Post-CCST Specialist Registrar in Paediatric Dentistry

Job description 2017

Date: 14-6-17
Context

Barts Health NHS Trust is one of Britain’s leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust. The new trust has a turnover of approximately £1.1 billion and approximately 15,000 employees.

Together, our hospitals - Newham University Hospital in Plaistow, St Bartholomew’s (Barts) in the City, The Royal London in Whitechapel, The London Chest in Bethnal Green and Whipps Cross University Hospital in Leytonstone - deliver high quality clinical care to the people of east London and further afield.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain’s leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK’s busiest children’s hospitals and internationally renowned surgical facilities.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in east London. We will build an international reputation for excellence in patient care, research and education, and as members of UCL Partners, the largest academic health sciences system in the world, we will ensure that our patients are some of the first in the country to benefit from the latest drugs and treatments.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;
- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;
- success breeds success. An organisation that is recognised as a world-leader will find it easier to recruit more staff, meaning we can work to reduce the number of persistent vacancies;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.
Job description

| Job title: | Post CSST Specialist Registrar in Paediatric Dentistry 2 years |
| Clinical academic group: | Surgery |
| Salary band: | Specialist Registrar |
| Responsible to: | Consultants in Paediatric Dentistry |
| Accountable to: | Clinical Director |
| Hours per week: | Full time (10 PAs per week) |
| Location: | Paediatric Dentistry Department, The Royal London Hospital, Whitechapel |

Aim of the role

This is a full-time position with a 2 year fixed-term contract to provide paediatric dental care to patients (hands-on treatment) attending the Department.

Key result areas

To actively participate in the delivery of Paediatric Dentistry and support the team wherever possible.

Eligibility

The candidate must be eligible for full registration with the GDC with BDS or equivalent and have a CCST in Paediatric Dentistry or equivalent.

Description of the Post

This post has been recognised for accreditation training by Health Education North Central and East London and Health Education North West London in Paediatric Dentistry.

The successful applicant will be appointed under the Gold Guide and the training will be based on the "Career Development Framework for Consultant Appointment in Paediatric Dentistry." The post is designed to improve knowledge and broaden experience in the specialist practice of Paediatric Dentistry. The trainee should develop a consultant approach and commitment to the training of junior members of staff. In addition, the trainee should develop an interest in teaching, management, research methodology and technique.

The trainee will be expected to develop diagnostic, treatment planning, and clinical skills for the management of the child patient which were not covered in his/her 3-year specialist training programme. The trainee should broaden his/her knowledge and skills in the dental management of children with complex medical and dental needs special needs.

In addition to personal patient treatment of more complex cases it will also include attendance at joint medical and dental clinics, more involvement in the managerial aspects of the department, involvement in both undergraduate and postgraduate teaching and research. Depending on the level of competence more autonomy will be given in decision making processes.
On completion of the 2 year training programme and satisfactory structured assessments throughout the programme, the trainee should sit the ISFE examination.

The post holder will be expected to participate fully as a member of the Paediatric Dentistry team providing the clinical services outlined.

Training would be largely based in The Royal London Hospital site, with a component of primary care outreach incorporated into the timetables.

Funding will be provided by the Health Education North Central and East London and Health Education North West London
Main duties and responsibilities

Responsibility for Patients:

- To provide paediatric dental treatment and care for patients of the Consultants, to a high standard in the respective Departments, under the direction and guidance of the Consultants in Paediatric Dentistry.
- To keep the Consultants informed of all changes in treatment of their patients.
- To participate in the audit of patient services and to assist the Consultants in the direction and management of patient services.
- To undertake other duties from time-to-time at the discretion of the Consultants.
- To support Junior Dentists, caring for patients and assisting in day-to-day running of the paediatric dental service.

