# Specialty Training Programme in Restorative Dentistry

## PERSON SPECIFICATION

<table>
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<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>EVIDENCED BY</th>
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<tbody>
<tr>
<td><strong>QUALIFICATIONS and ACADEMIC ACHIEVEMENTS</strong></td>
<td>• BDS or equivalent</td>
<td>• Further qualification relevant to Restorative Dentistry</td>
<td>• Application form</td>
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<td></td>
<td>• Further qualification relevant to Restorative Dentistry</td>
<td>• MFDS, MJDF or equivalent</td>
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<td></td>
<td>• Distinctions, prizes, awards and scholarships</td>
<td>• Experience in the field of Restorative dentistry</td>
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<td><strong>EXPERIENCE</strong></td>
<td>• Able to demonstrate the competences required at the end of foundation/vocational training</td>
<td>• Broad experience of dental specialties</td>
<td>• Application form</td>
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<td>• Full registration with the GDC (Dundee post)</td>
<td>• Experience in the field of Restorative dentistry</td>
<td>• Interview</td>
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<td><strong>IT SKILLS</strong></td>
<td>• Good IT skills (e.g. word processing, Powerpoint and email)</td>
<td>• ECDL</td>
<td>• Application form</td>
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<td><strong>SKILLS and ABILITIES</strong></td>
<td>• Demonstrates a commitment and interest in the field of Restorative Dentistry</td>
<td>• Shows good practical skills and observational skills</td>
<td>• Practical</td>
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<td>• Shows good practical skills</td>
<td>• Shows good time management skills</td>
<td>• Interview</td>
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<td>• Competent to work without direct supervision where appropriate</td>
<td>• Experience of delegation of supervision of staff in the context of team working</td>
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<td>• Clear logical thinking showing an analytical approach</td>
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<td>• Appropriate knowledge base and capacity to apply sound clinical judgement</td>
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<td>• Organisational ability</td>
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## Specialty Training Programme in Restorative Dentistry
### PERSON SPECIFICATION

| **SPECIAL KNOWLEDGE** | • Up to date with GDC requirements  
• Good knowledge of basic science and ability to apply this to clinical practice | • An understanding of trends in health care provision | • Interview |
|-----------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------|-------------|
| **AUDIT/CLINICAL GOVERNANCE** | • Evidence of participation in, and understanding of the principles of audit and clinical governance | Evidence of clinical audit relevant to Restorative Dentistry. Evidence of clinical activities of relevance to Restorative Dentistry | • Application form  
• Interview |
| **ACADEMIC and RESEARCH SKILLS** | • Evidence of an understanding of the basic principles and importance of research  
• Ability to critically evaluate scientific literature (academic posts)  
• Interest in dental research (academic posts) | • Evidence of publications (posters/papers/abstracts) | • Application form  
• Interview  
• Presentation (academic posts) |
| **TEACHING SKILLS** | • Enthusiasm for teaching  
• Good presentation skills (academic posts) | • Understanding of principles of adult learning | • Interview  
• Presentation (academic posts) |
| **COMMITMENT TO SPECIALTY** | • Demonstrates a realistic insight and interest in Restorative dentistry  
• Demonstrates self awareness and insight, and commitment to personal and professional practice | • Support for specialty through membership of relevant specialist societies  
• Other activities/ achievements relevant to Restorative Dentistry | • Interview |
### PERSONAL SKILLS & ATTITUDE

- Capacity to operate effectively under pressure, and remain objective in pressurised and changing situations
- Judgement under pressure
- Awareness of own limitations and when to ask for help
- Communication Skills - Can communicate in English
- Capacity to bring a range of approaches to problem solving
- Capacity to monitor and anticipate situations that may change rapidly
- Demonstrates effective judgement and decision making skills
- Capacity to work effectively in a multi-disciplinary team and demonstrate management skills appropriate to level of experience
- Capacity to establish good working relations with others
- Organisation and Planning
- Capacity to manage time and prioritise workload

### Professional relationship with colleagues as well as patients

### Interview
- Practical
# Specialty Training Programme in Restorative Dentistry

## PERSON SPECIFICATION

| MOTIVATION | • Motivated to undertake training in Restorative Dentistry  
|            | • Demonstrates initiative, drive, enthusiasm and self discipline | • Interview |
| CAREER PROGRESSION | • Evidence that career progression to date is consistent with personal circumstances | • Application form |
| PROBITY/PROFESSIONAL INTEGRITY | • Displays honesty, integrity, and is aware of ethical dilemmas and respects confidentiality  
| | • Takes responsibility for own actions, demonstrates respect for the rights of all  
| | • Aware of importance of being the patients advocate, clinical governance and responsibilities of an NHS employee. | • Interview |
| PHYSICAL REQUIREMENTS | • Satisfactory Occupational Health clearance  
| | • Able to travel between centres participating in the training scheme, and be able to deliver services effectively. | • Occupational health assessment to be completed post-interview/pre-employment |
| APPLICATION COMPLETION | All sections of application form fully completed. | • Application form |
POST DESCRIPTION FOR
SPECIALTY REGISTRAR IN RESTORATIVE DENTISTRY
BASED AT
GLASGOW DENTAL HOSPITAL & SCHOOL
Specialty Registrar in Restorative Dentistry

A Specialty Registrar training post has become available in Restorative Dentistry based at Glasgow Dental Hospital and School. This post has the approval of the Postgraduate Dental Dean and the programme has been recognised by the Specialist Advisory Committee for a five year training programme leading to the eligibility to sit the Intercollegiate Fellowship Examination in Restorative Dentistry.

1. Glasgow and the Surrounding Area

Glasgow, with a population of around 1.2 Million, is Scotland’s largest city, and one of Europe’s liveliest with a varied and colourful social and cultural life that can cater for every taste.

Glasgow is a city of contrasts; the bustle of a major commercial and business centre, the greenery of parks and gardens, and a wealth of art galleries, museums, cinemas and theatres. Newcomers quickly feel at home in this vibrant and friendly city. Of particular note is the University’s Hunterian Museum that is the oldest public museum in Scotland. The Hunterian Art Gallery has important art collections and contains a reconstruction of Charles Rennie Mackintosh's own house.

