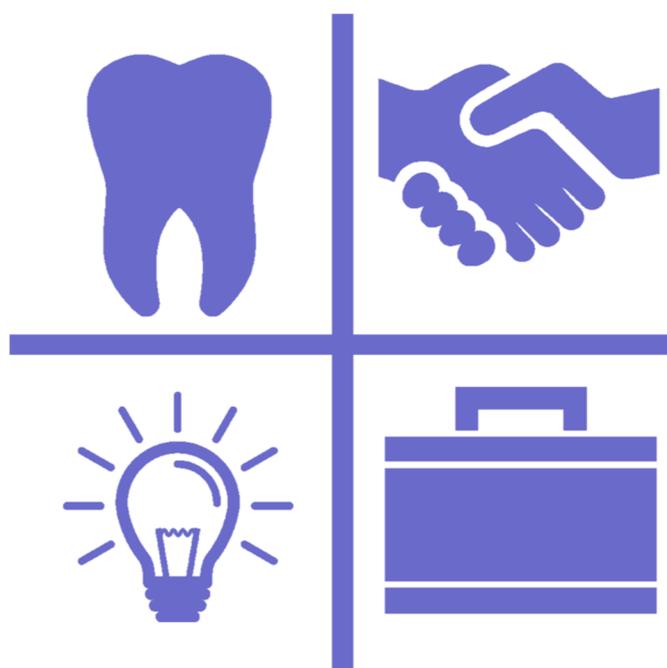


Dental Therapist Foundation Training

Information for Foundation Dental Therapists

2021-22



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Contents

HEE Midlands and East Information	1
Dental Therapist Foundation Training	2
Introduction	2
The Training Practice	2
The Scheme and Course	3
Assessment	3
Foundation Dental Therapist Person Specification	4
Study Day Topics	5

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Dental Therapist Foundation Training

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 & East Region of Health Education 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 application form which can be downloaded from the HEE Midlands and East website [here](#) . The closing date for applications is the 30th April 2021.

The Training Practice

A list of approved Educational Supervisors and Training practices will be available in June 2021. Health Education England is not involved in your recruitment or employment in NHS General Practice. You will need to apply directly to the training practices and, when appointed, agree employment for a minimum of 21 hours a week.

Approved 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.

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 where necessary in the surgery, one to one teaching in the form of tutorials and advice and assistance with non-clinical issues of general practice.

Employment

You will be employed for 21 hours per week to cover work in practice and the study days. This will allow you to manage patients free from financial pressures. You also have the benefit of 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 starts on 1st September 2021 and finishes on the 31st August 2022. As your commitment to the scheme is for 21 hours only, you are free to negotiate employment contracts with any dental practice or organisation for the time that you are not committed to the scheme. This will allow you maximum choice, flexibility and income. We would prefer that Wednesdays and Fridays are included in your working week the other days are negotiable with your training practice and will depend on their existing commitments, such as surgery space.

Salary

This is an employed position, and the salary is based on the NHS Agenda for Change salary scale, Band 6, 2-3 years experience. This is currently £33,176 based on a 37.5 hour week 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 Day Release Programme

The educational programme for the scheme consists of approximately 12 study days throughout the year, usually held on Wednesdays or Fridays. Study days may take place at the Birmingham Dental Hospital or Kings Mill Hospital in Nottingham. However, during the coronavirus pandemic, many study days have been held on-line and will be carried out in this way for the foreseeable future.

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 particular 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. You will also complete an initial record of clinical experience to help guide the training input.

During the year, you will carry out self assessments and be assessed by your Educational Supervisor and other colleagues using nationally recognised assessment tools. These are to ensure that each FDT receives regular structured feedback and is aware of his/her own progress. There are no formal examinations.

There will be progress reviews at intervals during the year and at the end of the training programme. A clinical experience log is an important component of the ePortfolio. You will also be expected to complete a clinical record keeping review, a Clinical Case Presentation (to be judged) as well as elements of the e-LIFT programme

Successful Completion of Foundation Training

Successful 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 successful completion of Foundation Training.

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 within the last 3 years 	<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. <i>(The ability to communicate clearly and intelligibly in written and spoken English, The ability to build rapport, listen, persuade, negotiate)</i> 	<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 <i>(The ability to take responsibility and make decisions)</i> 	<ul style="list-style-type: none"> Information technology skills Flexibility <i>(able to change and adapt, respond to rapidly changing circumstances)</i> Thoroughness <i>(Is well prepared, shows self-discipline/commitment, is punctual and meets deadlines)</i> Shows initiative, drive and enthusiasm <i>(self starter, motivated, shows curiosity, initiative)</i>
Professionalism	<ul style="list-style-type: none"> Uses a non-judgmental approach to patients and colleagues. <i>(regardless of their sexuality, ethnicity, disability, religious beliefs or financial status)</i> Meets professional health requirements Interpersonal skills <i>(See patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humour)</i> Shows knowledge of evidence-informed practice Shows awareness of own limitations 	<ul style="list-style-type: none"> Demonstrates breadth of experience and awareness in and outside dentistry Demonstrates use of evidence-informed practice Resilience <i>(able to operate under pressure, cope with setbacks, self-aware)</i> Probity <i>(displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)</i>

Study Day Topics

September

Induction to Dental therapy Foundation Training

Introduction to working in the NHS

Clinical skills refresher

October

Communication Skills

November

Photography

LA & Cross Infection Control

December

Wellbeing & Teamworking

January

Posterior Composites (workshop)

February

Anterior Composites (hands on)

March

Hands on Paediatric Dentistry

April

Periodontics & implant maintenance

Clinical audit presentations

May

CV writing/Interview techniques

June

First Aid/BLS & CPR *At therapists' individual practices throughout June*

Case Presentations

July

Oral Medicine/Radiography

August

Impression taking and introduction to bleaching

This list is only representative and may be subject to change