Duties of the Post

- Treatment of children with complex medical or dental needs on an outpatient basis
- Treatment of anxious children including the use of Relative Analgesia.
- Treatment of patients under general anaesthesia in the theatres of the Day Stay Units at Barts Health.
- Supervision of junior staff in the treatment of patients on the Children’s Dental Emergency Clinic (CDEC).
- Treatment and treatment planning patients in the Dental Trauma Clinic, Hypodontia Clinic and Joint Orthodontic Paediatric clinic.
- Attendance at medical clinics at Barts Health which may include Haemophilia, Gastroenterology, Sickle and Thalassaemia and General Paediatrics.
- Exchange session with other Hospitals to supplement any deficiencies in training experience available at Barts.
- Involvement in Post-Graduate and Undergraduate teaching/training.
- Administration assigned by the Clinical Lead in relation to the running of the Department and GA lists.

Responsibility for Resources:

- To use resources at their disposal with due regard to care, safety and appropriateness.

Responsibility for Administration:

- To use the local patient / department / audit and resource management system as well as informing reception and the secretaries of any issues related to patient care that require entry to the PAS system.
- To dictate letters and reports required in the delivery of patient care.
- To keep comprehensive and contemporaneous records as directed by the Consultants and Trust.
Training components

**Clinical Training:**
Consultant Clinics (Paediatric Dentistry)  
Dental Trauma Clinics  
Joint Restorative/Paediatric Dentistry/Orthodontic Clinics  
Inhalation and Intravenous Sedation Clinics  
**Theatre:**  
Day Stay Theatre

**Clinical Experience:**
Routine Patient Treatment  
Patients with Special Needs  
Patients under sedation and GA

**Management Training:**
Presentation Skills  
Health Care Legislation  
Trust Structure & Administration  
Biostatistics  
Responsibilities Related to Training Staff  
Health & Safety Issues  
Clinical Audit  
Clinical Governance  
Communication Skills  
I.T. Skills

**Administration & Management:**
Health Education and Promotion  
Epidemiology, Survey Designs  
Screening for Dental Disease  
Dental Public Health Initiatives  
Clinical Governance  
Clinical Risk Management  
Human Resources: Complaints Procedures  
Sedation & General Anaesthetic Services  
Treatment for Children in Special Schools  
Development of Services & Procurement  
Management of Theatre Lists

**Assessment & Appraisal**

The training programme and the trainees will be subject to regular assessment through the ARCP process. An informal appraisal process will be implemented, whereby the trainers and trainee will provide each other with regular feedback with respect to progress. Towards the completion of training the trainee will be expected to pass the Inter-collegiate specialty Fellowship exit examination (ISFE) in Paediatric Dentistry.

The job description is not intended to be exhaustive and it is likely that duties may be altered from time-to-time in the light of changing circumstances and after consultation with the post-holder.
Funding

Funding will be provided by the Health Education North Central and East London and Health Education North West London.

Clinical Audit

Barts Health NHS Trust has a Clinical Effectiveness Unit department which is actively co-ordinating developments in this field. The new appointee is expected to lead and participate fully in the dental audit arrangements within the department and of the Trust.

Study, Training and Teaching

Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff.

The Medical School Library is 2 minutes walk from the Dental Institute and has full library facilities.

There will be opportunities to be involved in the teaching of postgraduate students at the RLH and Guttman sites.

Salary and Conditions of Service

The Post is subject to the Terms and Conditions of Service of Hospital Medical & Dental Staff (England & Wales), to the General Whitley Council Conditions of Service and also to the National Health Service Pension Regulations.

Due to the nature of the work in this Post, it is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975).

Applicants are therefore not entitled to withhold information about convictions, including those which, for other purposes are “spent” under the provisions Act. Failure to disclose such information may result in dismissal or disciplinary action.