Glasgow has an extensive road and rail public transport system with one of the largest commuter rail networks outside London and its own underground railway, the 'subway', which serves the University and the centre of the city.

In 2014 Glasgow hosted to the Commonwealth Games confirming its place as a centre of sporting excellence.

2. Oral Health Directorate

The Oral Health Directorate is contained within the East Dunbartonshire Integrated Health and Social care Partnership and comprises a single NHSGGC Board wide organisation structure incorporating:

- Primary Care Dental Service
- Public Dental Service
- Secondary Care Dental Service
- Dental Public Health
- Oral Health Improvement

3. The Glasgow Dental Hospital and School

Glasgow Dental Hospital and School is situated in the centre of Glasgow. It is part of the Oral Health Directorate structure and is the main referral centre for specialist dental advice and treatment within the NHS Greater Glasgow and Clyde Health Board area. It also fulfils a similar role for surrounding Health Boards and serves a population of up to 3,000,000 people.

The total number of chairs within the Hospital and School is approximately 160. In addition there is an adjoining Postgraduate Centre and the Royal College of Physicians and Surgeons of Glasgow is a 10 minute walk away. There are strong links with the University of Glasgow and other hospitals in the region and there is an excellent library with on-line literature search facilities.

Glasgow Dental Hospital and School comprises the following clinical departments:

- Restorative Dentistry
  - fixed and removable prosthodontics
All departments hold regular Clinical Governance and Audit meetings. The Dental Staff Association meets regularly.

The Dental School delivers a modern, integrated Bachelor of Dental Surgery (BDS) programme over five years to an undergraduate population of approximately 500 students. The course has been very highly ranked in recent league tables.

Taught postgraduate programmes are offered in Restorative Dentistry, Oral and Maxillofacial Surgery and Orthodontics.

Post graduate research opportunities are provided, within the three main research themes within the University of Glasgow Dental School: Infection and Immunity, Community Oral Health and Biotechnology and Craniofacial Science.

(\textcolor{red}{http://www.gla.ac.uk/schools/dental/research/}).

4. \textbf{Work of the Department}

Restorative Dentistry embraces the clinical units of Fixed and Removable Prosthodontics, Periodontology and Endodontics. It receives around 600 referrals per month.

4.1 The Unit of Fixed and Removable Prosthodontics is situated on Level 6. It comprises approximately 37 dental chairs, 28 of these chairs form the main undergraduate teaching clinic. Refurbishment of the unit was completed in the summer of 2012 and all the dental surgeries are well appointed. Some office accommodation for staff is also to be found on level 6, as is a modern production laboratory which houses 7 technicians (who produce a comprehensive range of prostheses to a high standard). The Removable Prosthodontic Production Laboratory, which undertakes the technical work for both staff and students within the Prosthodontic Department and currently has a staff of 18 dental technicians and is situated on level 2.

In addition to specialist treatment and opinions on more routine dental matters, the range of treatment includes prostodontic services for patients with cleft palate, hypodontia and for patients who have had ablative surgery to the oral cavity. A number of patients requiring specialist prostodontic treatment are treated with the use of osseo-integrated dental implants using both Nobel and Straumann implant systems. The provision of implant-stabilised prostheses is subject to limited funding.

The research interests of the Department are many and varied, and are both laboratory and clinically based.

4.2 The Unit of Periodontology on level 7 is a self-contained unit comprising 17 dental chairs (14 chairs in open clinics and 3 in enclosed surgeries), and is equipped to a high standard. There is a dedicated surgical suite for surgical procedures including implant placement. The specialist service in periodontics is supported by skilled staff hygienists who carry out the bulk of the non-surgical periodontal therapy. The Unit has a good record of research activity, especially with regard to the immunological and microbiological markers of disease activity; topical antimicrobial therapy; guided
tissue regeneration; smoking cessation; epidemiology and clinical trials research. Excellent support is available from immunohistochemistry, molecular biology and microbiology laboratories within the Dental School.

4.3 The Unit of Endodontics on level 7 is a self-contained unit comprising 23 chairs. Following the clinic refurbishment, which was completed in the summer of 2012, we there are two dedicated endodontic surgeries which are fully equipped for specialist endodontics, including operating microscopes and in-surgery x-ray machines. Digital radiography will be introduced to the department for use during endodontic procedures imminently.

5. **Staffing**

NHS Consultants within the Restorative Specialities

Dr J Armas  
Ms L Crane  
Dr L Cross  
Mr A Donaldson (Training Programme Director)  
Mr S Jauhar  
Dr K J Jennings  
Mr L Savarrio

Honorary Consultants within the Restorative Specialities

Professor V Bissell  
Ms S Blacker  
Dr S Culshaw  
Mr A Pace-Balzan  
Dr D Robertson

Other staff within the Restorative Specialities

5 Specialty Registrars  
6 Core Trainees  
3 Specialty Dentists  
Senior Clinical University Teachers (2.5 wte)  
Clinical Lecturers (2 wte),  
Clinical Teachers (1.5 wte).

Other relevant staff:

Dental Instructors (1)  
University Teachers (3wte)  
Dental Nurse - Multi-media laboratories (1wte),  
University Secretaries (1.0 wte)  
NHS Secretaries (3wte)
6. **The Post**

This post provides a five-year programme of specialist training in Restorative Dentistry based on the Curriculum for Specialist Training in Restorative Dentistry. Towards the end of the programme the trainee will be expected to sit the Intercollegiate Specialty Fellowship Examination (Restorative Dentistry). Upon successful completion of the programme, and after passing the ISFE examination, the trainee will be eligible for the award of a CCST in Restorative Dentistry and for inclusion on the Specialist List.

Performance assessments and reviews (ARCP) are carried out at the six-month point and thereafter, annually, by the Specialty Training Committee (STC), as outlined in the Dental Gold Guide (www.copdend.org.uk/page.php?ref=9992). Trainees are required to keep a logbook, following the requirements laid down by the Royal Colleges and the Scottish Specialty Training committee for Restorative Dentistry.

