

PROFILE

I am an accomplished dental professional with over 37 years' experience within the NHS and Private Practice. I have a proven track record of effective leadership and motivation of clinical and non-clinical staff as a long-term Practice Owner for many years. Excellent network links both within and external to the NHS. Considerable knowledge in delivering educational programmes across a wide range of topics as an Educational Supervisor for 18 years. My expertise as a Practice Appraiser has given me deep knowledge of quality assurance, verification and governance systems. An effective and proficient development adviser for remediation, personal development and career development who has supported many colleagues within my roles as a Mentor and Workplace Supervisor.

GDC registration number: 55980

Employment History:

<i>Associate Dentist - GR Abbotts- Manchester</i>	<i>Jan 1982- June 1984</i>
<i>Associate Dentist – Edlin & Harris – Chorlton, Manchester</i>	<i>July 1983- June 1984</i>
<i>Acquired Practice – Bennison Dental – Bolton</i>	<i>June 1984 – Nov. 2019</i>
<i>Opened Practice – Bennison Dental – Sale, Manchester</i>	<i>July 1986 – Jan. 1998</i>
<i>Associate Dentist – Bolton Brite – Bolton</i>	<i>Nov. 2019 – now</i>
<i>Appraiser Bolton Dental Practices – Bolton PCT</i>	<i>Oct. 2010 -Oct 2014</i>
<i>Appraiser BDA Good Practice Scheme – BDA</i>	<i>Jan. 2012- now</i>
<i>Mentor/WPS for Dentists in difficulty – HEENW and NHSE</i>	<i>June 2018 - now</i>

Education History:

1). Under Graduate

<i>University of Manchester – B.D.S.</i>	<i>Dec. 1981</i>
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2). Post Graduate

<i>Faculty of the Royal College of Surgeons – M.J.D.F. R.C.S.</i>	<i>July 2009</i>
<i>Edge Hill University – PGCert.in Teaching and Learning in Clinical Practice</i>	<i>Nov. 2015</i>

3). Professional

<i>Educational Supervisor (ES) – HEENW formerly NW Deanery)</i>	<i>Aug 03 – now</i>
<i>Cert. Teaching & Learning in Medical Practice (merit) - UCLAN</i>	<i>Feb 2007</i>
<i>Cert. Dental Practice Management – Papillon Training</i>	<i>Jan. 2008</i>
<i>Cert. Dental Practice Appraisal – F.G.D.P.</i>	<i>Sept. 2010</i>

Specific to Development Adviser:

- **Development of Personal Development Plans and mapping CPD.**

- My work as an ES over many years to help FDs create a PDP and map this to their CPD.
- Keep up to date with changes to regulations by attendance on courses and the skills I have gained through Appraisal and as a Practice owner, working with a large team of Dental Professionals.
- Involved in a 'Think Tank' with Denplan on the formation of Denplan Excel. This is an advanced Quality Assurance programme developed by dentists to help support Clinical Governance, professional regulation and excellence in patient care.

- **Knowledge of development tools to increase insight and self-awareness.**

- Advanced Certificate in Mentoring in 2014 from UCLAN which gave me knowledge of the development tools needed to increase insight and self-awareness.
- Further to this, the PGCert. In Teaching and Learning in Clinical Practice in 2015 enhanced my knowledge and skills in the tools necessary to assist Professionals in need.
- Regular bi-annual courses provided by HEENW to ESs to embed knowledge and increase insight.

- **Knowledge of relevant workplace-based assessments, e.g., audit, case-based discussion.**

- Trained as an ES in workplace-based assessments tools. This includes
 1. Observation – ADEPTS – a dental observation tool, mini Cex – mini clinical observation exercises and procedure-based assessments.
 2. Discussion of Clinical cases – e.g., Cbd – case-based discussion.
 3. Receiving feedback from colleagues, staff and patients – through patient surveys, multisource feedback (MSF) and 360-degree assessment.
 4. Quality Improvement and Assurance e.g., Audit and root cause analysis.
- Course through Dental Mentors UK – October 2021 – WBA tools
- Course with HEENW for Mentors and Work Placed Supervisor (WPS) - Nov. 2018 on tools available to Mentors to carry out workplace- based assessments.

- **Knowledge of current standards and guidelines in dentistry.**

- Course through Dental Mentors UK – Nov. 21 – Standards and Guidance.
- Practice owner – regular inspections of the Practice as an ES, BDA Good Practice and Denplan Excel to show Clinical Governance with audits, presentations, and interviews.
- Attendance at BDA conference May 2019 course from GDC to spell out their 9 Principles.

- **Knowledge of the GDC fitness to practise process**

- Advanced Certificate in Mentoring 2014 gave me knowledge of the process.
- My work with HEENW and Dentists in difficulty as a mentor and WPS has enabled me to understand the process of GDC fitness to Practice and deal with the case handlers and lawyers from both sides.
- Involved in ftp hearing on behalf of a mentee.

- **Report writing skills.**

- Have written reports to NHSE, HEENW and the GDC on behalf of my mentees so I am familiar with what is necessary and required.
- HEENW Course Nov 2018 – to give skills and knowledge of what is needed to provide a written report.

- **Equality, diversity and inclusion policies.**

- As an ES I am up to date with equality, diversity and inclusion policies which are mandatory for the role.
- Equality and Diversity Update – Course HEE - April 2020
- Advanced Certificate in Mentoring 2014 – gave knowledge and practical experience

- **Effective communications skills.**

- Being an ES and a Mentor has helped improve my communication skills. Courses provided by HEENW include Medical role player actors with observations and assessment.
- An ES must assess their FDs communication skills and provide advice on improvements after each Work placed assessment.
- As a Practice Owner with 20 staff, I had to develop and enhance my communication skills to ensure the smooth running of the business.

- **Motivating and developing others.**

- My roles as an experienced dentist, ES, Appraiser and Mentor/WPS together with the Certificates in Teaching and Learning has given me the skills to motivate and develop others.
- Meetings with Dental Mentors UK which are held monthly through 2021.
- Annual Mentoring Conference 2018 and 2019 with speakers and workshops.

- **Good interpersonal skills.**

- I have self-awareness and awareness of others, ability to collaborate and work with others, care about others, conflict management and resolution skills.
- I use active listening skills, teamwork, leadership, patience, flexibility, dependability, motivation and take responsibility.
- My experience and knowledge and continuing thirst for learning has contributed to these skills.