Hours of Work

This is a full time post where the hours will be 8:30am to 5:30pm with occasional rounds outside these times. This may be subject to further review. Barts Health NHS Trust reserves the right to change the parameters of the standard working week, the number of hours additional duty you are required to undertake and the area in which you are required to undertake it, in the light of the requirements of the Service. Barts Health NHS Trust will endeavour to give as much advance notice as possible of such change. In the event of a change in the number of additional duty hours you are required to undertake your pay will be adjusted appropriately.
**Indicative Job Plan**

*Clinical Timetables: An indicative timetable is included and may be subject to change. It is envisaged that there are opportunity for the trainee to attend other hospital in London to gain more experience if it is shown they are lacking in an area.*

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>AM</td>
<td>Activity</td>
<td>Code</td>
<td>Activity</td>
<td>Code</td>
</tr>
<tr>
<td></td>
<td>Trauma Clinic 3:4 Hypodontia clinic 1:4</td>
<td>DCC</td>
<td>PG supervision/Teaching</td>
<td>DCC</td>
</tr>
<tr>
<td></td>
<td>Wong /Whatling</td>
<td>Fearne</td>
<td>Whatling</td>
<td>Shah</td>
</tr>
<tr>
<td>PM</td>
<td>Activity</td>
<td>Code</td>
<td>Activity</td>
<td>Code</td>
</tr>
<tr>
<td></td>
<td>Consultant Clinic/Theatres</td>
<td>DCC</td>
<td>Admin Monthly SpR teaching session A</td>
<td>DCC</td>
</tr>
<tr>
<td></td>
<td>Wong /Whatling</td>
<td>Whatling/Fearne</td>
<td>Whatling/Fearne</td>
<td>Davies</td>
</tr>
</tbody>
</table>
Department of Paediatric Dentistry

The Department of Paediatric Dentistry is situated in the Dental Hospital of The Royal London Hospital on Turner Street. There are excellent transport links to the site and it is 3 minutes walk from Whitechapel tube station and the Crossrail project.

The new dental hospital opened in April 2014. The brand new clinical facilities within the department include 16 dental units over 2 floors: 7 of which are dedicated Paediatric Dentistry side surgeries; and 4 of which are for inhalation sedation. There are dental microscopes available. The Orthodontic Department also has 16 dental units in the same clinical areas which facilitates a very close working relationship between the two specialties.

The department has appropriate secretarial and laboratory support. Extensive research facilities exist at The Royal London Hospital and QMUL Mile End Campus. Research is actively encouraged within the department and in conjunction with other departments of the hospital and college, where there is an unusually wide range of research activity.

The Department covers all aspects of Paediatric Dentistry. Routine dental care is carried out, along with the care of children with special needs including those with medical problems, learning difficulties or physical disabilities and those children whose special needs are not catered for within the community e.g. blood dyscrasias and cleft palate. The initial and long term treatment of dental injuries and dental anomalies is undertaken.

Our outpatient treatment is carried out in the Dental institute whilst theatre sessions are conducted in the Children’s Hospital on the 6th floor of the Royal London Hospital. Postgraduate treatment sessions occur at the Guttmans Centre in Stratford and GA services may start at other Barts Health sites during the duration of this post.

The department receives Paediatric Dental referrals from general dental practitioners; community dental officers; general medical practitioners; dental specialists, including those in paediatric and restorative dentistry and orthodontics; and a variety of paediatric medical specialties at the Barts Health Children’s Hospital and other hospitals. In addition patients are seen on a self-referral basis attending the department’s children’s dental emergency service (CDEC), with dental pain, acute oral infection, or having suffered oro-dental injury.
Dental staff within the Department

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Locum Consultant</td>
<td>Dr J M Fearne (p/t)</td>
</tr>
<tr>
<td>Consultant / Clinical lead Consultant</td>
<td>Mrs R Whatling (p/t)</td>
</tr>
<tr>
<td>Consultant</td>
<td>Mrs S Shah (p/t)</td>
</tr>
</tbody>
</table>

Professor/
Honorary Consultant & Interim Dean

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Honorary Consultant</td>
<td>Prof F Wong (f/t)</td>
</tr>
<tr>
<td>Honorary Consultant</td>
<td>Dr Janet Davies(p/t)</td>
</tr>
</tbody>
</table>

Specialist Registrar NTN

<table>
<thead>
<tr>
<th>Position</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 joint posts with community</td>
<td>Kunal Patel and Isabelle Moran</td>
</tr>
<tr>
<td>1 full time ACF NTN</td>
<td>Cheryl Somani</td>
</tr>
</tbody>
</table>

