

JOB DESCRIPTION

JOB DETAILS	
Job Title	Specialist Grade Doctor
Reports to	Dermatology Clinical Lead
Band	Specialist Grade Doctor
Department/Directorate	Dermatology – Medicine Care Group

JOB PURPOSE
<p>A post as specialist grade doctor in the Department of Dermatology is available at the Royal Devon University Healthcare Northern Foundation Trust. The Dermatology Department operates from Litchdon House in Barnstaple and we have a vacancy for 4 pas per week.</p> <p>For further information about this post and to make arrangements to visit the department please contact Dr Chris Bower, Consultant Dermatologist and Lead Clinician. chris.bower1@nhs.net. Or Dr Ben Waterfall, Associate Specialist. benwaterfall@nhs.net</p> <p>The post holder will be responsible to Dr Chris Bower as named Consultant. The post holder will be expected to contribute with consultant colleagues and peers to the provision of a hospital-based specialist Dermatology service.</p> <p>As well as fulfilling his/ her clinical responsibilities, the post holder will be expected to play a part in the Dermatology department's teaching activities and in development projects from time to time as agreed with the Department's other senior staff. The appointee will be required to participate actively in the teaching of junior staff and medical students. The post holder will be required to comply with Trust and GMC standards for appraisal and revalidation.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES
<p>The successful candidate will join consultants and other specialist grade doctors in the department in providing outpatient dermatology clinics and skin surgery.</p> <p>We have medical students attached to the firm on a weekly basis during academic terms. The new appointee would be expected to contribute to supervising weekly attachments.</p> <p>The successful candidate will be expected to attend local and regional meetings as detailed: Monthly departmental meeting Monthly Histopathology meetings Monthly regional full day clinical meeting with the Devon, Cornwall and Somerset Dermatology group.</p> <p>The successful candidate would be expected to contribute to the teaching and training of our Specialist Registrars and GP trainees</p> <p>The Royal Devon University Healthcare NHS Foundation Trust is one of the NHS partners of the University of Exeter Medical School and the Department has responsibility for part of the clinical undergraduate teaching programme. Time for teaching and preparation is arranged by mutual agreement with the Clinical Director within the Trust's annual job planning and appraisal process.</p> <p>The Royal Devon University Healthcare NHS Foundation Trust (RDUH) is the South West Peninsula administrative centre for the National Institute for Health Research (NIHR) Clinical Research Network. The Network is the clinical research delivery arm of the NHS in England, and is tasked with supporting the rapid set-up and effective conduct of studies to improve treatments for NHS patients.</p>

The dermatology department is actively involved in a number of commercial and non-commercial NIHR portfolio studies. The department has dedicated research nurse support and provides good opportunities for the successful candidate to participate in research.

To contribute to the maintenance and development of high standards of clinical care the successful candidate will also be expected participate in the design and completion of audit projects leading to improvements in practice. There are close links with the University of Exeter Medical School.

The appointee will undertake administrative duties associated with the running of his/her clinical work.

The appointee is expected to be responsible to the Associate Medical Director for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in departmental meetings.

The appointee will have access to office accommodation, secretarial support and access to a computer and the Internet.

These are provisional job plans, subject to change in light of the Trust's job planning policy. The final job plans are also subject to the approval of the Clinical Director and Clinical Services Manager.

Job Plan:

Monday	NDDH	9.00 – 1230 Skin cancer clinic 13:30 – 16:00 Skin cancer clinic
Friday	NDDH	9.00 – 1230 Skin cancer clinic 13:30 – 16:00 Skin cancer clinic

KEY WORKING RELATIONSHIPS

Based at the Northern Dermatology service with close links to the Eastern services we are widely recognised for its comprehensive services, excellent facilities and supportive general management

The outpatient and day case services are delivered from Litchdon House, Landkey Road, Barnstaple, EX32 9LL.

Specialist outpatient clinics at RDUHFT cover Paediatric Allergy, Vulval dermatoses, Paediatric Dermatology, drug monitoring, biologics, Mohs surgery, tele dermatology, phototherapy and PDT. Joint clinics are held with Gynaecology and Rheumatology.

Weekly Skin Cancer MDT meetings are run from Litchdon House on a Tuesday.

There is a dedicated Day Treatment Unit to cover a population of approx. 150000.

There are a number of nurse led clinics; covering isotretinoin, biologics, phototherapy and skin surgery.

