

**Profile**

Since qualifying in 2000, I have worked in both NHS and private general dentistry, as well as the community dental service and cooperate leadership. I was a dental foundation educational supervisor for 5 years and then a training programme director for dental foundation training for a further 5 years and therefore have a passion for dental education. I completed postgraduate certificates in teaching and learning and in mentoring, coaching and leadership and was previously a HEE approved mentor for registrants in difficulty. I have recently developed a private mentoring programme for overseas dentists and currently train other dentists to provide this mentoring in practice. My passion is to help people get the most out of their career in dentistry and to help people gain the skills to stay on track to a successful career.

**GDC registration number: 77924**

**Employment History:**

**Jan 2018 – Dec 2022: Clinical Director for Clinical Development  
{my}dentist**

Responsible for the clinical education and development of our dental teams. Working with our internal Academy and external agencies to ensure dentists and DCPs can engage in continued professional development and further their dental careers.

Working with HR, L&D and resourcing teams to ensure we offer clinicians a great place to work, study and enhance their future in dentistry.

I deliver mentor training to all of our NHS and PLVE supervisors which has been approved by HEE. I have also developed a {my}dentist mentor programme for private dentistry.

Previously

**Clinical Director for North West Region  
{my}dentist**

Responsible for the clinical aspects of over 150 practices across the North West. Ensuring high clinical standards and regulatory compliance.

**2005-2017 Bury Community Dental Service**  
Moorgate Primary Care Centre  
22 Derby Way  
Bury  
BL9 ONJ

**Senior Dental Officer.**

The service became part of Pennine Care NHS Foundation Trust in 2013 when 3 salaried dental services joined together to become a Dental Directorate, covering Bury, Heywood, Rochdale, Middleton and Oldham with a total of 7 sites including a prison and consisting of approximately 25 surgeries. The services included emergency dental care, special care dentistry and tier 2 oral surgery services, including the provision of conscious sedation. I was the lead clinician for the provision of minor oral surgery and conscious sedation across the Directorate and developed a training course for conscious sedation which was accredited by IASCD to enable us to deliver in house training in conscious sedation. I have a MSC in conscious sedation and a PGCert in Clinical Education as well as a PGCert in Leadership, Coaching and Mentoring. I was an educational supervisor for foundation dentists for 4 years here before I became the training programme director for the Wythenshawe foundation dentist scheme within HEE. I was the BDA Accredited Representative for the Directorate, enabling me to assist dentists with employment difficulties and negotiate on their behalf.

**2013-2018**

**Health Education England (North West)**  
3 Piccadilly Place  
Manchester

**Training Programme Director for Dental Foundation Training.**

Responsible for the organisation, provision and quality assurance of a study day programme to meet the Foundation curriculum within a set budget. Accountable for the Foundation Dentists satisfactory completion of the Foundation year and also for the performance review of the education supervisors to enable reappointment to the scheme. This included carrying out practice inspections and record card audits of the applicants. Alongside this, I also inspected practices for Performer List Validation by Equivalence (PLVE) applications.

I was also an approved mentor for dental registrants in difficulty, helping dentists to complete any action plans/personal development plans they require in order to become reflective practitioners and satisfy any requirements from the GDC or NHS England.

**2015-2018**

**Parliamentary and Health Service Ombudsman**  
**The Exchange**  
3 New York Street  
Manchester

**Dental clinical advisor.**

Working as part of a multidisciplinary team of different clinical advisors from all areas of the NHS as well as lay caseworkers dealing with dental complaints. The majority of my advice was given through documented discussions and therefore required excellent communication skills as well as good current knowledge of the regulations relating to NHS dentistry. Also through written reports and therefore required skills in writing evidence based reports which can be understood by the public/complainant.

**January 2004 to Sept 2005**

Michael Haffner and associates  
The Bank Practice  
437 Bury New Road  
Prestwich  
Manchester  
M25 1AF

I worked here as an associate providing both NHS and private dental treatment.

**August 2000 to April 2004**

Joan Tappin and associates  
Sutton Dental Practice  
7-13 Black Lion Lane  
Little Sutton  
CH64 0TD

I started my career here as a VT and continued as an associate providing both NHS and private dental care.

### **Education History:**

2017	Postgraduate Certificate in Leadership, coaching and mentoring
2015	Postgraduate Certificate in Clinical Education Edgehill
2011	Certificate in Advanced Mentoring UCLan
2009	Certificate in Facilitating Learning UCLan
2008	MSc Control of Pain and Anxiety (sedation) The University of Manchester Dental School
1995 – 2000	BDS The University of Liverpool Dental School

### **Specific to Development Adviser:**

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

#### **Examples of evidence**

Clinical Director for clinical development for large cooperate supporting almost 600 practices/ over 200 clinicians.

Deliver mentor training

Approved mentor with HEE for dental registrants in difficulty – supported many dentists in the past with their GDC conditions by helping them produce a PDP and develop lifelong learning skills.

ES and TPD for DFT – covering 10 years in total, enabling newly qualified dentists to gain the skills for lifelong PDP/CPD and career progression

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

#### **Examples of evidence**

Deliver training to mentors including use of the following tools:

Learning styles questionnaires

Models of reflection e.g. Gibbs cycle

Models for feedback e.g. Pendleton

Myers Briggs

GROW model

Chunking model

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

**Examples of evidence**

Carried out WBAs as ES and TPD for DFT

Teach others how to do WBAs for DFT, PLVE, students

Produced own private mentoring programme which includes all WBAs – ESR, DOP, ADEPT, CBD, audit, PSQ, MSF.

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

**Examples of evidence**

Being a clinical director requires me to be in a position where I can give help and advice on current standards and guidelines and therefore my own knowledge requires to be kept up to date and at the forefront of what is happening in dentistry.

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

**Examples of evidence**

Have helped many registrants through the FTP process whilst I was a mentor for HEE.

- **Report writing skills.**

**Examples of evidence**

Many reports written whilst working as a clinical advisor for Parliamentary and Health Service Ombudsman, deciding if a patient had suffered any injustice and if the dentist had followed current standards and guidance.

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

**Examples of evidence**

E&D mandatory training completed for my roles as a clinical director and with HEE

- **Effective communications skills.**

**Examples of evidence**

Deliver training sessions

121 conversations with clinicians in my role as Clinical Director

Chairing many meetings

Supporting dentists in difficulty and dentists in their early careers

- **Motivating and developing others.**

**Examples of evidence**

*Clinical Director for clinical development*

*Post graduate certificates in mentoring and coaching*

*Teach others how to motivate and develop overseas clinicians*

- **Good interpersonal skills.**

**Examples of evidence**

Being a clinical director involves talking to all members of the dental team – practice managers, nurses, receptionists, dentists, therapists, hygienists, UIK qualified and overseas, to improve patient care. Working with outside agencies and developing working relationships. Managing a team of clinical support staff, having both good listening and questioning skills.