

Locum Consultant in Dermatology

Liverpool University Hospitals NHS Foundation Trust

The Trust wishes to appoint a Locum Consultant Dermatologist. The post is available from 1st June 2024 for a period of 12 months initially. Liverpool University Hospitals Foundation Trust is one of the largest teaching hospital trusts in the country. The role will be based at the Broadgreen site and the successful applicant will work alongside members of the Dermatology department which sits under the Broadgreen site management team. The working pattern is up to full-time (10 PAs) although applications from those wishing to work fewer sessions are also welcome. The job plan will be in line with those of substantive consultants in the department. Much of the work will relate to skin cancer demand. It may include a component of Advice & Guidance and lesional teledermatology. The post-holder will be expected to contribute to undergraduate teaching during clinical sessions.

The Trust

On 1st October 2019, Liverpool University Hospitals NHS Foundation Trust was created, through the merger of Aintree University Hospitals NHS Foundation Trust and Royal Liverpool and Broadgreen University Hospitals NHS Trust. The newly formed Trust is responsible for managing services at Aintree University Hospital, Broadgreen Hospital, Liverpool Dental Hospital and the Royal Liverpool University Hospital. Bringing together a combined workforce of over 12,000 staff, the Trust has become the largest NHS employer in Merseyside and Cheshire. As well as providing general hospital services to the local population, the Trust provides a range of highly specialist services to more than two million people in the North West and beyond. This merger has been driven by clinicians, who for a long time have recognised that a union of the Trusts will enable significant changes that will transform the way healthcare is delivered. The aim is to address the current levels of variation and fragmentation that exists between acute hospital services in Liverpool, and to ensure that all services are of the highest quality. The new Trust will also seek to influence the wider determinants of health by closer involvement in employment, housing and education, and to be part of a first class research and scientific development partnership with Higher Education and business enterprise across the city and beyond. These changes, which will take place over the next few years, through a phased approach, building on the skills and talents of a fantastic workforce, to spread best practice, deliver innovation and provide sustainable services for patients. This will be achieved by reconfiguring services, centralised where necessary, local where possible and focusing on staff; with an ambition to be the best place for staff to train and work.

Liverpool background information

Liverpool is an old established port City which has experienced major revitalisation in recent years. The City is a cosmopolitan and vibrant centre for industry and commerce. The City of Liverpool is compact and is served by excellent links to both the motorway network and rail services. It is within easy reach of Liverpool and Manchester airports. Most of its suburbs are within 30 minutes travelling of the city centre. Liverpool has also been awarded the prestigious honour of being the European Capital of Culture 2008. The City has historically been a centre for the arts and sport. Liverpool's theatres, concert halls, museums and art collections are nationally acclaimed. Art galleries include the Walker and Tate. The Philharmonic Hall is home to the Royal Liverpool Philharmonic Orchestra. The City is also alive with a huge variety of independent theatre groups, musicians and artists and is of course famous for The Beatles. As well as its two premiership football teams, Liverpool also hosts first class county cricket matches. The Grand National has made Aintree race course world-renowned. The City also has unrivalled facilities for participative sport at all levels. Liverpool is rightly famous for its two cathedrals, but it is also home to two major universities with a rich and varied academic community. The City's recent renaissance, centred around the re-development of the docks and inner city, has also made Liverpool a centre for tourism with millions of visitors each year coming to enjoy the City and the surrounding area. Liverpool is within easy reach of the national parks of North Wales, the Peak District and the Lake District, as well as the Lancashire and Welsh coasts and historic cities such as Chester and Lancaster.

There are excellent schools, including a variety of denominational schools, both in the private and public sectors. Very good housing in pleasant suburbs near the sea and in rural areas are available, the cost of which is rather less than the national average.

Dermatology Staff

Consultant/Senior Staffing

Dr Richard Azurdia, Consultant Dermatologist, Teledermatology Lead, SHO Lead

Dr Arun Bharati, Consultant Dermatologist, Aintree site lead

Dr Tiberiu Bontea, Locum Consultant Dermatologist

Dr Stuart Cohen, Consultant Dermatologist, Clinical Director, Education Lead

Dr Laura Cuddy, Consultant Dermatologist, Surgical Lead

Dr Waseem Ghumra, Consultant Dermatologist, Audit Lead

Dr Richard Parslew, Consultant Dermatologist (adult and paediatrics), Research Lead

Dr Lucy Stewart, Consultant Dermatologist, TPD

Dr Ben Thompson, Consultant Dermatologist (adult and paediatrics), Audit Lead

Dr Liz West, Consultant Dermatologist, Skin Cancer lead

Dr Niall Wilson, Consultant Dermatologist, SAC Chair

Dr Vincent Yip, Consultant Dermatologist, Inflammatory Dermatology Lead

Sr Linda Mullen, Nurse Consultant in skin cancer

Sr Carole Sutton, Nurse Consultant, ICATS lead

Junior Staff

There are 7 StRs based at the Broadgreen site and the rotation is through different hospitals in the region. We have a Speciality Doctor based at Aintree and 3 x SHO equivalent doctors shared with other specialties.

