Dental Therapist Foundation Training Scheme

2010 - 2011

Information for Dental Therapists
Useful Information

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INTRODUCTION

The Dental Therapists Foundation Training Scheme has been set up and designed to equip recent dental therapy 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 is primarily aimed at newly qualified Therapists to provide the initial stage of training and education required to practice in a general dental practice environment. Emphasis is placed on continuing professional development throughout the course and as well as increasing clinical skills and confidence, one of the aims of the Therapist Foundation Training Scheme, is to encourage critical thinking and evidence based practice.

This handbook is designed to explain the details of the Therapists Foundation Training Scheme.

If you required further information the relevant addresses and phone numbers are included on page 2, also the Programme Director Mr. Steve Clements will be pleased to answer any queries.

The scheme covers the whole of the West Midlands Deanery.
Dental Therapist Vocational Training

This section gives the prospective Therapist an insight into the format of the Scheme. Any questions not answered should be directed to the Programme Director.

Where will I work? – The Training Practice

The West Midlands Deanery is not involved in your recruitment or employment in NHS General Practice. To be eligible for the Foundation Training Programme you must be employed for a minimum of 3 days a week in a practice that has been involved in Dental Vocational Training in the last 3 years.

The Deanery has identified a group of existing trainers who have expressed an interest in employing a Dental Therapist and can make this available but this does not preclude a pairing with the practices and trainers who meet the criteria.

Prospective trainers must demonstrate a commitment to training and education as well as having been judged to offer both the guidance and the environment necessary to provide a good training experience.

The roll of the trainers on the scheme is to provide support to the trainees, 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-surgical issues of general practice.

How many days will I be employed?

The scheme is for 3 days a week for a full academic year. The scheme starts on 1st September 2010 and finishes on the 31st August 2011. As your commitment to the scheme is for 3 days 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.

What days will I work on?

The only days that we specify that you work on are Wednesdays; the other 2 days are negotiable with your training practice and will depend on their existing commitments, such as surgery space.

What is the salary?

This is an employed position, as such the salary is based on NHS Agenda for Change salary scale band 6, spinal point 23. Currently this is £25,829 per annum, which equates to £15,497 pro rata 3 days a week, NHS pay scales are reviewed annually in April.

Am I entitled to Annual Leave?

Yes, you will be entitled to 4 weeks annual leave pro rata, which will equate to 12 days over the full year.
What is special about my appointment?

You will be on a salary for 3 days per week to cover in practice and the study days. This will allow you manage patients free from financial pressures. This is in contrast to payment for the amount that is done. You also have the benefit of assured income at the end of the first month in practice. You will be employed on a formal contract and assured of 12 days (4 weeks pro-rata) paid holiday during the year. You may not take holidays that coincide with the study days.

What Courses will I attend? – The Day Release Programme

The educational programme for the scheme consists of 12 study days throughout the year. These are held once a month on Wednesdays throughout the year.

Venue

Study days will take place at the Education Centre, Good Hope Hospital, Sutton Coldfield, with clinical sessions at Birmingham Dental Hospital.

Duration

Sessions are normally held from 9.00am - 4.30pm with suitable breaks for lunch and refreshments.

Format

There will be a mixture of seminar presentation, problem solving, workshops and ‘Hands-on’ sessions, as well as a residential induction programme.

Content

Topics are varied, and subject to constant review, but may typically include:

- Team working
- Dealing with Difficult Patients/Handling Complaints
- Oral Mucosal Disease
- Dental Radiography in Practice
- Local Anaesthetic Techniques
- Child Protection
- Diagnosis and Treatment Planning in Periodontics
- Modern Caries Management
- Cross – Infection Control
- Delivering Better Oral Health
- Management of the Grossly Carious Primary Tooth (Hands on)
- Dealing with the Traumatised Anterior Tooth (Hands on)
- Topics requested by Therapists or Trainers during the year

Who pays for the study day course?

The courses are centrally funded, so there is no charge for attending the course.
Attendance

Therapists are required to attend all sessions of the study day course. We welcome Trainers at any of the sessions.

What if I fail to attend a study session?

The study day course is part of your salaried appointment and attendance is mandatory. If you miss a session (e.g. through ill health) you should attend another study day, agreed with the adviser, 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, whether within or without dental practice. They are, however, asked only to guide sessions and it is hoped that Therapists will volunteer their own ideas, and those of their Trainers, at each session for the maximum benefit of the course.

Is there an opportunity to engage with the wider dental team?

Some study days may be held jointly with the Dental Foundation Trainees, this provides an opportunity for team learning and discussion.

How will I know how I am progressing?

a) The Learning Portfolio

A Learning Portfolio will be used throughout the period of training. This has various elements, commencing with the agreed record of discussion between the Trainer & Therapist at the start of the period, where each notes their expectations of what is to be achieved. There will be progress reviews at intervals during the appointment and at the end of the training period. The Therapist will also complete an initial; record of clinical experience to help guide the training input. Treatments and work carried out and various details including number of patients seen, teaching tutorial time, hours worked and various aspects of the month's activity will be recorded. You will also be expected to complete 3 modules of the Educational FGDP Key Skills Programme.

b) Educational Assessments

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

Are there any exams?

No, there are no formal exams however there are a number of assessments you are required to undertake during the year. In your training practice you will be required to carry out a series of practical and case based assessments with your trainer. These assessments are formative and are designed to monitor your progress throughout the year as well as identifying any training needs.
You will be required to write up one case that you have treated and present this to your advisor and an external examiner at the end of the year.

During the year, you will be required to undertake 3 FGDP Key Skills for DCP’s modules.

What are FGDP Key Skills?

The Faculty of General Dental Practice (FGDP) (UK) has established a new assessment in the seven Key Skills in Primary Dental Care, as identified by the FGDP (UK). This assessment is aimed at all groups of Dental Care Professionals (DCPs), can be completed through distance learning, and is ongoing.

Participants will have the opportunity to shoe knowledge and understanding of the seven Key Skills by presenting a portfolio of evidence demonstrating their learning and achievements in their role as a DCP.

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 Director reports. A certificate will be issued by the Dean on successful completion of Foundation Training.

Application

You can only apply to participate in the Foundation Training Programme once you have agreed your employment with a practice and trainer that meet the requirements of the scheme.

Joint Trainer and Therapist applications can be obtained from:

Dental Team
West Midlands Strategic Health Authority
St Chad’s Court
213 Hagley Road
Edgbaston
Birmingham
B16 9RG

Or downloaded from:

www.westmidlandsdeanery.nhs.uk/Dentistry/DentalCareProfessionalsDCP/FoundationTrainingforDentalTherapists

The closing date for applications is Friday 2nd July 2010. At present we have envisaged a scheme size of 12 and hope to be able to accommodate all applicants who apply. In the event of over subscription final short listing will be by interview.

Acknowledge the help from NESC towards the information in this document