6.1 Duties

- Attendance at Consultant clinics and the care of patients as directed by the Consultants in Restorative Dentistry.
- Such administrative duties and clinical activities as may be required in connection with patient care and the general running of the department, including audit, research, clinical governance and supervision of Core Trainees and DCP staff.
- Participation in undergraduate and/or postgraduate education.
- Participation in continuing education for training grade staff, postgraduate students and general dental practitioners.
- Join with other Specialty Registrars on a local and national basis for journal club meetings, postgraduate meetings, training and education conferences, and courses as appropriate.
- StRs are expected to attend locally and nationally organised Specialty Registrar study days. They should also participate in appropriate seminars and journal clubs on a regular basis.
- StRs may be called upon to cover the Restorative emergency clinics.
- StRs participate in a rota providing departmental trauma cover.
- StRs will be expected to travel to other Units within and out with GGC Health Board area as part of their training. A current driving licence will be advantageous.

6.2 Timetable

The session allocation will reflect the SAC recommendations for specialist training programmes, i.e. 60% clinical, 25% academic and 15% research.

6.3 Research

Research facilities are available.

7 **Conditions Of Service**

Your hours of duty will be the standard working week of 40 hours for which you will receive a standard salary (as detailed in paragraph 8b, Appendix 1 of the Terms and Conditions of Service). The annual leave entitlement for Specialty Registrars is in accordance with the current terms and conditions.

10. **Date when post is vacant**

Available from 1 September 2016
11. **Prospective candidates requiring further information**

In the first instance, please contact:-

Mr Alan Donaldson  
alan.donaldson@ggc.scot.nhs.uk  
Training Programme Director  
Glasgow Dental Hospital & School  
378 Sauchiehall Street  
GLASGOW  
G2 3JZ  
Tel: 0141 211 9686
1. THE POST

Applications are invited from suitably qualified Dental Surgeons for the post of Clinical Lecturer in Restorative Dentistry at the Aberdeen Dental School. This is an eight year fixed term appointment and a Specialty Registrar National Training Number in Restorative Dentistry is available with this post based at Aberdeen Dental School and Hospital. The duration of the appointment will permit completion of specialty training in Restorative Dentistry and a PhD degree. The Honorary STr post has the approval of the Postgraduate Dental Dean and the programme has been recognised by the Specialist Advisory Committee for a five-year training programme leading to the eligibility to sit the Intercollegiate Fellowship Examination in Restorative Dentistry.

You will join our team delivering the BDS curriculum in Aberdeen. The Dental School opened in September 2008 offering a graduate-entry programme and the new custom-built Dental School building was completed in autumn 2009. We have excellent facilities and an intake of 20 students per year.

You will be employed by the University of Aberdeen and also be awarded an honorary contract with NHS Grampian. This post provides an eight year training in academic restorative dentistry which includes a five-year programme of specialty training based on the Curriculum for Specialty Training in Restorative Dentistry. The holder of the post will be expected to register for and complete a PhD Degree of the University of Aberdeen and towards the end of their appointment to sit the Intercollegiate Specialty Fellowship Examination (Restorative Dentistry): upon successful completion of the programme, the trainee will be eligible for the award of a CCST in Restorative Dentistry and for inclusion on the Specialist List.

All applicants must be eligible for registration with the General Dental Council (GDC) in the United Kingdom.

2. KEY DUTIES AND RESPONSIBILITIES

It is anticipated that you will have a responsibility for supporting the development and delivery of the undergraduate BDS curriculum in restorative dentistry and other aspects of student teaching and learning. Some experience of teaching or clinical supervision of students in a dental school or an equivalent setting would be advantageous. You will be required to engage in research, complete a higher research degree and specialty training in Restorative Dentistry. You will responsible to the Director of Dentistry, Professor Richard Ibbetson. The clinical training element will be managed locally by Dr Dean Barker, Consultant in Restorative Dentistry and the Regional Training Programme, Dr Pauline Maillou who is based at the Dundee Dental School and Hospital.

Performance assessments and reviews (ARCP) are carried out at the six-month point and thereafter, annually, by the Specialty Training Committee (STC), as outlined in the Dental Gold Guide. Trainees are required to keep a logbook, following the requirements laid down by the Royal Colleges and the Scottish Specialty Training Committee for Restorative Dentistry.

3. ESSENTIAL KNOWLEDGE, SKILLS AND EXPERIENCE

Knowledge

• Eligible for registration with the GDC.
• Suitably qualified Dental Surgeon.
• Awareness of undergraduate dental education.
• Interest in research in the broad field of oral healthcare
• Interest in Restorative Dentistry

Skills
• Have an imaginative and progressive approach.
• Ability to work as part of a team.
• Good communication skills.
• Ideally evidence of clinical and small group teaching, previous research and audit.

Experience
• Ability to support the development and delivery of the undergraduate BDS curriculum.
• Completion of Vocational/Foundation Training or equivalent
• Recent experience of Restorative Dentistry

4. THE UNIVERSITY

The University of Aberdeen, which was founded in 1495, has over 14,000 full-time matriculated students. The University is a world-class research-led centre of learning and teaching excellence. Coupled with these excellent results, the biological and medical researchers have a strong track record of grant income from the UK research councils, EU and medical charities.

The University has two campuses. The King’s College Campus retains its medieval layout and village atmosphere, its fifteenth-century cathedral and its sixteenth-century university chapel. This heritage is fused with modern, state of the art facilities for research, learning and teaching, making it fit for purpose for the students of today. The Foresterhill campus is approximately 1.5 miles from King’s, a comfortable walk through leafy streets. The University currently employs more than 3,900 staff including, 1600 academics, and has a turnover in excess of £200 million per annum (web site: http://www.abdn.ac.uk/).

The University’s organisational and management structure operates within a devolved managerial and budget system. Academic units are grouped into three colleges: Arts and Social Sciences, Life Sciences and Medicine and Physical Sciences.