Nursing Staff

The department has its own expert dedicated dermatology nursing staff at Broadgreen. There are Specialist Nurse clinics for isotretinoin patients, new drug starter clinics, drug monitoring clinics, cryotherapy clinics, surgery lists, phototherapy clinics, Botox clinics and skin cancer follow-up clinics.

Secretarial Staff

All Consultant Dermatologists and junior staff are supported by secretarial staff at Broadgreen based in the admin block, Kent Lodge. EPRO digital dictation is utilised within the Trust.

Office Space

Shared office space will be provided in the administrative block, Kent Lodge, on the Broadgreen Hospital site.

Management

The Dermatology Department sits within the remit of the Broadgreen site management team. The Broadgreen Site Medical Director is Mr Harry Rourke, the Divisional Medical Director is Dr Harsha Wodeyar and the Clinical Director for Dermatology is Dr Stuart Cohen.

Mr Andrew Cleary is the Head of Operations; Mrs Jodi Williams is Deputy Head of Operations; Ms Tracey Edge is the Admin Team Manager. Ms Jenny Taylor is Director of Nursing and Sr Kerry Price is the Broadgreen Dermatology OPD manager.

Duties of the post

Direct Clinical Care

The Locum Consultant will share in the provision of out-patient and in-patient adult dermatology services in Liverpool.

The post holder will have continuing responsibility for the care of their patients as well as the functioning of the department in conjunction with the other Consultants and colleagues.

Prospective cover is arranged with Consultant colleagues during annual or study leave.

The post-holder will have equal admitting rights with consultant colleagues to the secondary care in-patient beds and day-case facility at Broadgreen Hospital. The responsible consultant is expected to undertake a minimum of two ward rounds/week for their in-patients. There is no Consultant of the week ward cover (except for on call) so essentially the successful applicant will look after their own in-patients (+/- prospective cover patients if relevant).

Junior medical cover on the dermatology ward is provided by GP and internal medicine 'SHOs' based on the ward with dermatology StR support.

Clinic patient numbers / templates are in line with British Association of Dermatologists recommendations.

Supporting Programmed Activities

Core SPA of 1.5 SPA per week is to support revalidation, professional development (CPD), personal job planning, personal appraisal, mandatory training, audit and attendance at team meetings.

Sample Job Plan / Weekly Programme (draft)

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Core SPA (1 PA)	Skin cancer clinic (1 PA)	Regional clinic (0.25 PA) Core SPA (0.5 PA)	Skin cancer clinic (1 PA)	Surgery list (1 PA)
			MDT (0.25 PA)		
PM	Skin cancer clinic (1 PA)	Surgery list (1 PA)	Surgery list (1 PA)	Clinical admin (1 PA)	General clinic (1 PA)

Example: DCC 8.5; SPA 1.5

Clinic templates: General 4 new, 8 f/u; skin cancer: 10 new, 5 f/u

The job plan is subject to regular review with the Clinical Director and will be in accordance with the priorities of the service. Flexible working arrangements such as undertaking SPA at home can be considered.

On Call

The successful candidate will be expected to take part in the Consultant on call rota, which is based at LUHFT with an StR being first on call for dermatology. It is not onerous.

The current on call rota frequency is approximately 1:8 and Consultants do a week of on call at a time.

Times

Weekdays: 9am – 7pm (no on call after 7pm)

Weekends and bank holidays: 9am – 4pm (no on call after 4pm)

This covers emergencies at LUHFT hospitals and calls from general practice. The on call will be remunerated at the nationally agreed rate, currently scale B (low intensity).

Teaching / Education

The Locum Consultant will be expected to assist in training junior doctors and nurses within the department. Liverpool University has a comprehensive curriculum for undergraduate students with an intake of approximately 330 for Medicine. Over 600 students are placed with the Trust each year, with special study modules and placements in years 2, 3, 4 and 5. The dermatology department receives students throughout the academic year.

Audit/ Research/ Post Graduate Meetings

The Locum Consultant will be expected to take an active role in audit and clinical governance activities according to Royal College Guidelines. This includes keeping up to date with Continuing Professional Development (CPD) and undertaking annual appraisal.

The Dermatology department has strong links with the University Department of Medicine at LUHFT. NHS Consultants with an active interest in research and participation in teaching may apply for an Honorary University contract.

We have two research nurses in dermatology and are actively involved in a number of UKDCTN trials and BADBIR. There is plenty of scope within the department to develop research interests especially through links with the CRF at LUHFT.

There is a weekly hybrid postgraduate session. Consultant Dermatologists, NCCGs and junior doctors attend from around the Cheshire & Mersey region and North Wales. The programme includes a Dermatology Clinical Grand Round / pathology review, followed by journal club. There is also a regional audit programme.

Continuing Professional Development, Appraisal and Revalidation

The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities. Consultants are expected to maintain their personal portfolios in accordance with the requirements of Royal College of Physicians, including the acquisition of the appropriate CPD points. The Trust has an appraisal system for all consultants, in line with its commitment to supporting revalidation with the GMC. The successful candidate can request mentorship from within the department.

