterior composite - primary tooth
- Posterior composite - permanent tooth
- Extraction of a primary tooth
- Extraction of a permanent tooth
- Hall Technique SSC
- Conventional SSC
- Anterior composite - caries
- Anterior composite - trauma
- Permanent incisor RCT - access & prep
- Permanent incisor RCT - obturation
- Inhalation Sedation
- Orthodontic assessment
- Pulpotomy
- Dental health education

Progress Monitoring

Practitioners on the program will be expected to have an initial meeting with their mentor within 1 month of starting, at 3 months, then at minimum every 6 months thereafter until the end of the program.

Training may be extended or ended if the program organisers feel a trainee is not making suitable progression.

Attendance at Study Days:

Practitioners on the program will be expected to attend all study days unless the course organisers have approved an exception.

Practitioners will be expected to catch up on training content missed in their own time.

Addressing Concerns

If trainees have any concerns about their own progress or the course they are advised to bring this up with their mentor in the first instance, or the TPD if necessary.

Applying for the Training Program

Dental practitioners interested in enrolling on the Paediatric DES Training Program should submit an application form digitally to HEIW.DES@Wales.NHS.UK.

The application form and the deadlines for submission are available via HEIW's 'Dentists with Enhanced Skills' webpage, under the Paediatric Dentistry section:

English: <https://heiw.nhs.wales/education-and-training/dental/dentists-with-enhanced-skills/>

Cymraeg: <https://aagic.gig.cymru/addysg-a-hyfforddiant/deintyddol/deintyddion-a-sgiliau-estynedig-des/>

HEIW reserves the right to screen applications for compliance with basic requirements, and to make rejections at this stage if necessary. Appropriate applications will then be reviewed by the program management team, who will allocate places.

Applications received from Dentists in Health Boards with available Level 2 Paediatric Dentistry training spaces will be prioritised to meet the local need.

Unfortunately any applications received after the cut-off date cannot be accepted.

Please Note, if you are currently employed within an NHS organisation e.g. Community Dental Services:

Alongside your completed application form you must submit a letter of support from your Employer or Clinical Director or Line Manager confirming that they are in support of your application and that you can be released for the training.

DES in Paediatric Dentistry Accreditation

The All-Wales Panel for DES Accreditation

From 2025 onwards the All-Wales Panel for Paediatric DES Accreditation will meet twice yearly to review applications for Paediatric DES Accreditation (Groups A and B).

More information on the process and applicant requirements for Groups A and B will be released in due course, however it is expected to involve submission of a digital portfolio of evidence including the following elements:

- Curriculum vitae
- Certificate of completion of a masters or diploma in Paediatric Dentistry, or evidence of completing an alternate route of gaining experience and supervised training.
- 8 Case studies of Level 2 paediatric patients using a recognised format.
- 50 hours of Paediatric Dentistry relevant CPD, preferably relating to the learning objectives outlined in the study day program.
- A logbook of relevant cases, demonstrating a range of treatments and experience in managing Paediatric patients with various behavioural, medical and social complexities.
- A Paediatric Dentistry related audit or Quality Improvement Project.
- A reflective log of interesting or challenging cases and significant learning events.
- 1 round of Multi-Source Feedback.
- Clinical references from two Paediatric Dentistry Consultants or Specialists in support of your application.

Panel Composition

The panel shall be composed of:

- Two Paediatric Dentistry Specialists or Consultants working in different Local Health Boards (LHBs) in Wales
- The Postgraduate Dental Dean or a nominated deputy from HEIW
- A representative of the Paediatric Dentistry Strategic Advisory Forum
- A representative of a local Managed Clinical Network
- Two other representatives from different LHBs in Wales (primary care and secondary care)
- A lay representative

An agenda will be agreed four weeks in advance of the meeting date, and applicant portfolios will be provided to panel members to examine no less than two weeks in advance of the panel meeting.

HEIW will oversee organising the meeting, writing the agenda and minutes, and disseminating information appropriately including the panel's decision.

Application timelines will be available in advance via HEIW's 'Dentists with Enhanced Skills' webpage:

English: <https://heiw.nhs.wales/education-and-training/dental/dentists-with-enhanced-skills/>

Cymraeg: <https://aagic.gig.cymru/addysg-a-hyfforddiant/deintyddol/deintyddion-a-sgiliau-estynedig-des/>

Results will be distributed via email within 10 working days of the panel's decision. NWSSP and the Local Health Boards will be notified of successfully accredited applicants' names.

Eligibility to apply for DES Accreditation

For the avoidance of doubt, those who are already registered GDC specialists are not eligible to apply for DES Accreditation for this specialty. They have already demonstrated themselves competent to deliver Level 2 services, and therefore would not benefit from a DES application.