- Maintenance of the highest clinical standards in the practice of surgery and dermatology.
- Teaching and training of junior staff and allied medical/ nursing staff.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.
- To have responsibility for ensuring active participation in continuing professional development (CPD).

We have a team of surgical nurse specialists who perform skin surgery to an advanced level. There are nurse led pre-assessment, photodynamic therapy, lymphoedema, transplant patient, isotretinoin, biologics and chronic disease management clinics.

There is a weekly skin cancer SSMDT involving histopathology plastics/ oncology/ radiology/ oculoplastic colleagues. Skin cancer rates in Devon are more than twice the national average.

The department has a phototherapy unit and has access to in-patient beds at the main hospital site with patients admitted under the medical teams.

Our successful department treats patients from an increasingly wide area, so we are in the process of expanding our footprint to include selected surrounding community hospitals. The successful candidate would be expected to be flexible in terms of location of clinics according to the needs of the department and local community. There may also be opportunities to work with neighbouring district acute trusts in terms of delivery of dermatological services.

Existing permanent medical staff:

North:

- □ Dr Karen Davis Consultant
- □ Dr Ben Waterfall Associate Specialist
- □ Dr Laura Armstrong Associate Specialist
- □ Dr Hazel Warner – Specialty Doctor
- □ Dr Jonny Smithson – Specialty Doctor
- □ Dr Cath Smith – Specialty Doctor
- □ Dr Ezzat Khairallah – Specialty Doctor
- □ Dr Beter Abouelsaad – Specialty Doctor

East:

- □ Dr Helen Frow - Consultant
- □ Dr Christopher Bower – Consultant and Clinical Lead
- □ Ria Taylor – Matron
- □ Clare Parkinson – Senior Surgical Nurse Practitioner
- □ Grace Campbell – Dermatology Clinical Nurse Manager
- □ Claire McKenna/ Hooi Inn/ Patricia Garcia – Surgical Nurse Practitioners
- □ Dr Rebecca Batchelor - Consultant
- □ Dr Carolyn Charman – Consultant
- □ Dr Emily McGrath - Consultant
- □ Dr Naomi Goldstraw– Consultant
- □ Dr Tom Lucke – Consultant
- □ Dr Rachel Wachsmuth – Consultant
- □ Dr Yong Oon - Consultant
- □ Dr Penny Williams - Consultant
- □ Dr Yusur Al-Nuaimi - Consultant
- □ Dr Peter Acheson – Consultant
- □ Dr Hannah Cookson - Consultant
- □ Dr Billy Willcock – Specialist Doctor
- □ Dr Charlotte Carmichael – CESR trainee
- □ Dr Josie Wheeler – Specialty Doctor
- □ Dr Helen Crighton– Speciality Doctor
- □ Dr Andrew Rosewarne – GpWER

Dermatology nurses and the Day Treatment Unit

This is a well-equipped department, which undertakes phototherapy,

We have developed treatment protocols to ensure high quality and safe patient care. It is open from 0830 – 16:00, 5 days per week. There is direct access back to the unit for patients who have a flare of their condition.

Advice and Guidance

The department runs a successful Advice and Guidance service based on Choose and Book, receiving around 455 referrals a month from local GP practices.

Contact Dermatitis

A dedicated patch test clinic runs monthly for the investigation of patients with suspected contact allergy or occupational skin disease, with prospective data collection on the national British Society for Cutaneous Allergy database.

Paediatric Dermatology

The paediatric dermatology clinic runs weekly our department. The clinic has close links with the paediatric department based on the main hospital site at North Devon.

Combined Dermatology/Rheumatology Clinic

A specialist clinic for patients with psoriasis, connective tissue diseases, and other conditions with Dermatology/Rheumatology overlap takes place. This clinic offers expertise in the use of biologic agents.

Medical Students

There is a range of roles available for applicants interested in teaching medical students from the prestigious University of Exeter Medical School.

Specialist Registrars in Dermatology

The well-regarded Peninsula Dermatology Specialist Registrar Rotation exists between Truro, Exeter and Taunton, with visits to Torbay. There are 4 Specialist Registrars currently in post in the region, one of which is in Exeter.

Postgraduate Teaching

Current teaching activities include Dermatology small group teaching to Foundation Year 1 and 2 doctors, trainees in core medicine and related medical specialties.

