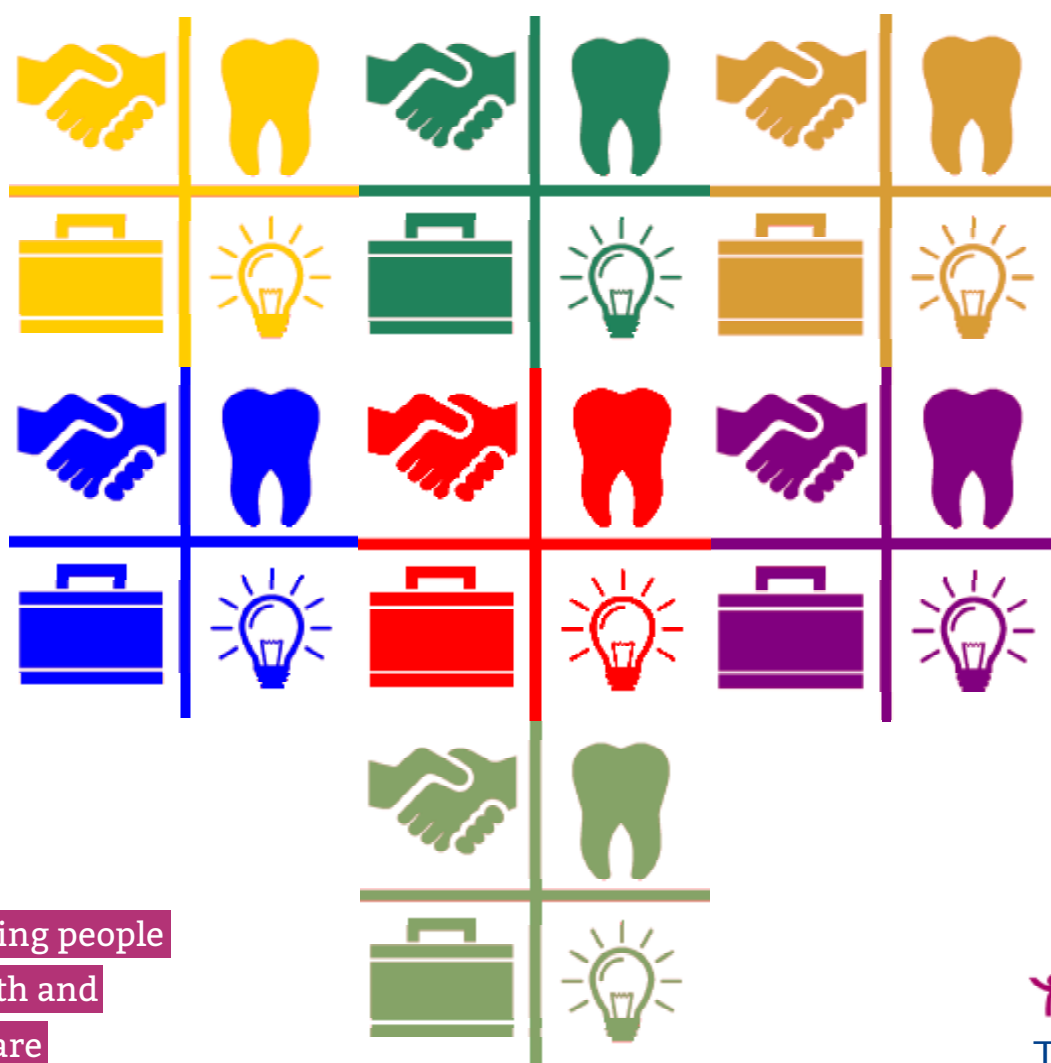


# Dental Performers List

## Validation by Experience

### A Guide for Validation Supervisors

Winter 2018-19



Developing people  
for health and  
healthcare

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“Education either functions as an instrument which is used to facilitate integration of the younger generation into the logic of the present system and bring about conformity or it becomes the practice of freedom, the means by which men and women deal critically and creatively with reality and discover how to participate in the transformation of their world.”