Specialist Registrar FTN

<table>
<thead>
<tr>
<th>Position</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 academic trainee (p/t)</td>
<td>Fran Fong</td>
</tr>
<tr>
<td>1 FTTA</td>
<td>Ravinder Kaur</td>
</tr>
</tbody>
</table>

Associate Specialist

<table>
<thead>
<tr>
<th>Position</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Specialist</td>
<td>David O’Donnell (f/t)</td>
</tr>
</tbody>
</table>

Specialty Dentists

<table>
<thead>
<tr>
<th>Position</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specialty Dentists</td>
<td>Hina Syed (f/t)</td>
</tr>
<tr>
<td></td>
<td>Claire Rogers (p/t)</td>
</tr>
</tbody>
</table>

DFY/CDT

<table>
<thead>
<tr>
<th>Position</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td></td>
</tr>
</tbody>
</table>

Dental Therapists

<table>
<thead>
<tr>
<th>Position</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.4</td>
<td></td>
</tr>
</tbody>
</table>

Dental Surgery Assistants

<table>
<thead>
<tr>
<th>Position</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>
The Department is associated with the

**Centre for Oral Growth and Development**

*The specialist Registrar will also benefit from contact with the QM University Staff in Paediatric Dentistry*

<table>
<thead>
<tr>
<th>Professors</th>
<th>Professor F Wong</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Professor R Hill</td>
</tr>
</tbody>
</table>

| Readers               | Dr P Anderson     |
|                       | Dr H Liversidge   |
|                       | Dr G Davis        |

| Senior Lecturers       | Dr J Davies       |

| Lecturers             | Dr A Giwa         |
|                       | Dr C Lewis        |
|                       | Dr K Almukhtar    |

| Part-Time Lecturers    | Dr D Chan         |
|                       | Dr S Younas       |
**Effort, skills and working conditions**

<table>
<thead>
<tr>
<th>Physical skills</th>
<th>Good manual dexterity and hand eye co-ordination is essential</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mental effort</td>
<td>To be capable of working under pressure and unsupervised</td>
</tr>
<tr>
<td>Emotional effort</td>
<td>To be capable of managing stressful inter-personal situations</td>
</tr>
<tr>
<td>Working conditions</td>
<td>Due care and attention to detail and the management of some hazardous and sharp materials is required and an expectation of the nature of Paediatric Dental Service delivery.</td>
</tr>
</tbody>
</table>

**Personal development and training**

Barts Health NHS Trust actively encourages development within the work-force and employees are required to comply with trust mandatory training.

Barts Health’s education academy aims to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.

No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience.

**Health and safety at work**

The post-holder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAIs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

**Confidentiality and data protection**

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998.

All employees of Barts Health must not, without prior permission, disclose any information regarding patients or staff. In circumstances where it is known that a member of staff has communicated to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).
Conflict of interest

The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The trust’s standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Equality and diversity

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual’s ability to meet the requirements for the job.

You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Barts Health value-based leadership

Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They lead by example and demonstrate value-based decision making as being integral to the ways of working within the Trust.

Barts Health leaders are role models who demonstrate those attitudes and behaviours, which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do and are committed to the delivering the Barts Health NHS Trust 10 pledges of:

1. Patients will be at the heart of all we do.
2. We will provide consistently high quality health care.
3. We will continuously improve patient safety standards.
4. We will sustain and develop excellence in research, development and innovation.
5. We will sustain and develop excellence in education and training.
6. We will promote human rights and equalities.
7. We will work with health partners to improve health and reduce health inequalities.
8. We will work with social care partners to provide care for those who are most vulnerable.
9. We will make the best use of public resources.
10. We will provide and support the leadership to achieve these pledges.

Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.

Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do.
Further information regarding the post is available from:

Rosemary Whatling  
Clinical Lead in Paediatric Dentistry  
Dental Hospital  
Turner Street  
Whitechapel  
E1 1BB  
02073777000 ext 46133 or 42006