

JOB DESCRIPTION

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

JOB PURPOSE
<p>A post as a Specialty Doctor in the Department of Dermatology is available at the Royal Devon University Northern Foundation Trust. The Dermatology Department operates from Litchdon House in Barnstaple and we have two vacancies for the above post, each consisting of 2 PA's/ week</p> <p>For further information about this post and to make arrangements to visit the department please contact Dr Ben Waterfall, Associate Specialist.</p> <p>The post holder will be responsible to Dr Chris Bower Clinical Lead and 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> <p>The post holder will initially be required to perform dermatology skin cancer /skin lesion clinic duties with the aim to develop towards autonomous working over time. There will be the ability depending on competencies to broaden dermatology clinic activities over time to encompass general dermatology outpatient workload and skin surgery.</p>

KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

The post holder will be managerially accountable to the consultant/lead clinician in Dermatology and professionally accountable to the Medical Director.

PROPOSED TIMETABLE (although this may be subject to change dependent on service requirements)

	am	pm
Mon		
Tues	Clinic (Post 1)	Clinic (Post 1)
Weds		
Thurs	Clinic (Post 2)	Clinic (Post 2)
Fri		

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).

Internal to the Trust	External to the Trust
<ul style="list-style-type: none">• Consultants.• Specialist registrars.• Junior Doctor Colleagues.• All members of the multi-disciplinary team across the Trust.• Pharmacists.	<ul style="list-style-type: none">• Patients, carers and relatives.• Partner organisations• Other Trusts.

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 University Healthcare 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	Specialty Doctor - Dermatology
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Requirements	Essential	Desirable
<p>QUALIFICATION/SPECIAL TRAINING</p> <ul style="list-style-type: none"> • Registration with GMC and hold a current licence to practice. ✓ • Previous relevant experience / qualification for entry to the grade. MBBS or equivalent Medical Qualification (MRCP, MRCGP, FRCA, FRCS or full MRCS or equivalent). ✓ • Diploma of Practical Dermatology (or working towards) ✓ • 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 ✓ 		
<p>KNOWLEDGE/SKILLS</p> <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 ✓ • 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. ✓ 		
<p>EXPERIENCE</p> <ul style="list-style-type: none"> • Prior experience in Dermatology ✓ • 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. ✓ • Demonstrates ability to challenge others, escalating concerns when necessary. ✓ • 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 full registration and a Licence to Practice with the General Medical Council; and ✓ • shall have completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which 		✓

<p>will be in a specialty training programme in a relevant specialty or as a fixed term specialty trainee in a relevant specialty; or</p> <ul style="list-style-type: none"> • shall have equivalent experience and competencies 	<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>	

		FREQUENCY			
		(Rare/ Occasional/ Moderate/ Frequent)			
WORKING CONDITIONS/HAZARDS		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			✓	