*Paulo Freire 1921-1997*

### Check List for PLVE validation Supervisor Application—

1. Download Information Booklet and Application Forms from HEE Web site
2. Complete forms using Adobe Reader
3. Email all forms together to HEE-MJE to arrive by 10.00am 6th December 2018
4. Course for new applicants January 2019
5. Interviews:
  6. 11th to 18th March 2019—East of England
  7. 25th March to 1st April 2019—East Midlands
  8. 8th to 15th March 2019—West Midlands
6. Educational Supervisor Induction Course June 2019

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“Education is not the filling of a pail,  
but the lighting of a fire.”  
— William Butler Yeats

# Becoming a PLVE Validation Supervisor

## Introduction

This book is a source of information to help you decide whether to apply to be a PLVE Validation Supervisor for Dental Performers List Validation by Experience for Health Education England—Midlands and East. Although it has been prepared to contain as much information as possible, it also gives names and details for people who will be able to provide more information or help. The information contained in this book is as correct as possible, at the publication date of October 2018.

The Midlands and East Region of Health Education England is made up from three areas, West Midlands, East Midlands and East of England. Although there is now one administrative team covering the whole region and there has been alignment of procedures and systems.

## Dental Foundation Training and the NHS

Dental Foundation Training (DFT) is a process which dentists wishing to work within primary dental care within the NHS need to undertake before being accepted on to the NHS Dental Performers List in England. Any UK citizen with a UK dental qualification must be able to show possession of a VT/DFT certificate, or experience equivalent to one year of DFT to gain full acceptance to the Performers List. UK citizens who have a European Economic Area (EEA) degree are permitted to undertake DFT, and funding will be available for this.

For those who are not entitled to undertake a Dental Foundation Training year an alternative pathway is available. This is called Performers List Validation by Experience (PLVE).

In England, NHS primary care dental services are currently the responsibility of NHS England. When a dentist who is not entitled to undertake DFT makes an application to the local Area Team of NHS England to join the Performers List, an assessment of that dentist's experience is carried out by the Area Team in consultation with Health Education England (HEE). An Assessment Panel will be convened by the HEE Dental Workforce Support Adviser (DWSA) to assess the dentist's portfolio evidencing previous experience and training and, where necessary, recommend an appropriate period of PLVE Programme. This would allow inclusion onto the National Performers List as a Performer leading to consideration for full inclusion upon reassessment of the portfolio and satisfactory completion of the PLVE Programme. This would then be confirmed by the issuing of a Completion Certificate by the Postgraduate Dental Dean (see Agreement of Payment form for further details).

Thus a programme of PLVE, which will need to be approved by one of the HEE Training Programme Directors (TPDs), needs to be established independently. This will be carried out in an approved Practice with a PLVE Validation Supervisor. Often the Practice which is requesting the inclusion of the Performer on the list is nominated as the proposed PLVE Practice. The proposed PLVE Validation Supervisor in the proposed PLVE Practice must apply directly to HEE for approval. When they have been approved HEE will notify the Area Team or its agent so that the applicant can enter the Performers List as a Performer and the programme can commence. HEE does not have funding for this training; so either the Performer, the PLVE Validation Supervisor or a third party must fund the process. Charges for the initial PLVE assessment, Practice assessment visit and PLVE Validation Supervisor interview will apply irrespective of the outcome of the assessment and selection process.

If the proposed practice and/or the PLVE Validation Supervisor are not approved the applicant will normally have to find another potential PLVE Practice and PLVE Validation Supervisor.

## The PLVE Validation Supervisor's Role

A PLVE Validation Supervisor is an experienced general dental practitioner with high clinical standards, good ethical values, is currently included in the Dental Performers List and who employs

a dentist as a Performer in the practice. As well as this, the PLVE Validation Supervisor needs to have the skills to create a learning environment for the Performer, and to assess the learning that takes place.