5. THE COLLEGE OF LIFE SCIENCES AND MEDICINE

The College comprises the following five academic Schools, supported by the Graduate School:

• School of Biological Sciences (Head of School: Prof Elizabeth Baggs)
• School of Medicine and Dentistry (Head of School: Prof Steve Heys)
• School of Medical Sciences (Head of School: Prof Colin McCaig)
• School of Psychology (Head of School: Prof Neil MacRae)
• The Rowett Institute for Nutrition and Health (Director: Prof Peter Morgan)
• Graduate School (Director of School: Dr Bernadette Connolly)

The College of Life Sciences and Medicine was created in 2003 as part of organisational restructuring throughout the University. The College is home to over 3,000 undergraduate and postgraduate students, and is internationally recognised as a research-led centre for teaching excellence and increasingly, commercialisation. The College is run by the Head of College and Heads of School, who have line management responsibilities, with strategic direction and leadership provided by College Directors of Teaching and Research together with Directors of Research Institutes.

The main driver for the creation of Colleges was to establish organisational units large enough to provide managerial, budgetary and planning capacity to determine their own strategies and to manage their own finances at a high level. Within Colleges, structures have been created to support staff and to promote research and teaching collaborations. This also applies to working between the Colleges to ensure interdisciplinary work flourishes.

The School of Medicine and Dentistry and School of Medical Sciences are co-located within two research institutes on the Foresterhill Medical Campus: the Institute of Applied Health Sciences and the Institute of Medical Sciences. The Schools of Biological Sciences (with its Institute of Biological and Environmental
Sciences) and Psychology are located a short distance away on the historic Old Aberdeen Campus, which houses the rest of the University. The College has benefitted from significant estate and infrastructure development in the past 10 years with refurbishments of its Polwarth, Cruickshank and Zoology buildings, the last incorporating a science teaching facility. New build projects have created the Institute of Medical Sciences, the Medical Research Facility, the Health Sciences Building, the deep sea facilities at Oceanlab 1 and 2, the Life Science Innovation building and the Suttie Centre for Teaching and Learning in Healthcare. Looking ahead, a major new build project is in planning, a new home at Foresterhill for the Rowett Research Institute that merged with the University in summer 2008.

6. THE UNIVERSITY OF ABERDEEN DENTAL SCHOOL AND HOSPITAL

The School is based on the Foresterhill site alongside the University of Aberdeen's School of Medicine, Aberdeen Royal Infirmary, Aberdeen Maternity Hospital and the Royal Aberdeen Children's Hospital. It is a new-build, state of the art facility which was completed in autumn 2009 and allows the training of up to 80 dental students and also dental care professionals. This course is graduate entry initially from biomedical sciences but consideration is given to suitably qualified graduates from oral health sciences and other science-related subjects. The first intake commenced their studies in September 2008.

The curriculum for the five-year graduate programme is based on the General Dental Council’s document, ‘Preparing for Practice’ Students are given exemption from the first year of the course based on their prior learning during their previous biomedical sciences degree. Years 2 – 5 are delivered at the University of Aberdeen. The course is theme-based allowing both vertical and horizontal integration. Students are primarily based in Aberdeen but gain Outreach experience in both Elgin and Stornoway in the final years of the course. Pre- and para-clinical teaching is provided by the School of Medicine and Dentistry and the School of Medical Sciences at the University of Aberdeen.

The University of Aberdeen Dental School and Hospital comprises the University of Aberdeen Dental School with the secondary care dental services of NHS Grampian including Restorative Dentistry and Orthodontics and the primary care services for patients with special needs. These activities are co-located on the same site in a purpose-built, state-of-the-art institution. The Aberdeen Dental Education Centre postgraduate teaching facility and outreach teaching facility for Dundee Dental School also forms part of the building.

The accommodation includes a radiology department with dedicated Cone Beam CT, separate technical production laboratories for Restorative Dentistry and Orthodontics, together with teaching and seminar rooms. Clinical areas for Restorative Dentistry, Orthodontics, Paediatric Dentistry, Oral Surgery and Special Needs Dentistry, including sedation facilities, exist along with three undergraduate teaching clinics.

Aberdeen Royal Infirmary, Foresterhill, with a complement of 900 beds, is the principal adult acute teaching hospital of the Grampian Area providing a complete range of medical and clinical specialties. Major specialties based at Aberdeen Royal Infirmary include Accident and Emergency, General Surgery (including vascular), Urology, General Medicine and Trauma\Orthopaedics. There are regional services for Neurosurgery, Neurology, Renal Medicine, Burns & Plastic Surgery, Oral and Maxillofacial Surgery, Cardiology and Cardiothoracic Surgery. There is an excellent Radiology Department (diagnostic and interventional) with first class facilities including CT, MRI, PET and ultrasound. Aberdeen Royal Infirmary is the major trauma centre for the area.

Royal Aberdeen Children’s Hospital, together with the Neonatal Unit in Aberdeen Maternity Hospital, provides all specialist care for children in the Grampian Region and the Orkney and Shetland Islands.

Aberdeen Maternity Hospital is the main Maternity Hospital for the area. It has both antenatal and post-natal beds.

The Foresterhill Health Campus also accommodates the National Hyperbaric Centre, the Medical School, the Institute of Medical Sciences, the Rowett Institute of Nutrition and Health and the Suttie Centre, a dedicated facility for the training of health professionals. The site therefore represents one of the biggest hospital campuses in Europe.

7. THE DEPARTMENT OF RESTORATIVE DENTISTRY
The Department of Restorative Dentistry within the Dental School and Hospital provides specialist services throughout the Grampian, Orkney and Shetland Health Board areas, serving a population base of approximately 630,000.

The department has eight dedicated surgeries, all equipped to a high standard. The Department provides advice and treatment planning for general dental practitioners and the community dental service. In addition it supports the activity of other specialities within the Health Board. The full range of procedures in Restorative Dentistry is carried out in a fully integrated manner. All aspects of Endodontics, Periodontics, Fixed and Removable Prosthodontics, including Maxillofacial Prosthodontics and Implant Dentistry are performed.

**Combined Clinics:** as a result of the location of regional and sub-regional medical and surgical specialties in Aberdeen, the Restorative Department has significant involvement in the provision of tertiary services. This experience is unique with respect to any other Restorative Dental service in Scotland. This collaboration results in the Restorative Dentistry Department being involved in the care of patients with varying and complex treatment needs.

