

Attachment 6.9.2

CAREER DEVELOPMENT FRAMEWORK FOR CONSULTANT APPOINTMENT IN PAEDIATRIC DENTISTRY

2010

Specialty Advisory Committee for Paediatric Dentistry
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Paediatric Dentistry is the practice and teaching of, and research into the comprehensive therapeutic oral health care for children from birth through adolescence, including care for those who demonstrate intellectual, medical, physical, psychological and/or emotional problems. In the United Kingdom (UK), a Specialist List, held by the General Dental Council (GDC), enables the identification of registered dentists who have been given the right (by the GDC) to use the title 'Specialist in Paediatric Dentistry'. The award of a Certificate of Completion of Specialist Training (CCST) in Paediatric Dentistry requires evidence of satisfactory completion of training as detailed in the relevant GDC-approved curriculum document.

It is recognised that CCST holders employed as substantive and honorary consultants in the NHS are required not only to practise core specialist skills but also to possess a range of additional competencies. Demonstration of the following learning outcomes is considered a pre-requisite for consultant appointment.

The prescribed length of preparation for consultant employment is flexible and dependent upon demonstration of the requisite learning outcomes. It is anticipated, however, that, taken as a whole, specialist training and preparation for consultant employment should occupy no more than 5 years WTE.

General professional content

MAINTAINING GOOD CLINICAL PRACTICE

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>A Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>A Consultant in Paediatric Dentistry will be able to:</i>	<i>A Consultant in Paediatric Dentistry will:</i>		
Organisational framework for clinical governance and its application in practice	local and national policies related to issues of clinical governance	lead and participate actively in clinical governance lead audit take appropriate action in fitness to practise cases lead change in clinical practice pertinent to Paediatric Dentistry	demonstrate willingness to take responsibility for all governance issues	ACI EC SDL	ISFE PDP WBA
Risk assessment and risk management	root cause analysis	lead risk assessment	demonstrate willingness to engage in risk assessment and risk management	ACI EC SDL	ISFE PDP WBA

Key:

Teaching and Learning methods

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Assessment methods

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Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>A Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>A Consultant in Paediatric Dentistry will be able to:</i>	<i>A Consultant in Paediatric Dentistry will:</i>		
Evidence and guidelines		<p>peer review contributions to the relevant literature</p> <p>critically appraise evidence at the level necessary for the preparation of professional guidelines</p> <p>lead the evolution of guidelines applicable to the practice and delivery of Paediatric Dentistry</p> <p>referee grant applications</p>		PW	ISFE PDP
Structure of the NHS and the principles of management	<p>local NHS management structures including Trusts, PCTs, Health Boards and other local variations</p> <p>the processes of appraisal and job planning</p>	<p>liaise and have a dialogue with local managers</p> <p>understand the principles of , and contribute to writing a business plan</p> <p>understand financial reports and act accordingly</p> <p>run a high quality service proficiently and efficiently</p>	demonstrate willingness to engage in personal development, particularly in the context of revalidation	CA with appropriate senior staff and hospital managers EC Clinical meetings SDL	ISFE PDP

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SPECIALIST TRAINING

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>A Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>A Consultant in Paediatric Dentistry will be able to:</i>	<i>A Consultant in Paediatric Dentistry will:</i>		
Specialist Training	<p>the appropriate structure of specialist training programmes in Paediatric Dentistry in the UK (with an awareness of training programmes in Europe and further afield)</p> <p>the role of the trainer/educational supervisor/TPD in relation to specialist training</p> <p>the role of the:</p> <ul style="list-style-type: none"> • GDC • Deaneries • SAC <p>in quality assuring and quality managing specialist training</p> <p>the process of recruitment to specialist training posts</p>	<p>deliver appropriate Specialist Training in Paediatric Dentistry (including the extended competencies necessary for consultant appointment)</p> <p>undertake the role of Trainer/educational supervisor</p> <p>undertake workplace based assessment at pre- and post-CCST level</p> <p>construct job descriptions , personal specifications ,and undertake interviews for candidates for training posts</p>	demonstrate willingness to take a leadership role in specialist training	<p>CTS</p> <p>EC (eg Training the Trainers)</p> <p>SDL</p> <p>ST</p>	<p>ISFE</p> <p>PDP</p>

