

DENTAL VOCATIONAL TRAINING IN SCOTLAND

TRAINER CRITERIA

The following criteria have been developed to ensure standardisation, consistency and the quality of training delivered in Dental Vocational Training in Scotland. Further detail is provided in the Becoming a Vocational Trainer Booklet, available on the NES website.

To be a trainer you must be able to demonstrate the following:

Level of Education and Professional Qualifications:

- BDS or equivalent
- Registered with GDC

Experience/Training

- An experienced dentist with high clinical and ethical standards, providing a wide range of NHS treatments.
- Normally four years full-time equivalent experience in NHS Primary Dental Care – excluding time spent in Vocational/Foundation Training or Dental Core Training
- Significant previous experience in DVT in order to train multiple trainees (usually MINIMUM 3 years)
- Management experience appropriate to service type (GDS/PDS), and be able to demonstrate involvement in and influence on decisions about e.g. staff recruitment and/or training, purchasing etc. Where the trainer is an associate within the practice these reassurances will also be required of the practice owner, if applicable
- CPD meets NES trainer requirements over the five complete calendar years preceding the relevant VT period.
- A minimum of half of CPD hours in this period has been undertaken by attendance at recognised face to face courses, unless this is not possible due to exceptional circumstances, such as pandemic restrictions
- To have attended a minimum of two hours CPR training within the calendar year preceding the relevant VT period
- To have a written and up to date personal development plan in accordance with GDC standards
- To have attended a recognised course in recruitment and selection within the last five years and by the start of the visitation period
- To have completed training in Equality & Diversity within the last five years and by the start of the visitation period

Specific Aptitude and Abilities

- Knowledge of the educational requirements around Lifelong Learning set out by the GDC
- Awareness of current priority issues within NHS dentistry
- Work in a practice with evidence of team working
- IT proficient
- Able and willing to undertake assessment of trainees and to give quality feedback
- Can demonstrate knowledge and skills required to train in the clinical context of primary dental care

Interpersonal Skills

- Effective communication skills
- Able to motivate, engage and influence others

Other Factors

- To have a base in NHS general/public dental practice which meets current vocational training standards – to have overall practice earnings of at least £27,800 (current at 01/06/2022) in the relevant period
- Based in the training practice for the minimum number of hours per week required for the type of training being provided e.g. 21 hours per week for DVT **or 28 hours per week for multiple training**
- Willing and able to provide private access to internet at the practice during working hours
- Can provide satisfactory DRO reports from PSD which confirms no more than 2 Grade 3/Grade C scores in aggregate, no grade 4 scores within the 3 complete calendar years preceding the relevant VT period. This

must be supported by evidence of sufficient NHS treatment to generate DRO reports. *(If associate with restricted management authority, principal to meet VT DRO criteria also.)*

- Is free from adverse health board or GDC Fitness to Practise outcomes/concerns which would impact on the trainer's suitability to deliver training.
- possess a positive report from a health board led combined practice inspection (CPI) which has been carried out within the last 3 years

NES will also take account of information provided in relation to the following:

Level of Education and Professional Qualifications:

- Holding or working towards MFDS, MJDF or other relevant Qualification
- Holding or working towards a relevant qualification in education

Experience/Training

- Financial/budget management experience
- Minimum of 12 months' experience in the proposed training practice
- Has undertaken courses in Complaints Handling, Child Protection and in Legal and Ethical Issues
- Evidence of evidence of activity to meet criteria for compliance with NHS Terms of Service with respect to Clinical Audit (QI Project), including leading or co-leading in the design of an audit project

Specific Aptitude and Abilities

- Able to deliver small group teaching relevant to VT
- Training/experience as a mentor/coach

Other Factors

- Based full time in the training practice