



Falkland Islands Government – Job Description

Job Title:	Senior Dental Officer		
Department:	Health & Social Services	Section:	Dental Services
Immediate Supervisor:	Director, Health & Social Services	Job Code:	202DS1
Grade	Falkland Islands Government Dental Professional Scale		

Job Purpose

The primary purpose of this role is to manage the Dental Department as a lead clinician in order to deliver assured dental services to the community we serve. Furthermore, the Senior Dental Officer is required to advise the hospital's Senior Leadership on all dental matters within the Directorate of Health and Social Services.

Job Facts & Figures

The team consists of two full time dental officer posts (one of which is the SDO), a Hygienist/ therapist post and four dental nurse posts (including trainees). Locum dental officer cover will be arranged to cover periods of leave for substantive dental officer postholders.

The SDO is responsible for the line management of departmental staff and ensuring efficient use of the operational budget within defined limits.

Main Accountabilities:

General

The successful applicant will undertake clinical and non-clinical duties, demonstrating the competencies of a skilled and clinically current dentist whilst also being an excellent team leader; this will involve carrying out the full duties of a dental officer, fulfilling the role of clinical lead (dental) and internal advisor on all dental matters within the Department of Health and Social Services, with support from an external Dental Advisor.

The department offers a locally commissioned orthodontic service, which is overseen by an overseas orthodontic consultant. The post holder must be willing to deliver basic orthodontic intervention and treatment. Applicants with current competence in this area will be assisted in arranging appropriate training before taking up the post.

You will be expected to lead the implementation of the Oral Health Strategy and respond to the needs of the community (evidence based), along with the development of the new Orthodontic Service in the Falkland Islands.

Whilst the position is patient focussed, it also involves leading and managing a small team to inspire confidence from the dental team to ensure an integrated and effective service is provided.

Clinical

The Senior Dental Officer will carry out the full duties of a Dental Officer i.e. to provide a full range of general dental services, within the available resources, to maximise community oral health. This would include:

- Undertaking the diagnosis and selection of appropriate periodontal techniques and delivery of periodontal care in an effective way.
- Undertaking the diagnosis and selection of appropriate restorative technique and delivery of restoration or replacement of teeth in an effective way.



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Clinical (continued)

- Undertaking a range of restorative techniques utilising developed skills resulting in more efficient delivery of restorative care.
- Arrange and provide basic orthodontic interventions within the remit of the locally commissioned orthodontic service, under guidance and remote supervision from the orthodontic consultant.
- Undertaking appropriate investigations during patient examination to determine the need for specialist orthodontic advice in the management of the developing dentition.
- Undertake appropriate assessment of patients to determine the need for specialist advice and onward referrals.
- Provide an emergency dental service, both in and out of hours, to local residents and foreign visitors, including fishermen.
- Lead the school screening programmes.
- Ensure the implementation of the screening programme to improve oral health.
- Lead the development of a new Oral Health Strategy and facilitate its implementation in liaison with the Government Dental Advisor.
- Supervise those staff working directly with the Dental Officers i.e. nurse, hygienist in respect of the care provided to individual patients.
- Enable and assist in the training and continual professional development of other members of the dental team.
- Validate the quality of the dental care delivered.
- Communicate with a range of patients and families on complex clinical issues and/or in difficult situations.
- Assess the individual needs of service users and offer evidence-based advice and instruction.
- Communicate effectively with the dental team on site.
- Communicate with other health and social care professionals on a range of issues relating to oral health and oral health care

Managerial:

- Lead and manage the dental team and co-ordinate the day-to-day operation of the department.
- Advise the Director of Health and Social Services on the development of strategic and operational objectives for the dental service and to assist in their delivery.
- Help plan and implement improvements to services in accordance with the needs of the population and the available resources e.g. supporting standardisation of clinical practice, including treatment planning and onward referral.
- Contribute to the implementation of the hospital clinical governance framework in ways relevant to the dental department. This will include the development of clinical and management standards and the application of risk management procedures in the dentistry setting; participation in appropriate audits and ensuring consistency in practice across the service.
- Respond to complaints and concerns and to complete investigation reports as required.
- Identify training and CPD needs of individuals and the team, and to participate in providing them with appropriate support and training where indicated.
- Provide timely and accurate statistical data as required by the Director of Health and Social Services.

The job description is not an exclusive or exhaustive definition of your duties. You shall undertake such additional or other duties as may reasonably be required by FIG commensurate with your role and grade.