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WORKING WITH COLLEAGUES

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>A Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>A Consultant in Paediatric Dentistry will be able to:</i>	<i>A Consultant in Paediatric Dentistry will:</i>		
Clinical teams		delegate, show leadership and supervise safely act as adviser, mentor and counsellor		Appraisal CBL EC MDC – any 360	ISFE PDP

HEALTH

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>A Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>A Consultant in Paediatric Dentistry will be able to:</i>	<i>A Consultant in Paediatric Dentistry will:</i>		
Stress	signs and symptoms of stress and work related illness relevant HR policies ie sickness bullying, managing conflict, poorly performing colleagues	recognise the manifestations of stress in others able to direct members of the Paediatric Dentistry team to appropriate sources of help/advice	demonstrate empathy in the context of good clinical governance practice	EC ST	ISFE PDP

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PROBITY

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>The Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>The Consultant in Paediatric Dentistry will be able to:</i>	<i>The Consultant in Paediatric Dentistry will:</i>		
Service information	the resources needed for training and consultant posts the principles of a balanced workforce and future workforce planning	be appropriately involved in the development of training and consultant posts construct bids for appropriate funding	foster the continued development of the specialty	SDL ST	ISFE PDP
Legal reports and giving evidence	the legal issues surrounding the role of the expert witness	perform appropriate history and examination in a medico-legal setting prepare an appropriate medico-legal report	demonstrate integrity and confidentiality	EC SDL ST	ISFE PDP WBA
Research	the research governance framework of the NHS and employing institutions	obtain ethical and institutional approval for research lead research projects		EC PW	ISFE PDP Peer-reviewed publications and presentations
Relationships with the media	the legal issues surrounding relationships with the media	interact appropriately with <ul style="list-style-type: none"> radio television newspapers/magazines etc the internet 	recognise importance of accuracy and impartiality demonstrate honesty, integrity and timeliness declare conflicts of interest	EC	ISFE PDP

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Specialty-specific content

HEALTH EDUCATION/PROMOTION AND EPIDEMIOLOGY RELEVANT TO PAEDIATRIC DENTISTRY

Subject	Knowledge <i>The Consultant in Paediatric Dentistry will be able to describe in detail:</i>	Skills <i>The Consultant in Paediatric Dentistry will be able to:</i>	Attitudes and Behaviours <i>The Consultant in Paediatric Dentistry will:</i>	Teaching and Learning method(s)	Assessment methods(s)
Health Education and Promotion	relevant Health Education and Health Promotion initiatives	lead the development and implementation of relevant Health Education and Health Promotion programmes in conjunction with colleagues in Dental Public Health and salaried dental services and other health professionals	work with Colleagues in Dental Public Health and salaried dental services and other health professionals on all issues relating to children	CA – Dental Public Health, salaried dental service SDL ST	ISFE PDP
Epidemiology, Survey design		extrapolate and apply the results of relevant local and national dental epidemiological studies and surveys to child oral health		SDL ST	ISFE PDP

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GENERAL PAEDIATRICS, PAEDIATRIC SUBSPECIALTIES, MEDICALLY COMPROMISED CHILDREN AND ADOLESCENTS AND THOSE WITH SPECIAL NEEDS

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>The Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>The Consultant in Paediatric Dentistry will be able to:</i>	<i>The Consultant in Paediatric Dentistry will:</i>		
General Paediatrics, medically compromised and children/adolescents and those with Special Needs	those factors which require children to be managed in a secondary/tertiary care setting	<p>participate in and lead hospital-based multidisciplinary teams involved in the care of children with conditions which may make children more prone to oral/dental disease or which may complicate the delivery of dental care</p> <p>participate in and lead hospital-based multidisciplinary teams involved in the care of children/adolescents suffering from cardiac, haematological, oncological, neurological, metabolic and endocrine disorders and those undergoing organ transplantation</p> <p>appropriately work up such children for the safe provision of dental care under general anaesthesia</p> <p>collaborate with other services eg dieticians / health visitors</p>	demonstrate a holistic approach to child care	CA – general paediatrics, salaried dental service, cardiology, haematology, oncology, neurology, metabolic, endocrine and organ transplantation clinics CBL SDL ST	ISFE PDP WBA

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BEHAVIOURAL SCIENCE AND BEHAVIOUR MANAGEMENT RELEVANT TO PAEDIATRIC DENTISTRY