Aberdeen is a regional centre for secondary and tertiary cleft lip and palate surgery and, in addition, all orthognathic surgery for the region is based in Aberdeen. It is also the regional centre for head and neck oncology and a multidisciplinary Head and Neck Cancer clinic is held each week. In addition, the National Hyperbaric Centre is on-site attracting tertiary referral for head and neck oncology patients with complex management problems.

Weekly combined clinics take place between Restorative Dentistry, Orthodontics and Oral and Maxillofacial Surgery with a broad case mix including hypodontia, cleft lip and palate, and facial deformity. Many challenging multi-disciplinary cases are undertaken. In addition, a monthly implant clinic is held with Oral and Maxillofacial Surgery for the planning of complex cases, for example those requiring extensive bone grafting.

The Department is actively engaged in teaching, including in the provision of Section 63 courses for general dental practitioners and clinical training for Specialty Registrars and Dental Core Trainees.

**Peripheral Clinics:** visits are made to Orkney twice per year by a Consultant in Restorative Dentistry for up to three days at a time. This is to provide Restorative Dentistry diagnostic and treatment planning advice to the independent Health Board of Orkney. At the present time patients resident in Shetland travel to Aberdeen for access to a similar service. The population of Orkney is 21,570 and Shetland 23,200.

**Staff in Restorative Dentistry**

**Consultants:**
Dr D Barker (NHS Consultant)
Dr G Cherukara (Honorary Consultant)
Mr MA Donachie (NHS Consultant)
Professor R Ibbetson (Honorary Consultant)
Mr SR Rollings (NHS Consultant)

Other staff within the hospital service includes a full time specialty dentist (0.8wte), a Specialty Registrar, visiting Specialty Registrars from Dundee Dental Hospital, two CT2 dentists, and two CT1 dentists. There is a Dental Hygienist/Therapist (0.6wte). There is excellent Dental Nurse support and a dedicated Departmental Secretary.

The Restorative Dentistry production laboratory has seven Dental Technicians and an ATO. All technical work covering the disciplines of fixed and removable prosthodontics, implant-retained prostheses, and intra-oral and extra-oral maxillofacial prosthetics is carried out. Scanning facilities are available. There are separate dedicated Maxillofacial and Orthodontic laboratories, each staffed by three technicians.

8. **DUTIES**

The appointee will be responsible through the Director of Dentistry to the Head of School of Medicine and Dentistry. For their clinical training, locally the holder of the post will responsible to Dr Dean Barker, Consultant in Restorative Dentistry and Regionally to Dr Pauline Maillou, Regional Training Programme Director based at Dundee Dental School and Hospital.
(i) Contribution to the teaching and research activities of the Aberdeen Dental School and Hospital
(ii) Attendance at Consultant clinics and the care of patients as directed by the Consultants in Restorative Dentistry with such administrative duties and clinical activities as may be required in connection with patient care.
(iii) Development of personal research activity to support completion of a higher research degree (PhD) of the University of Aberdeen.
(iv) Didactic and clinical teaching duties as requested by the Director of Dentistry.
(v) Participation in continuing education for training grade staff, postgraduate students, general dental practitioners and dental care professionals
(vi) As part of the specialist training programme in Restorative Dentistry, the post holder will be expected to travel to other Units within and out with Grampian Health Board area.
(vii) Such other duties as may from time to time be requested by the Director of Dentistry following discussions with the post holder.

9. THE CITY OF ABERDEEN

With the population approaching 250,000, Aberdeen is big enough to provide all the advantages of city life, yet compact enough to enjoy the more intimate atmosphere usually associated with small towns.

Aberdeen caters for a wide range of tastes in sporting and cultural activities. To find out more about Aberdeen and its surrounding area go to www.VisitScotland.com and click on Aberdeen on the map.

9. SALARY AND TERMS OF EMPLOYMENT

Salary will be at the appropriate point on the Clinical Lecturers Salary Scale for Staff not holding Honorary Consultant contracts (with placement according to qualifications and experience).

This post is available for eight years.

It is the policy of the University, in line with the Protection of Children (Scotland) Act 2003, to carry out Disclosure Scotland checks on all staff. Any offer of employment will be conditional on the completion of a satisfactory Disclosure Scotland check and employment will not commence until such a check has been satisfactorily completed.

This post is not on the current "shortage occupation" list and does not meet the minimum qualification requirements as issued by the Border and Immigration Agency therefore it will not qualify for a work permit. Unfortunately we are unable to consider applications from candidates for this post who require a work permit to work in the UK.

10. APPLICATION PROCEDURE

Informal enquiries are welcome and should be made to Professor Richard Ibbetson, Director of Dentistry, e-mail: Richard.Ibbetson@abdn.ac.uk Telephone: Lorraine Middleton, Personal Assistant: 01224 555154.

*The University pursues a policy of equal opportunities in the appointment and promotion of staff.*
The sessional allocation will reflect the Specialist Advisory Committee’s recommendations for specialty training programmes, i.e. 60% clinical, 25% academic and 15% research. The enclosed timetable is notional and is subject to agreement with the Director of Dentistry, the Regional Training Programme Director in Restorative Dentistry, the Specialty Training Committee for Restorative Dentistry in Scotland and the SAC in Restorative Dentistry of the Joint Dental Faculties of the UK Surgical Royal Colleges.

**Notional timetable: Lecturer / Honorary StR in Restorative Dentistry**

**Aberdeen Dental School and Hospital**

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<th>Year 1</th>
<th>AM</th>
<th>PM</th>
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Dental School/Dental Health Services Research Unit  
http://dentistry.dundee.ac.uk/dental-health-services-research-unit

CLINICAL RESEARCH FELLOW/ HONORARY SPECIALTY REGISTRAR in RESTORATIVE DENTISTRY

NIHR HTA INTERVAL Trial

Full Time

Informal enquiries are welcomed and intending applicants who would like to visit the Dental School/Dental Health Services Research Unit to discuss the post further should make an appointment with Professor Jan Clarkson, j.e.clarkson@dundee.ac.uk, Tel. 01382 3838175 or Professor David Ricketts, d.n.j.ricketts@dundee.ac.uk, Tel: 01382 381617.