OTHER RESPONSIBILITIES

To take part in regular performance appraisal

To undertake any training required in order to maintain competency including mandatory training, e.g. Manual Handling

To contribute to and work within a safe working environment

The post holder is expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

The post holder is expected to comply with Trust Infection Control Policies and conduct him/her at all times in such a manner as to minimise the risk of healthcare associated infection.

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

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APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.
- Ensuring during 1:1's / supervision with employees you always check how they are.

DISCLOSURE AND BARRING SERVICE CHECKS

This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

GENERAL

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the Manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

The Royal Devon Healthcare University Foundation Trust is a totally smoke-free Trust. Smoking is not permitted anywhere on Trust property, including all buildings, grounds and car parks. For help to quit:

- call 01884 836 024
- email stopsmoking.devonpct@nhs.net.

PERSON SPECIFICATION

Job Title	Specialist Grade Doctor
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Requirements	Essential	Desirable
QUALIFICATION/SPECIAL TRAINING <ul style="list-style-type: none"> • Full GMC registration and hold a current licence to practice. • Membership of a Royal College or alternative qualification • Completed foundation program training and at least 2 further years of training in Dermatology • Experience of working across organisational boundaries in a collaborative way. • Experience in building and managing internal and external stakeholder relationships. • Excellent communication, engagement and interpersonal skills 	✓ ✓ ✓ ✓ ✓ ✓	
KNOWLEDGE/SKILLS <ul style="list-style-type: none"> • Manages the difficulties of dealing with complexity and uncertainty in the care of patients; employing expertise and clinical decision-making skills of a senior and independent/ autonomous practitioner • Wide experience in Dermatology • Ability to take responsibility for clinical diagnosis, management and care of outpatients with common Dermatology conditions • Ability to organise and manage waiting lists and patient priorities • At least two years' experience working in Dermatology • Critically reflects on own competence, understands own limits, and seeks help when required. • Communicates effectively and is able to share decision - making with patients, relatives and carers; treats patients as individuals, promoting a person -centred approach to their care, including self - management. • Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals. • Engages with relevant stakeholders to develop and implement robust governance systems and systematic documentation processes • Can act as a role model, educator, supervisor, coach or mentor for medical and non-medical practitioners. 	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	
EXPERIENCE <ul style="list-style-type: none"> • Prior experience in Palliative Medicine, General Medicine or General Practice. • Experience of Clinical Audit • Experience of research and ability to apply research outcomes to clinical practice. • Evidence of teaching experience at undergraduate and postgraduate level • Broad clinical experience, with evidence of autonomous practice as a Doctor • Responding to medical problems presented by patients, including history taking, examination, investigation, diagnosis, treatment and referral where appropriate. • Planning and organising. • Decision making and influencing. 	✓ ✓ ✓ ✓ ✓ ✓ ✓	✓ ✓

<p>Demonstrates ability to challenge others, escalating concerns when necessary.</p> <ul style="list-style-type: none"> • Collaborating with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals • Shall have completed a minimum of 12 years' medical work (either continuous period or in aggregate) since obtaining a primary medical qualification of which a minimum of six years should have been in a relevant specialty in the Specialty Doctor and/or closed SAS 	<p>✓</p> <p>✓</p>	
<p>PERSONAL ATTRIBUTES</p> <ul style="list-style-type: none"> • Compassionate. • Ownership, personal responsibility and accountability - for delivering commitments. • Calm in stressful situations and an ability to facilitate difficult conversations with patient and family members. • Keeps up-to-date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection. • Flexibility to prioritise workload and ability to think "outside the box". • Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working 	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>	
<p>OTHER REQUIREMENTS</p> <ul style="list-style-type: none"> • The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust. • Ability to travel to other locations as required. 	<p>✓</p> <p>✓</p>	

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
Hazards/ Risks requiring Immunisation Screening					
Laboratory specimens	N				
Contact with patients	Y			✓	
Exposure Prone Procedures	N				
Blood/body fluids	N				
Laboratory specimens	N				
Hazard/Risks requiring Respiratory Health Surveillance					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	N				
Animals	N				
Cytotoxic drugs	N				
Risks requiring Other Health Surveillance					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
Other General Hazards/ Risks					
VDU use (> 1 hour daily)	Y				✓
Heavy manual handling (>10kg)	N				
Driving	Y		✓		
Food handling	N				
Night working	N				
Electrical work	N				
Physical Effort	N				
Mental Effort	Y			✓	
Emotional Effort	Y			✓	
Working in isolation	N				
Challenging behaviour	Y			✓	