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Additional Information:	
<p>The FIG Health and Social Services Department provides comprehensive dental and oral health services to a population of about 3,600 residents, plus emergency care to foreign fishermen and visitors. The population is largely of originally UK origin but with a wide range of other nationalities present, most notably St Helenians, Filipino and Chileans.</p> <p>The Dental Services Team is based in the hospital in the Islands' capital, Stanley, and has facilities for three surgeries plus a small technical area. The majority of laboratory work is undertaken in a dental laboratory in the UK. The Service follows UK practices and standards of care, modified to meet local needs and circumstances. However, all dentists need to be competent in pouring models to be transported to the UK.</p> <p>The Department also provides secondary care services to the military personnel and associated civilians at Mount Pleasant Complex (a Military Establishment approximately 36 miles from Stanley). The Senior Dental Officer will have at least one session per week dedicated to the managerial role and will also be required to be on-call on alternate weekends, Bank Holidays and Public Holidays.</p>	
Criminal Record Checks: This post is regarded as 'sensitive'	
<p>All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).</p> <p>Any information given will be completely treated as confidential and will be considered only in relation to the post to which the application refers. Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.</p>	



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Person Specification:	Senior Dental Officer		
Criteria	Essential	Desirable	Assessment Method
Qualifications:			
Bachelor of Dental Surgery	✓		A
Registration with the UK General Dental Council or recognised international equivalent	✓		A
Vocational training accreditation i.e. clinically up to date with CPD requirements of the UK General Dental Council	✓		A
A valid driving license		✓	A
Post Graduate qualification in a relevant area		✓	A/I
Further relevant professional vocational qualifications		✓	A
Knowledge, Skills & Experience:			
Minimum 5 years' experience as a general dental practitioner and experience of senior dental role in the UK's NHS (or equivalent)	✓		A/I/R
At least 2 years recent effective managerial experience and a proven ability to successfully manage small teams including individual performance management	✓		A/I/R
Experience in delivering basic orthodontic interventions and treatment, or a willingness to undertake training.	✓		A/I
Able to organise complex workflows	✓		I/R
Able to work effectively in a busy general practice and be competent in minor oral surgery, endodontics, paediatrics, dental emergencies and facial trauma	✓		I/R
Evidence of successfully managing change	✓		I/R
Can demonstrate a professional clinical approach, including participation in peer review, clinical audit, clinical governance and continuing professional development activities	✓		I/R
Sufficient knowledge confidence and experience to appraise others and participate in peer review, clinical audit or CPD activities	✓		I/R
Ability to deal professionally with issues of poor or underperformance in colleagues and other members of the dental team	✓		I/R



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Person Specification:	Senior Dental Officer		
Criteria	Essential	Desirable	Assessment Method
Knowledge, Skills & Experience: (continued)			
Sound working knowledge of clinical governance practices and experience in conducting quality audits	✓		A/I
Ability to work under pressure to tight deadlines	✓		I
Good administrative and managerial abilities to run a bespoke dental practice	✓		A/I/R
Good manual dexterity and technical dental skills, plus the ability to maintain intense concentration for prolonged periods	✓		R
Good information technology skills, due to the increasing use of computers for keeping records and accounts, and for digital imaging of radiographs and intra-oral photography	✓		I/R
Competence and a track record in managing treatment under general anaesthetics	✓		A/I
The ability to build relationships with patients and colleagues and high-level communication and interpersonal skills for interaction with patients of all ages and backgrounds	✓		I/R
Sufficiently good eyesight to undertake role effectively	✓		O
Experience in laboratory work such as pouring dental models and mending dentures.	✓		A/I
Experience in budget management	✓		A/I
At least 10 years' relevant work experience		✓	A/I/R
SHO experience in oral surgery		✓	I/R
Experience of dealing with facial trauma		✓	I
Experience of working in a small multi-disciplinary health team		✓	I/R
Evidence of having worked successfully in high pressure situations		✓	I/R
Personal Attributes:			
Supportive leader with the ability to generate confidence and respect	✓		I/R



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Personal Attributes:			
Non-confrontational but decisive style	✓		I/R
Sensitive to needs of others	✓		I
Equable and affable temperament – Approachable and supportive although not compromising on high standards - unflappable	✓		I/R
Flexible and adaptable approach to cover unsocial hours work and on – call duties	✓		I
Able to form and convey a clear vision	✓		I
Results orientated	✓		I
Responsible and conscientious	✓		I/R
An interest in Dental Health promotion		✓	I
Note to Applicants: Please ensure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criterion on your application form.			

Method of Assessment:

A - Application Form
I - Selection Interview
R - Reference
O - Other