

The HEKSS Dental Postgraduate Education process for performers' applicants to Kent Surrey and Sussex.

Dentists who apply to join the national performers' list in Kent Surrey and Sussex will all have their applications reviewed by the relevant area team to which they have applied and will be advised accordingly if they need to undertake a training needs assessment and personal development planning process.

Dentists who are required to undertake this service provided by HEKSS may fall into the following groups:

1. Dentists who have recently registered with the GDC, having undertaken the statutory examination required by the GDC for registration of dentists qualified outside the EU.

These dentists will not qualify for acceptance on to the national performers' list and fall into the category conditional 'No' .

They will be entered onto the list which will show that they are a dental practitioner who is undergoing training to enable them to successfully achieve and demonstrate all the required levels of competencies normally achieved by undertaking an approved vocational training scheme. This period of training (approximately 6-9 months) while working in practice will culminate in the production of a portfolio of evidence of these Competencies.

The training period is supervised by an appointed trainer within the practice – general an older more experienced practitioner and an appointed external trainer from HEKSS. The successful completion of the training period and interview with portfolio will lead to a certificate of Vocational Training equivalence and a VT number.

2. Dentists who have recently joined the GDC register and who have graduated from outside the UK but within the EU

Or

Dentists who have graduated in the UK (with or without a VT number –obtained after 1991) and are returning after a career break of more than 3 years.

These dentists are generally given a conditional entry to the performers' list with the condition that they attend a meeting arranged by the Deanery. During the meeting they will discuss and put together, with the Deanery Clinical Dental Adviser (Competencies), a training and personal development plan.

They will need to submit a completed personal development plan within 4 weeks of the meeting and then will be required to undertake the training in the plan over the following 6 months. During this time they will need to obtain training and knowledge in the Key Skills areas as well as undertaking and showing a clear plan for training in GDC mandatory subjects and other areas which they have identified where they have a personal learning need.

After 6 months they will be required to submit the following:

1. An updated PDP reflecting areas of training still to be undertaken, areas of training identified by another self assessed training needs analysis or as a result of training undertaken.
2. Updated CPD record to show that they have undertaken the planned CPD for that time period
3. Updated CV
4. An audit showing 2 cycles
5. Results of a patient satisfaction survey
6. In no more than 200 words, a written reflective commentary about a change they have made to the way you practice in one of the Key Skills
7. In no more than 200 words, a reflective commentary about the changes they have made as a result of some of the verifiable and non verifiable CPD they have undertaken.

The reflective commentaries and patient satisfaction surveys will shortly be forming a part of the GDC revalidation evidence.

3. Dentists who have graduated in the UK or elsewhere, who have had previous NHS contracts but whose CPD record or general practice experience has been shown to be very limited.

These dentists are generally given a conditional entry to the performers list with the condition that they attend a meeting arranged by the Deanery. During the meeting they will discuss and put together, with the Deanery Clinical Dental Adviser (Competencies), a training and personal development plan.

“So what does this meeting involve?”

The dentist is invited to attend for an meeting having previously submitted a CV produced in a prescribed manner and a spreadsheet of CPD.

They are provided with manual for producing a personal development plan and are advised to have considered the manual prior to the meeting.

The Deanery Clinical Dental (Competence) Training Adviser conducts the meeting (generally involving several dentists) and a training-needs assessment is undertaken, future training and career plans can be discussed, CPD opportunities identified and assistance given in producing a training plan.

HEKSS has been working hard to provide most of the CPD training courses that have been identified as training needs with the dentists undergoing this process since its inception in April 2006.

“So, who is involved at the Deanery?”

Roxanna Costin is responsible as Dental Workforce Development and Support Manager leads on the management of the administration of the area teams dental national performers' list applications received at HEKSS. She responds to all enquiries before, during and at the end of the process, make the initial assessment against set criteria for the Postgraduate Dental Dean and informs all those involved in process of outcome i.e. individual, area teams and HEKSS Advisers.

Roxanna then arranges the meetings with Christine Osborne providing documents and keeping records of all stages of the process. She also produces the 3 monthly progress reports for HEKSS meetings, area teams and Agencies and arranges completion meetings and certification

Christine Osborne Clinical Dental (by Assessment) Adviser

Christine is a GDP in Surrey with her own practice and originally was the Retaining and Returning Adviser for the Deanery, supporting and mentoring dentist on career breaks. This role has now expanded and she undertakes the training needs assessment. With 28 years of general practice experience and as an MJDF(UK) tutor and FFGDP(UK) mentor and assessor Christine is in a good position to not only help with the training needs analysis but to provide a wealth of information about training and practising to the applicants that she meets.

Tony Fallowfield Clinical Dental (Training) Adviser

Tony has worked in general practice since 1971. He was formerly the VT Adviser for Brighton for seven years and until recently was the DFT Adviser for the DF1 scheme in Eastbourne. He is also the Deanery Diploma and Modular Education tutor, and is an examiner for the MJDF and ORE examinations and Deanery Audit facilitator. Tony is appointed as the external trainer for all the dentists undergoing the deanery competence process, meeting the dentists and their in-house trainer and advising on all aspects of the Portfolio production.

Huw Winstone Clinical Dental (Training) Adviser

Huw Winstone is Associate Dean for Dental Foundation Training, Year One, with overall responsibility for the five HEKSS Dental Foundation Training Schemes. He is in general dental practice in New Ash Green, North West Kent and is the Course Programme Director for the East Scheme, based in Canterbury. Huw is also a Dental Practice Adviser for West Kent and Medway area teams and a local Adviser for Dental Protection. Huw is also appointed as the external trainer for all the dentists undergoing the deanery competence process, meeting the dentists and their in-house trainer and advising on all aspects of the Portfolio production.

“The Aims and Objectives”

The Area teams in the KSS region are very clear that **all** the dentists who join the performers' list will have a baseline of information and an access to essential education which is common to all. The outcome of this process is to improve the standard of patient dental care, and care delivery, in all NHS dental practices in the Kent, Surrey and Sussex Deanery, as well ensuring that practices move towards compliance with Clinical Governance.

Clinical governance is a system through which NHS organisations are accountable for continuously improving the quality of their services safeguarding high standards of care by creating an environment in which clinical excellence will flourish.

HEKSS is very proud of the service we offer and the feedback we receive from the dentists who undergo this process. It is apparent that dentists who complete the process gain further knowledge, an understanding of safe practise, the need for a risk adverse approach to dentistry and an insight into their own training needs and personal development.