Successful applicants will be subject to health clearance and Disclosure Scotland/PVG checks

Interviews will be held on Monday 21st and Tuesday 22nd March 2016.

Closing date: 28th February 2016

The University of Dundee is committed to equal opportunities and welcomes applications from all sections of the community.

Dental Health Services Research Unit  
University of Dundee  
Level 9, Dundee Dental School  
Park Place  
Dundee, Scotland  
DD1 4HN  
http://dentistry.dundee.ac.uk/
Further Particulars

1. Job Title and Reporting

Job Title: Clinical Research Fellow/Honorary Specialty Registrar in Restorative Dentistry

Reporting to: Professor Jan Clarkson; Joint Chief Investigator INTERVAL
Professor David Ricketts Section Lead: Operative Dentistry, Fixed Prosthodontics and Endodontology
Dr Pauline Maillou: Regional Training Programme Lead

Staff Responsible for: n/a

Duration of employment: Funded for up to 8 years

2. Job Purpose

There are two elements to this post:
- The NIHR HTA Trial and higher research degree
- Specialty training in Restorative Dentistry

In addition to Specialty Training in Restorative Dentistry and clinical and teaching duties, the main responsibility of the successful candidate will be to participate in and support the NIHR HTA Investigation of NICE Technologies for Enabling Risk-Variable Adjusted Length Dental Recalls Trial (INTERVAL), working closely with the Trial Manager and team. This randomised controlled trial has been commissioned by the National Institute for Health Research Health Technology Assessment (NIHR HTA) programme. Professor Jan Clarkson, Dental Health Services Research Unit (DHSRU), University of Dundee and Professor Nigel Pitts Director: Dental Innovation and Translation Centre (ITC), King’s College London Dental Institute, are the Joint Chief Investigators leading a UK-wide research team from NHS Education for Scotland (NES) and the Universities of Kings College London, Aberdeen and Manchester. The University of Dundee is the trial sponsor.

The aim of this £2.6 million study is to compare the effectiveness and cost-effectiveness of different recall intervals – once every 24 months; risk-based varying interval from 3 – 24 months or every 6 months for optimum, cost-effective maintenance of oral health in dentate adults attending general dental practice. The study is being conducted in general dental practices across Scotland, Northern Ireland, Wales and England and involves adults who are regular attenders and have no contraindications for treatment. The main trial has been running since September 2011 and the end date is August 2018. Recruitment has finished and the trial is in maintenance and follow-up, which will include Final Year 4 Clinical Assessments of patient participants.

In addition to supporting the day to day running of the trial, the successful applicant will have the opportunity to undertake research for a higher degree related to the INTERVAL Trial.

The post offers the opportunity to undertake a training programme in the specialty of Restorative Dentistry (based on the Curriculum for Specialist Training in Restorative Dentistry published in April 2009 and available on the General Dental Council website (www.gdc-uk.org), which will lead to eligibility to sit the Intercollegiate Specialty fellowship examination in Restorative Dentistry. The post
has approval from the Postgraduate Dental Dean and a Training Number will be awarded to the appointee. Performance assessments and reviews (ARCP) are carried out at regular intervals by the Speciality Training Committee (STC), as outlined in the Dental Gold Guide (www.copdend.org). Trainees are required to register with ISCP (Intercollegiate Surgical Curriculum Programme) and keep a logbook following the requirements laid down by the Royal Colleges and the Scottish Specialty Training Committee for Restorative Dentistry.

Applicants for this post will be qualified dental surgeons who are fully registered with the General Dental Council. Applicants invited for interview (which will be held on Monday 21st and Tuesday 22nd March 2016) will be asked to provide documentation of up-to-date professional registration. A high degree of professionalism, excellent interpersonal and networking skills, the ability to work in a team and an interest in and appreciation of research in dentistry are all essential requirements for this post. Experience of participating in research and of working in General Dental Practice would be advantageous. Whilst the post will be based in Dundee the successful candidate must be willing to travel and stay overnight visiting the other collaborative centre in Aberdeen, and participating UK wide general dental practices.

3. Key Result Areas

Main Responsibilities

Research and Scholarship

• Act as Clinical Research Fellow on NIHR HTA INTERVAL Trial, working closely with the Trial Manager;
• Together with the Trial Manager support the Joint Chief Investigators with the day to day management of the trial, particularly the Final Year 4 Clinical assessments for patient participants;
• With the Trial Manager contribute to the development and implementation of systems to ensure compliance with the trial protocol throughout all trial participating sites;
• Contribute to the development of methodologies and techniques appropriate to the Trial which are innovative and add value to the knowledge and understanding of the protocol;
• Provide support and training for internal/external collaborators on clinical aspects of the trial;
• Participate in relevant training in areas such as research governance regulations including compliance with Good Clinical Practice (GCP), quantitative and qualitative research methods (evidence synthesis, ethic committees, writing up) and dissemination;
• Participate in research related activities at the Dental School and DHSRU, University of Dundee, and NES including contributing to the development of research proposals and funding bids aimed at increasing the capacity and quality of research in dental primary care;
• Review and synthesise the outcomes of relevant research studies, interpret findings and contribute to the development of new ideas; Study for a Higher degree (PhD).
• Publish in professional and peer reviewed journals

Communication

• Together with the Trial Manager liaise on a regular basis with the Joint Chief Investigators, to work proactively to ensure success in delivering the trial in an efficient and timely manner;
• Together with the Trial Manager and team ensure the development, maintenance and monitoring of efficient and effective communication strategies;
Liaise with the Trial Steering Group and Data Monitoring & Ethics Committee as required and ensure all trial procedures are developed according to Good Clinical Practice and Data Protection Guidelines;

Provide support to the participating GDPs on queries relating to the process of the trial and clinical issues;

In collaboration with the Trial Manager and Joint Chief Investigators, prepare reports for the funder, write up the results of the trial for the sponsor, for wider dissemination including professional and academic journals;

Attend meetings and other events appropriate to the trial.