If an applicant has been unsuccessful in their attempt at gaining accreditation, they are eligible to apply again for the following application cycle after completing the actions specified in their feedback from the accreditation panel. If an applicant is unsure as to whether they are suitably qualified and/or experienced to apply for DES accreditation, they are highly encouraged to submit an application so that their evidence can be reviewed, and specific guidance can be given.

Maintaining Accreditation

Successful applicants may be asked to undertake revalidation every 5 years. This is likely to involve completing a statement of continuing competence to complete Level 2 work, a description of recent clinical activities, and a relevant CPD log. This is currently under review and will be confirmed prior to the 5-year renewal date.

Key Contacts

In the first instance please contact HEIW.DES@wales.nhs.uk. This inbox is monitored and please rest assured we will respond to all queries as fast as we are able.

Appeals Process

1. Applicants have the right to appeal the panel's decision should they feel that their application has not been considered fairly. Applicants submitting an appeal are requested to give an explanation why they feel the appeal is necessary, and their grounds for appealing.
2. Appeals requested because the applicant wishes to submit additional evidence that was not originally provided will not be accepted. Applicants will be expected to apply to the next available panel with any additional evidence.
3. Appeals should be directed to the DES(Paed Dent) Accreditation Panel, via HEIW. All appeals should be made within 30 days of the panel's decision being communicated.

The postal address is:

Confidential: FAO DES(Paed Dent) Accreditation Panel
HEIW Dental Team,
Ty Dysgu,
Cefn Coed,
CF15 7QQ

Appeals can also be made by emailing HEIW.DES@Wales.nhs.uk with the subject "Confidential FAO DES(Paed Dent) Accreditation Panel".

4. A written acknowledgement of receipt will be sent to the individual submitting the appeal within 10 working days. The acknowledgement will explain that the appeal will be investigated and replied in line with the HEIW Dentist With Enhanced Skills Appeals Process.
5. The appeals panel will meet within 8 weeks of notification of the appeal to re-examine the evidence submitted at the time of application. The applicant will be informed of their decision within 10 working days.
6. If it is anticipated that this timeframe cannot be met due to exceptional circumstances, an explanation as to why further time is required together with a proposed timescale will be communicated promptly.
7. The Business Manager will convene the appeals panel.

The Appeals Panel will consist of:

- DES(Paed Dent) Accreditation Panel Chair.
- One DES(Paed Dent) team member not present at the main panel meeting.

- One Paediatric MCN representative not present at the main panel meeting.
 - One lay representative.
8. The panel will review the original application along with the decision made by the Panel and the appeal itself.
 9. No new evidence will be considered as part of the appeals process. If the applicant wishes to provide additional evidence to supplement their portfolio, then they will need to resubmit the portfolio with the new evidence to the following application cycle. For this reason it is essential that applicants submit all available evidence upfront.
 10. The Appeals Panel will communicate via email. The Business Manager will inform the panel members that they must submit their views within 10 working days of receipt of the information.
 11. A brief summary of the appeal received will be logged in the Register of Appeals, which will also include the outcome of the appeal panel. This will be reported to the monthly Dental Management Executive Committee.
 12. The outcome of the review by the Appeal Panel will be communicated in writing to the appellant by the Business Manager, on behalf of the Chair of the Appeal Panel in line with the stated timeline.
 13. Once the appeals panel have re-examined the application and provided an outcome there will be no further right to appeal the decision as the Appeals Panel's decision is final.
 14. Applicants unsuccessful at appeal are welcome to resubmit an application in the following application cycle, provided they take on board the feedback given by the Panel. Their application will be considered fairly and without prejudice.

Stakeholder Roles and Responsibilities

Paediatric Dentistry Speciality Advisory Forum

- Instigate, develop and advise managed clinical networks in appropriate localities.
- Develop and set the clinical curriculum, including minimum indicative number of clinical procedures and the competencies expected of an applicant for Paediatric DES accreditation.

The Local Health Boards

- Assessing suitability of provider sites.
- Awarding of provider contracts.
- Performance management of awarded contracts.
- Identifying and commissioning training opportunities for GDPs to upskill according to local need.

Managed Clinical Networks (MCN)

- Assign a mentor for each post
- Manage any concerns within training program
- Engage with HEIW to support specific training needs of local workforce.
- Help identify suitable providers of training as well as provision of time limited clinical attachments.
- Help identify specialists that can act as mentors as well as support clinical training in all types of settings, to help develop the pool of Level 2 workforce locally.
- Advise the All-Wales Panel for Paediatric DES Accreditation.

Health Education & Improvement Wales (HEIW)

- Manage and co-ordinate the application process including distribution of results to applicants.
- Organise, plan and manage the All-Wales Panel for Paediatric DES Accreditation meetings.