The PLVE dentist is called a Validation by Experience Dentist (VED) and works only in the approved practice. The PLVE Validation Supervisor must be available to provide help and advice, be it chairside or otherwise, and must be present for at least three days a week whilst the VED is working. There must also be available in the practice another experienced dentist who is able and available to provide supervision for the VED at times when the PLVE Validation Supervisor is not present.

The PLVE Validation Supervisor also has to provide a weekly tutorial lasting one hour, during normal working hours. Each VED will have a Professional Development Portfolio, which is used as an educational aid throughout the period of PLVE. The VED can record achievements and concerns, and can describe and analyse events that have occurred. The PLVE Validation Supervisor works with the VED and the Portfolio to produce action plans and regular assessments of development.

The VED may be required as part of their PLVE Programme to attend educational courses. Sometimes this will be a Study Day at one of the Dental Foundation Training Schemes, and this usually takes place on a Friday.

## **What Does the PLVE Validation Supervisor Have to Provide?**

To be selected as a PLVE Validation Supervisor, you must: be a performer on the NHS Dental Performers List; have significant experience in general dental practice (typically equivalent to four years full time experience); and have been in your present practice for not less than one year. It is expected that you would be the practice owner and/or provider, but in certain circumstances, (corporate bodies, longstanding associateships, salaried services) this is not necessary. You must normally have a personal contracted commitment to working within the NHS, covering all Mandatory Services, of not less than 1,000 UDAs or £25,000 per annum. This NHS commitment must be demonstrable during the year of application and approval and throughout the whole period of the PLVE Programme.

You have to provide an approved surgery for the VED to work in, together with a trained and experienced dental nurse at all times. As stated in the earlier section, you must be present, working in the practice, for at least three days a week whilst the VED is working, and you are expected to be able to make yourself available for help, clinical and non clinical, throughout the day. There also needs to be satisfactory approved arrangements for supervision of the VED in your absence. HEE also requires several core areas of CPD to have been undertaken within specified time periods, including training in Equality and Diversity skills within the previous three years.

## **The Approval Process and Timetable**

The stages of PLVE Validation Supervisor and PLVE Practice approval will commence when the relevant application forms are completed and submitted to the HEE-M&E.

In making the application there is an agreement to provide funding to HEE to cover the costs of the training programme and all relevant approval and assessment processes (see table on page eight and Agreement of Payment form). PLVE Assessment costs will apply irrespective of the outcome of the assessment. The proposed PLVE Validation Supervisor will be responsible for the cost of the initial practice visit and selection interview and training of the PLVE Validation Supervisor. PLVE Practice inspection and interview costs will apply irrespective of the outcome of the PLVE

Validation Supervisor approval process. The cost of the commencement, monitoring, completion and sign-off of the PLVE programme will be covered by either the proposed PLVE Validation Supervisor; the VED; or a third party.

The selection process involves a practice visit from a Training Programme Director (TPD), or equivalent, sometimes with a second person, and an interview by the HEE Selection Committee at Cambridge. The purpose of the visit is to verify the information you have set out in the application and to assess the facilities available within your practice, and to verify a self audit of patient records and radiographs. The practice visit will be undertaken before the interview. This usually lasts about an hour and gives the visitor a chance to confirm the information supplied on the application form and to sort out any queries that may have arisen from the form.

If you feel that you could and would like to become a PLVE Validation Supervisor, and have the support of NHS England, then you must apply using the application forms which you can download from the HEE website.

The forms are in .pdf format and must be opened and completed using **Adobe Reader**, which can be downloaded from the Adobe website ( <http://www.adobe.com/products/reader.html> ). Not only must the forms must be completed using a computer, but they must also be signed electronically using Adobe Reader. The completed forms need to be saved and then emailed to [plve.me@hee.nhs.uk](mailto:plve.me@hee.nhs.uk). They must arrive before 10.00am on **Thursday 6th December 2018** in order to be considered. There are further instructions in the 'Notes for Completion'.