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>The Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>The Consultant in Paediatric Dentistry will be able to:</i>	<i>The Consultant in Paediatric Dentistry will:</i>		
Inhalational and other sedation techniques	the use of sedation in different clinical settings	construct and lead an appropriate team for delivery of inhalational and other sedation techniques	demonstrate to colleagues in Paediatrics and other dental specialties the importance of adequate facilities for sedation in children and adolescents	EC SDL ST	ISFE PDP WBA

PREVENTION AND MANAGEMENT OF ORAL DISEASE IN CHILDREN AND ADOLESCENTS

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>The Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>The Consultant in Paediatric Dentistry will be able to:</i>	<i>The Consultant in Paediatric Dentistry will:</i>		
Periodontal disease	the interrelationship between systemic disease and periodontal health in children/adolescents the selection and application of therapies appropriate to the management of periodontal conditions in children/ adolescents where this is related to systemic disease	select and deliver appropriate therapies in the management of periodontal disease in children/ adolescents where this is related to systemic disease	recognise where there is a need to refer to a 3 rd party in accordance with good clinical governance practice	CBL SDL ST	ISFE WBA

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ORAL PATHOLOGY, ORAL MEDICINE AND ORAL SURGERY IN CHILDREN AND ADOLESCENTS

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>The Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>The Consultant in Paediatric Dentistry will be able to:</i>	<i>The Consultant in Paediatric Dentistry will:</i>		
Oral pathology/oral medicine	the management of <ul style="list-style-type: none"> • mucosal • soft tissue • hard tissue pathology occurring in and around the mouth from birth through adolescence oral and dental complications of chemotherapy and radiotherapy	manage mucosal, soft and hard tissue pathology occurring in and around the mouth from birth through adolescence manage the oral and dental complications of chemotherapy and radiotherapy	recognise where there is a need to refer to a 3 rd party in accordance with good clinical governance practice	MDC–Oral Medicine, OMFS CBL SDL ST	ISFE WBA
Soft tissue surgery		perform soft tissue surgery, incisional and excisional biopsies	recognise where there is a need to refer to a 3 rd party in accordance with good clinical governance practice	CBL SDL ST	WBA
Management of impacted and supernumerary teeth	the management of impacted and supernumerary teeth surgical techniques relevant to the management of impacted and supernumerary teeth	manage impacted and supernumerary teeth	recognise where there is a need to refer to a 3 rd party in accordance with good clinical governance practice	CBL SDL ST	WBA

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DENTO-ALVEOLAR AND MAXILLOFACIAL TRAUMATOLOGY IN CHILDREN AND ADOLESCENTS

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>The Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>The Consultant in Paediatric Dentistry will be able to:</i>	<i>The Consultant in Paediatric Dentistry will:</i>		
Dental/dento-alveolar injuries	those injuries requiring secondary care	<p>manage severe trauma especially that affecting multiple teeth</p> <p>manage trauma where this is complicated by medical history or behavioural difficulties</p> <p>provide leadership in the management of, and identify appropriate solutions for injured teeth of poor long prognosis</p> <p>diagnose maxillofacial injuries</p> <p>carry out local educational programmes for management of acute phases</p>	<p>be sensitive to the issues surrounding dental trauma</p> <p>be sensitive to the possibility of non accidental injury</p>	CA CBL ST SDL	ISFE WBA

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MULTIDISCIPLINARY AND MULTI-AGENCY COLLABORATION IN PAEDIATRIC DENTISTRY

Subject	Knowledge	Skills	Attitudes and Behaviours	Teaching and Learning method(s)	Assessment method(s)
	<i>The Consultant in Paediatric Dentistry will be able to describe in detail:</i>	<i>The Consultant in Paediatric Dentistry will be able to:</i>	<i>The Consultant in Paediatric Dentistry will:</i>		
The multidisciplinary team		lead multidisciplinary care where appropriate	demonstrate the value of the specialty's input to multidisciplinary teams	CA – ortho CBL MDC– hypodontia, ortho / paed, CLP, craniofacial SDL ST	ISFE PDP WBA
Child abuse and neglect (child maltreatment)	responsibilities in Child Protection	advise other dental practitioners and members of the dental team in situations where they suspect child maltreatment collaborate and liaise with other relevant agencies	demonstrate willingness to act as initial line manager for suspected cases of child abuse and neglect	CBL EC ST SDL	ISFE PDP WBA

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