Liaison, Networking and Teamwork

Support the Joint Chief Investigators in maintaining strong links with all co-applicants and collaborators;

Contribute to the maintenance of a collaborative multi-professional, multi site research team;

Managing People

Organise and prioritise own work and that of others to meet deadlines;

Be involved in the line management of Trial Outcome Assessors;

Act as mentor to colleagues.

Initiative, problem solving and decision making

Working as part a multi-disciplinary team
Contribute to the resolution of problems affecting the delivery of the trial;
Contribute to the decision making process on execution of the trial;
Provide advice and reports as required.

Planning and Organising

In collaboration with the Joint Chief Investigators and the Trial Manager, ensure the trial is delivered on time, within budget, to high quality standards and to the requirements of the sponsor;
Contribute to the management of quality, audit and other external assessments, e.g. Research Excellence Framework;

Clinical Duties

Contribute to the training of clinical outcome assessors and general practice teams participating in INTERVAL when necessary
Be flexible in providing support for teaching activities as appropriate.
Carry out treatment of patients in Restorative Dentistry appropriate to level of experience.

Training will mainly take place in Dundee Dental School and Hospital and School (DDH), however clinics may also be held at Ninewells Hospital and Aberdeen Dental School and Hospital.
The post holder will be expected to:

- participate fully in training
- participate in clinical or other service activities
- undertake clinical audit
As a University staff member you will take part in the annual Objective Setting and Review System (OSAR) to promote your longer-term career development.

4. Further Information about the University, The Dental School and Dental Health Services Research Unit (DHSRU)

The University of Dundee
We've been named Scottish University of the Year in The Times & Sunday Times Good University Guide 2016 and are in the top 20 universities worldwide under 50 years old (Times Higher Education 100 Under 50 2015). Our students also rate us very highly on student satisfaction - we have been ranked No. 1 in Scotland for six years running by the Times Higher Education (THE) Student Experience Survey (2010 - 2015).

The University is organised into 9 schools all of which have associated interdisciplinary research centres. The schools are: School of Art and Design; School of Dentistry; School of Education and Social work; School of Humanities; School of Life Sciences; School of Medicine; School of Nursing and Health Sciences; School of Science and Engineering; School of Social Sciences. There is a strong ethos of interdisciplinary collaboration which contributes much towards fulfilling the University vision to "transform lives locally and globally through the creation, sharing and application of knowledge."

The Dental School and DHSRU
Dundee Dental Hospital and School and DHSRU offer a unique and exciting working environment. This post offers a unique opportunity for the post holder to work across the various parts of the School and with researchers who have national and international research reputations. It is envisaged that the successful applicant will be able to work and move seamlessly wherever they need to be to help deliver this Trial on time, within budget and to high quality standards.

Departmental Arrangements
The Dental School is a single University Department. For administrative purposes and for teaching and the delivery of clinical care, it comprises the following Units and Sections:

Dental and Oral Health and Health Psychology (including Orthodontics, Preventive and Children’s Dentistry and Dental Public Health).

Restorative Dental Care and Clinical Dental Sciences (including Operative Dentistry, Endodontics, Fixed Prosthodontics, Removable Prosthodontics, Periodontology, Integrated Oral Care, Dental Materials Science, Oral & Dental Anatomy and Oral Physiology.

Oral Surgery and Medicine (including Oral and Maxillofacial Surgery, Oral Medicine, Oral Diagnosis and Radiology).

Cell and Molecular Biology

Oral Health Sciences This Unit runs a 3 year degree programme for Dental Therapists.

The NHS clinical sections follow a broadly similar pattern based within the Dundee Dental Hospital and School.

Within the institution, there is also a School of Dental Nursing.
Dundee Dental Hospital and School
Restorative Dentistry
The clinical departments within the area of Restorative Dentistry provides out-patient clinics in the areas of Operative Dentistry, Endodontontology, Periodontology, Prosthodontics and Restorative Dentistry. All aspects of Restorative Dentistry are undertaken including implantology and comprehensive laboratory facilities are available.

Consultant Staff
Prof RG Chadwick Senior Lecturer/Hon Consultant in Restorative Dentistry
Dr JR Drummond Senior Lecturer/Hon Consultant in Restorative Dentistry
Dr AF Hall Senior Lecturer/Hon Consultant in Restorative Dentistry
Dr A Heffernan Consultant in Special Care Dentistry
Dr J Kilgariff Consultant in Endodontics
Dr P Maillou Senior Lecturer/Hon Consultant in Restorative Dentistry
Dr A Pye Consultant in Restorative Dentistry
Dr J Radford Senior Lecturer/Hon Consultant in Restorative Dentistry
Prof DNJ Ricketts Professor/Hon Consultant in Restorative Dentistry
Dr B Stevenson Consultant in Restorative Dentistry
Dr C Tait Senior Clinical Teacher / Hon Consultant in Endodontics

Other Clinical Staff
Specialty Registrars in Restorative Dentistry and in Endodontics
DCT1/DCT2 trainees
Dental hygienists/therapists
A number of clinical academic staff across all the different disciplines within Restorative Dentistry including Senior Lecturers, Lecturers and Specialty Dentists on both full and part-time contracts.

Student Base
There is a current intake of 59 BDS undergraduate students each year. The intake for Oral Health Sciences is 10. Restorative Dentistry also hosts the successful MDSc in Prosthodontics (2 years full time) which recruits approximately 15 students every 2 years. It is about to launch an MDSc in Endodontology with the intention of recruiting up to 24 students between both programmes. The Dental school also has TPG courses in, Dental Public Health (MDPH) Forensic Odontology ( MSc (1 year) MFOdont (2 years)) Orthodontics (based in Cairo); MRes in Oral Cancer and an MSc in Oral Biology. There are 31 PhD, and 7 research Masters students.

Teaching
Restorative dentistry is taught throughout the undergraduate course, starting with Endemic Diseases in first and second year and then a complete lecture/ tutorial based course in the main subject areas of Prevention, Operative Dentistry, Fixed Prosthodontics, Endodontontology, Periodontology and Removable Prosthodontics throughout years 3, 4 and 5. In final year, students mentor junior students whilst consolidating their clinical skills in the Section of Operative Dentistry, Fixed Prosthodontics, Endodontontology and Integrated Oral Care together with caring for patients in dedicated Outreach Centres associated with the University In 2015 it was ranked No 1 in the Guardian’s University guide.