There are three parts of the application form plus an agreement for the funding process. The agreement defines who will be paying for the process and needs signatures of agreement from all parties involved; i.e. Sponsor, PLVE Validation Supervisor and VED.

Part A is to gather information about you and your past experience. As the process is based upon selecting those applicants with the best qualities, the more information provided at this point the better. Part B of the form is to provide information about your practice in general and in terms of its educational facilities and will be of great importance to the Selection Committee. PLVE Practices must comply with certain minimum standards, and these are set out in the Practice Specification. Thus if there are areas where your practice does not meet the requirements, you have the chance to alter things before submitting your application.

All applications must reach HEE by 10.00am on Thursday 6th December 2018. Please email your completed forms in good time as late applications will not be accepted. All applications will be validated and only those which are complete and correct will be accepted to take part in the PLVE Validation Supervisor selection process. **We regret that applications which are incomplete will NOT be accepted.**

Interviews are to be held in three tranches, one in each of the three areas of HEE-M&E: in East of England during the week 11th March—18th March 2019; in East Midlands during the week 25th March—1st April 2019; and in West Midlands during the week 8th—12th April 2019. **All candidates will be required to bring to the interview their passport, or other official photo identification, and their current General Dental Council registration certificate, plus a photocopy of each of these documents.**

One copy of your application will be sent to a TPD or equivalent who will then contact the applicant to arrange a visit and send a pro-forma for the self audit of patient records. After the visit the TPD or equivalent will submit a **TPD Report** form.

Another form, will be sent to NHS England with a request for information about you and your practice, together with an indication of their support for your application.

## The PLVE Validation Supervisor - A Specification

When the Selection Committee looks at your application, they will be considering you as an individual and will be matching you against the Person Specification for Health Education England – Midlands and East Dental Foundation Educational Supervisors 2019-20. This was drawn up to identify the key roles of an ES or PLVE Validation Supervisor. Obviously the more points at which you meet the specification the better. A person who is able to demonstrate a regular commitment to continuing postgraduate education over a period of time will be better able to fulfil the post than someone who has attended only a minimum of courses. Likewise, experience enables a PLVE Validation Supervisor to be able to deal with any problems the VED may encounter, but not all experiences are of equal value. Some non-dental experiences may be invaluable in the educational role of a PLVE Validation Supervisor.

Many of the necessary skills or qualities may be difficult to demonstrate. You need to be able to think of examples of situations where you believe you have demonstrated these qualities. Making time within the practice day is an important point, and may mean planning your practice day differently from its present arrangement. Will this cause difficulties? Being a PLVE Validation Supervisor does, without doubt, alter your practice and you need to be able to accept this alteration. You need to be special to be a PLVE Validation Supervisor and to be able to provide for the needs of someone starting NHS dentistry in the UK. The responsibility placed upon the PLVE Validation Supervisor for forming the lifetime professional values and habits of the VED is not a light one, and yet many of our colleagues have found this responsibility to be one of the most rewarding challenges of their practising life.

As mentioned in other parts of this guide, you need to be present in the practice whilst the VED works for a minimum of three days per week and maintain a demonstrable personal commitment to the NHS represented by 1,000 UDAs or NHS earnings from practice of no less than £25,000 per annum.

## The Practice - A Specification

If you wish your practice to be a PLVE practice it will need to comply with the Practice Specification for Health Education England - Midlands and East Training Practices 2019-20. You will need to have a surgery available for the VED to use. It must be of at least nine square metres in floor area and must be fully equipped for low seated dentistry, and preferably for four handed dentistry. The application forms set out all of the requirements in terms of equipment and facilities, but a well maintained normal practice should comply with these requirements. Infection control arrangements need to be well established and comply with the 'Essential Quality Requirements' of Health Technical Memorandum 01-05 (HTM 01-05). There need to be sufficient instruments and equipment available. The Selection Committee will need to have evidence that there are sufficient patients available for the VED to see, and also that there are sufficient numbers of experienced support staff available.