- Support training in specific areas e.g., appropriate CPD courses related to generic professional curriculum. Some speciality specific training courses may be provided at HEIW's discretion and subject to availability.
- Signpost applicants to any available training opportunities.
- Host the All-Wales DES webpage and sub-pages for each speciality with an active DES accreditation process supported by HEIW.

NHS Wales Shared Services Partnership (NWSSP)

- Maintain and manage the All-Wales DES database using advice and guidance from All-Wales Panel for Paediatric DES accreditation.
- Add new Level 2 providers to the database when prompted by HEIW, on the advice of the All-Wales Panel for Paediatric DES accreditation.

Appendix 1: Summary of Paediatric Dentistry Complexity Levels

Level of complexity and setting	Service Development Considerations	Treatment Indicators (not exhaustive):
Level 1: Primary Care	No additional complexity or setting requirements.	Children who can manage well in mainstream primary care for routine care and most other procedures.
Level 2: Primary or secondary care	<p>Clinician with additional knowledge and skill who may or may not be accredited as a Dentist with Enhanced Skills (DES) in Paediatric Dentistry.</p> <p>Extended appointment times are expected.</p> <p>Flexibility with appointments is possible.</p> <p>Inhalation sedation facilities may be available.</p>	<p>Children with extensive dental disease.</p> <p>Children with moderate dental anxiety.</p> <p>Moderate Learning Disability (LD) that affects delivery of oral healthcare.</p> <p>Medical conditions affecting care e.g. unstable asthma, cardiac disease requiring antibiotic cover.</p> <p>Physical disability affecting access to or use of facilities in GDS.</p> <p>Moderately controlled behavioural conditions e.g., ADHD managed with medication and/or psychological support</p> <p>Looked after children with enhanced needs either social, behavioural or medical.</p> <p>Inhalation sedation of children and IV sedation of children over 12 years of age.</p> <p>With support from a Specialist / Consultant:</p> <ul style="list-style-type: none"> • Moderate tooth surface loss in the permanent dentition. • Mild to moderate hypodontia. • Supernumerary teeth/delayed eruption of permanent teeth not requiring complex surgical or multidisciplinary management. • Children with cleft lip and palate.

Level of complexity and setting	Service Development Considerations	Treatment Indicators (not exhaustive):
		<ul style="list-style-type: none"> Treatment planning, support and follow up for children requiring extractions under general anaesthesia.
<p>Level 3a: Primary or secondary care</p>	<p>Care led by a Specialist in Paediatric Dentistry</p> <p>Extended appointment times are expected.</p> <p>Flexibility with appointments is likely.</p> <p>Additional administrative time to link with partner professionals.</p> <p>Inhalation sedation facilities may be available.</p>	<p>Severe Learning Disability or multiple/complex Learning Disabilities.</p> <p>Severely medically compromised.</p> <p>Severe behavioural conditions that are poorly controlled.</p> <p>Severe dental anxiety.</p> <p>Severe tooth surface loss in the permanent dentition, or severe molar incisor hypomineralisation (MIH).</p> <p>Amelogenesis imperfecta or Dentinogenesis imperfecta.</p> <p>Complex cleft lip and/or palate.</p> <p>Aggressive periodontitis or other less common periodontal/gingival conditions.</p> <p>Uncomplicated dentoalveolar surgical interventions.</p> <p>Children who require assessment for general anaesthesia for routine or occasional treatment.</p> <p>Children under 12 years who require sedation other than inhalation sedation.</p>
<p>Level 3b: Secondary or tertiary care setting</p>	<p>Care is led by a Consultant in Paediatric Dentistry.</p>	<p>Complex dental or cranio-facial conditions which require a multi-disciplinary team input, such as severe hypodontia, or significant dental hard-tissue developmental defects.</p> <p>Traumatic dentoalveolar injuries where significant complications have arisen, or where multidisciplinary planning and care is required.</p> <p>Premolar transplantation.</p>

Level of complexity and setting	Service Development Considerations	Treatment Indicators (not exhaustive):
		<p>Patients requiring obturators or other more advanced intermediate restorative management.</p> <p>Patients with complex presentations of tooth morphology (macrodontia, double teeth, dens-in-dente, talon teeth).</p> <p>Assessment and management of oral pathology or oral medical conditions.</p> <p>Significant disability, co-morbidity, significant behavioural conditions or severe anxiety who require hospital based and/or multidisciplinary work-up and support prior to and/or as an adjunct to delivery of dental treatment.</p> <p>General anaesthetic treatment involving more difficult surgical or restorative procedures, or where the child is undergoing joint procedures with another surgical specialty.</p> <p>Children under 12 years who require sedation other than inhalation sedation.</p> <p>Acute dental emergencies, especially complex dentoalveolar trauma and acute treatment for children with significant disability and/or significant co-morbidity.</p>