Research
Research in the Dental Hospital and School is based on a team approach and co-ordinated by the Research Affairs Committee. The current research groupings are-

- Dental Health Services Research Unit (DHSRU)/Dental Public Health
- Dental Caries
- Craniofacial Developmental Abnormalities

There are excellent facilities within the Dental School and the University campus nearby in which collaborations exist with a number of departments.
Clinical Facilities
The Dental Hospital is well equipped throughout with modern dental chairs in units both in open teaching clinics and in individual surgeries. Undergraduate clinical teaching in Operative Dentistry takes place on the 2nd floor of the Dental School. There are 10 units in IOC plus 2 side surgeries and 18 units on the main clinic plus 4 side surgeries. Undergraduate clinical teaching in Periodontology and Prosthodontics takes place on the 3rd and 4th floors of the Dental School. A well-equipped operative techniques laboratory which includes surgical microscopes and a major refurbishment of the Integrated Teaching Laboratories took place in 2011 and incorporates A/V facilities for the teaching of the laboratory aspects of removable prosthodontics.

Dental Health Services Research Unit (DHSRU)
Dental Health Services Research Unit (DHSRU) was founded in 1979 at the University of Dundee following an open competition among Scottish Universities. The Chief Scientist Office of the day recognised the need for research to map Scotland's poor record of dental health more clearly and to provide an evidence base for the measures employed by the NHS in Scotland to prevent and manage oral disease.

DHSRU quickly established itself in the early 1980s with a series of classic papers reporting analyses from longitudinal studies of routine NHS dental care and pioneering work in dental treatment decision making. In January 2013, Professor Jan Clarkson and Professor Ruth Freeman were appointed as Co-Directors of DHSRU and under their direction DHSRU continues to flourish and expand. Professor Clarkson leads the Effective Dental Practice Programme and Professor Freeman leads the Oral Health and Health Research Programme. The Unit was further strengthened in October 2013 by the appointment of Mr Derek Richards, Director of the Centre for Evidence Based Dentistry, as Honorary Senior Lecturer, and the Centre's relocation to DHSRU.

DHSRU is a recognised research centre across a range of dental health services research both nationally and internationally. The Unit has evolved to meet the changing needs of the NHS in Scotland and has made long-term contributions in the areas of dental epidemiology and public health, cariology, practice-based dental research and evidence-based dentistry. The Unit's remit is: “To contribute to improving oral health and effective dental healthcare in Scotland and beyond by undertaking and facilitating collaborative health-related research and development which is delivered and implemented to international quality standards”

DHSRU remains unique in dentistry, in the UK and internationally, by maintaining a long-term portfolio of projects focusing on matters of importance to health services and providers of routine dental care. The rich history and 'corporate memory' of its staff, combined with a mature network of local, national and international collaborators, enables DHSRU to exploit synergies and deliver a range of dental research in key priority areas to high methodological standards.

5. Dental School/DHSRU Responsibilities to the Post holder

- The Dental School and DHSRU provide good physical and social working environments.
- The research team will meet with you on a regular basis with formal overview and progress meetings.
- You will take part in the annual Objective Setting and Review System (OSAR) to promote your longer term career development

6. Research Staff Terms and Conditions

These are the general terms and conditions for full-time Research staff. Part-time staff terms and conditions are pro-rata.

Pay Scales
Clinical Research Payment is made on the Clinical Academic Staff salary scale, which is reviewed annually. After more than 6 months employment (before 1 April) an increment is payable annually on 1 October up to the maximum of the grade.

Salary Payment
Payment is made monthly in arrears.
Superannuation
Contributions are made by both the employee and the University, with the University meeting the balance of the cost of the benefits, to the Universities Superannuation Scheme. Superannuation is a choice and is not compulsory for the employee however you will be opted into the Scheme unless you inform the Pensions Office that you do not wish to join before you take up your employment. Employees may be eligible to join up to age 64, although there are additional contributions payable for those joining USS who are age 60 or above.

Retiral
Research staff will retire on 30 September following their 65th birthday but may retire at any time following their 60th birthday on giving due notice.

Occupational Sick Pay Scheme
There is an occupational sick pay scheme where the period of entitlement to paid sick leave is based on the length of continuous service. After 5-years’ services an employee is eligible for 6 months ‘full pay’ and 6 months ‘half pay’.

Work / Life Balance Policies
There is a range of policies designed to support staff to balance work and home life and deal with personal responsibilities, as well as some of life’s major events. These include Adoption Leave, Compassionate Leave, Bereavement Leave, Family Leave, Children and Dependents Leave, Fertility Treatment Leave, Flexible Working, Foster Care Leave, Jobshare / Part-time Working, Maternity Leave, Parental Leave and Paternity / Maternity Support Leave.

Disclosure Scotland Checks
If you are successful in your application, the offer of employment will be subject to a satisfactory Disclosure Report (PVG). The University will make a Disclosure application to Disclosure Scotland which will reveal any past criminal convictions (spent or unspent) or inclusion on the Disqualified From Working with Children List. Any non-conviction information held locally by the police may also be disclosed should this be considered relevant to the position. Please note it is a criminal offence to apply for a childcare position if you are on the Disqualified From Working with Children List.

Relocation Expenses
The University makes a contribution towards relocation expenses incurred by newly appointed members of staff in moving to Dundee to take up their appointments. The reimbursement is subject to a maximum of the equivalent of one month’s gross pay calculated on basic starting salary (this does not include any shift allowances, out of hours intensity supplements, distinction awards, etc). Additional assistance may be given in respect of removals from overseas. If relocation expenses are paid and the member of staff leaves within two years, the University will require repayment of any such relocation expenses. Less than 2 years will be reimbursed on a fractional basis. Recovery will be at the rate of 1/24th for each month less than 2 years worked and will be automatically deducted from the final salary payment.

R&F 25/01/16