Main Conditions of Service

The appointment is subject to the Trust terms and Conditions of Service and those of the Hospital Medical and Dental Staff (England and Wales) and the General Whitley Council conditions of Service as amended from time to time. The successful candidate will be required to maintain their private residence in contact with the public telephone service and such residence must not be more than a 10-mile radius from the hospital, unless specific approval is given by the Trust to a greater distance.

Additional Responsibilities

Infection control and prevention responsibilities

All medical/dental staff must co-operate with infection control measures which are in place throughout the Trust and comply with any guidance and best practice relating to infection control.

The post holder will:

- Act as a role model for junior medical staff along with the ward manager to promote hand hygiene compliance and implementation of high impact interventions.
- Oversee root cause analyses and encourage participation of junior medical staff and multidisciplinary review process.
- Support non-confrontational challenge so that staff are advised by their peers where non-compliance with standards of best practice has been observed.
- Support publication of infection control audit results on notice board in clinical areas for staff and patients.

Confidentiality

Confidentiality/Data Protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours). All staff should ensure that they are familiar with and adhere to all Trust privacy, confidentiality and security policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action taken.

Health and Safety

All employees have a duty to take reasonable care to avoid injury to themselves or to others and to co-operate with the Trust in meeting its statutory requirements.

All staff will:

1. Take care of own safety and others who may be affected by their actions or omissions.
2. Adhere to Trust and Directorate Health & Safety policies and use any equipment or personal protective equipment provided to ensure safety.
3. Co-operate with their managers to maintain safe systems and safe workplaces.
4. Report any accidents, incidences or ill health and any failings in the premises, equipment or personal protective equipment.
5. Not interfere with any equipment provided to ensure Health & Safety.
6. Not attempt to carry out tasks or repair beyond their competence.

Safeguarding Children and Vulnerable Adults

All trust employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults. Familiarisation with and adherence to trust Safeguarding policies is an essential requirement of all employees, as is participation in related mandatory/statutory training.

Freedom of Information

In accordance with Freedom of Information and other associated legislation, the Trust may be required to make public recorded information available upon a request, or do this as part of a

publication scheme. Please note, that in your public role, your name or job role may be contained in a document that is published in accordance with such legislation.

IT Skills

All staff are expected to have or to gain a minimum of basic level IT skills to enable them to use the Trust IT systems to support Trust services and needs. All staff should be familiar with relevant IT systems and security policies and procedures.

Records Management

All staff are personally responsible for record keeping. A record is anything that contains information in any medium e.g. paper, tapes, computer information, etc. which have been created or gathered as a result of any NHS activity. All individuals within the Trust are responsible for any records they create or use. Please ensure that records are retained in accordance with the Records Management Policy and are stored in a manner that allows them to be easily located in the event of a Freedom of Information (FOI) request.

Information Quality

All staff must ensure complete and accurate data is collected to the highest standard at all times. Data collection should be supported by adequate documentation and processes should be regularly reviewed. Staff should ensure that processes conform to national standards and are fit for purpose. All staff should comply with the Information Quality Policy.

Change of Job Description

The duties outlined above are not intended to be exhaustive and may change as the needs of the department alter in line with current agendas. This job description will be subject to periodic review and amendment in accordance with the needs of the Trust.

Person Specification – Consultant Dermatologist

Requirements	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • GMC registration and license to practise 	<ul style="list-style-type: none"> • Entry on GMC Specialist Register / CCT for Dermatology (or entry expected within six months) or CESR or European Community Rights • MRCP or equivalent • MD (excluding as a primary medical qualification), PhD or other relevant higher degree
Clinical Experience	<ul style="list-style-type: none"> • Dermatology training and experience equivalent to that required for gaining UK CCT in dermatology • At least 12 months' regular experience undertaking skin cancer clinics in the NHS environment • Ability to offer expert clinical opinion on a full range of problems, in lesional and inflammatory conditions • Able to undertake simple excisions on the body independently 	<ul style="list-style-type: none"> • Able to undertake excisions on the face independently
Management and Administrative Experience; Quality improvement and audit	<ul style="list-style-type: none"> • Familiarity with NHS culture and working practices • Experience in quality improvement activity • Experience in clinical audit 	<ul style="list-style-type: none"> • Experience in managing a service or aspect thereof
Teaching Experience	<ul style="list-style-type: none"> • Experience of clinical supervision of dermatology registrars/residents and medical students 	<ul style="list-style-type: none"> • Evidence of excellence in the delivery of formal teaching
Research Experience	<ul style="list-style-type: none"> • Ability critically to appraise evidence • Ability to apply research outcomes to clinical problems 	<ul style="list-style-type: none"> • Peer reviewed publications • Presentations at national or international level
Personal Attributes	<ul style="list-style-type: none"> • Ability to work in a team • Excellent interpersonal skills • Caring attitude to patients • Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies • Commitment to continuing medical education 	



Visiting the Department

Applicants or prospective applicants are encouraged to visit the Hospital and to meet prospective colleagues.

Arrangements for visiting may be made with:

Dr Stuart Cohen

Clinical Director for Dermatology

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Dr Harsha Wodeyar

Divisional Medical Director

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