

Faculty of Dental Surgery, the Royal College of Surgeons of England
Guidance to Regional & Deanery Advisors involved in approving Person Specifications for
NHS or Honorary Consultants in Orthodontics

Consultant in Orthodontics – Person Specification

Attainments	Essential	Desirable	How Assessed
Registration	Full registration with the United Kingdom General Dental Council (GDC)		CV & Documentation
Specialist listing	On the GDC Specialist List in Orthodontics		CV/Interview, Documentation
Professional Qualifications (see footnotes 2 & 4)	Membership in Orthodontics, or equivalent Possession of a Certificate of Accreditation or eligibility for a CCST in Orthodontics	Intercollegiate Specialty Fellowship Exit Examination in Orthodontics, or equivalent, before commencing consultant post Fellowship in Dental Surgery or Membership of the Faculty of Dental Surgery, or equivalent.	CV & Documentation
Training (see footnotes 2,4,6)	Successful completion of an SAC-approved 2 year minimum training programme in a Fixed Term Training Appointment (FTTA) in Orthodontics, or within 6 months of completion of training, or equivalent which follows on from the pre-CCST training period of 3 years, or equivalent	Successful completion of an SAC-approved 3 year minimum training programme in Orthodontics	CV/Interview
Teaching	Experience of post graduate and undergraduate teaching and training at an appropriate level.		CV/Interview
Audit	Effective participation in audit		CV/Interview

Research	Ability to appraise scientific literature critically	<ul style="list-style-type: none"> • Publications in refereed journals • Research relevant to Orthodontics 	CV/Interview
Management	Management of clinical service		CV/Interview
Personal	<ul style="list-style-type: none"> • Work Independently • Good communication skills • Team Skills • Disability & Equality Awareness 		CV/Interview & possible presentation

Footnotes:

1. The above criteria should be considered the minimum and Trusts would be entitled to add other criteria (both essential and desirable) to take account of local circumstances.
2. The professional qualifications and training requirements listed apply to individuals who are currently undertaking training to Consultant level, or have completed specialist training within the last few years. Existing consultants and other individuals, who have gained entry to the specialist list during the mediated entry period, will not be expected to hold all or any of these professional qualifications and might not have followed the established training pathway, which is why the term 'or equivalent' is used.
3. Current holders of an NHS or Honorary Consultant Contract in Orthodontics are eligible for short-listing.
4. Applicants who are nationals from another EEA country or overseas would have to demonstrate equivalent training/qualifications and be eligible for registration and inclusion on the United Kingdom General Dental Council's specialist list in Orthodontics
5. For Honorary Consultant posts linked with Senior Lecturer/Professional appointments there would be additional criteria, as required by the relevant university.

6. Post CCST Training

It was agreed at the meeting of the Committee of Senior Officials for Public Health (CSOPH) in Brussels that 'for some high level posts, or senior posts for which there are specific management and/or training functions, a two years' additional training period will be requested for access to these posts'. This refers to post CCST training. It was made clear that this additional training would not be mandatory for an individual who had trained in another Member State but that individual would have to show equivalence to the two years' additional post CCST training period.

Thus an individual who is on the Specialist List in Orthodontics **is not eligible** for a Consultant post unless he or she has done additional training either as a Senior Registrar or in a Fixed Term Training Appointment (or equivalent for other EEA nationals) and **must not be short listed**.

Human Resource Departments do not often appreciate this as in medical specialties inclusion on the appropriate specialist list indicates potential eligibility for consultant appointments. All individuals who have been short listed are potentially appointable.

Orthodontics Consultant person specifications template - Updated March 2013