There also needs to be sufficient supervisory support for the VED so there is a requirement for another dentist, able and prepared to provide supervision of the VED, to be available in the practice at times when the PLVE Validation Supervisor is not present. If you are not sure about any items, the TPD will be very willing to discuss this with you before you complete your application form.

The educational aspects of the practice are equally important, and good access between the Performer and PLVE Validation Supervisor is vital. Availability of educational resources is paramount and this will be checked at the practice visit, as will the availability of Wi-Fi and internet access. The involvement of the practice team in the learning process is something that must not be underestimated and the forms ask for details of the involvement of individual team members. The Practice also has to be providing a full range of treatments within the NHS.



# Finance Costs

Stages of Process	Costs(£)
<b>Stage 1 - PLVE Assessment</b> <i>Sponsor - VED, Supervisor or third party</i>	
VED Application assessment and setting educational requirements <i>This charge is payable in advance for all PLVE applications and is non-returnable. Applications cannot proceed until this payment has been made</i>	<b>£400</b>
Supervised pre-start assessment by Validation Supervisor in CSU <i>This is a compulsory requirement if the VED applicant has not practised clinical dentistry for 2 or more years</i>	<b>£500</b>
<b>Stage 2 - Selection and Training of Supervisor</b> <i>Sponsor - Supervisor</i>	
Practice assessment visit	<b>£650</b>
Supervisor interview	<b>£180</b>
Supervisor training	<b>£180</b>
<b>Stage 3 - Commencement, Monitoring and Completion of PLVE Programme</b> <i>Sponsor - VED, Supervisor or third party</i>	
TPD (or equivalent) meetings/visits at practice (per meeting/visit)  <i>TPD meetings will be held at: commencement of PLVE, as required during the programme prior to completion</i>	<b>£330 + mileage</b>
<b>Stage 4 - PLVE Sign-off</b> <i>Sponsor - VED, Supervisor or third party</i>	
First assessment of evidence portfolio and report	<b>£800</b>
Additional portfolio reviews as required (per review)	<b>£280</b>

# Health Education England—Midlands and East

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## Area Offices

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**West Midlands: St Chad's Court, 213 Hagley Road, Edgbaston, Birmingham B16 9RG.**

**East Midlands: Westbridge Place, 5DR, 1 Westbridge Cl, Leicester LE3 5LW**

**East of England: 2-4 Victoria House | Capital Park | Fulbourn | Cambridge | CB21 5XB**

[PLVE.ME@hee.nhs.uk](mailto:PLVE.ME@hee.nhs.uk)

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## Definition of Dental Foundation Training

Foundation Training means a relevant period of employment during which a dentist is employed under a contract of service by an approved Educational Supervisor to provide a wide range of dental care and treatment and to attend such study days as that contract provides, with the aims and objectives of enhancing clinical and administrative competence and promoting high standards through relevant postgraduate training and in particular to

- a. enable the dentist to practise and improve his skills;
- b. introduce the dentist to all aspects of dental practice in primary care;
- c. identify the dentist's personal strengths and weaknesses and balance them through a planned programme of training;
- d. promote oral health of, and quality dental care for, patients;
- e. develop further and implement peer and self review, and promote awareness of the need for professional education, training and audit as a continuing process; and
- f. enable the dentist to—
  - i. make competent and confident professional decisions including decisions for referrals to other services,
  - ii. demonstrate that he is working within the guidelines regarding the ethics and confidentiality of dental practice,
  - iii. implement regulations and guidelines for the delivery of safe practice,
  - iv. know how to obtain appropriate advice on, and practical experience of, legal and financial aspects of practice, and
  - v. demonstrate that he has acquired skill and knowledge in the psychology of care of patients and can work successfully as a member of a practice team.

*The National Health Service (Performers Lists) Amendment Regulations 2013*  
[http://www.legislation.gov.uk/ukSI/2013/335/pdfs/uksi\\_20130335\\_en.pdf](http://www.legislation.gov.uk/ukSI/2013/335/pdfs/uksi_20130335_en.pdf)