



# Consultant Dermatologist

## Recruitment Briefing

# Introduction

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Dear Candidate,

Thank you for your interest in Wirral University Teaching Hospital NHS Foundation Trust (WUTH) and this hugely important position of our new Consultant Dermatologist.

This organisation is a major employer on the Wirral and we take our role as a partner in the wider health and care economy seriously. We recognise our opportunity and responsibility to improve the future well-being of our population. As an evolving and strengthening senior leadership team we are addressing performance challenges whilst developing a clear strategy to achieve our potential as an organisation and a system.

We are seeking a values-driven Consultant Dermatologist who can handle risk and ambiguity comfortably and can bring intellect and insight to leading complex services within the context of a wider health and social care economy. Providing clear structures of accountability which empower our capable staff to innovate and drive sustainable change, this role will require an exceptional communicator who will be politically astute and quickly able to develop strong relationships internally and with a wide range of external stakeholders. We are interested in hearing from experienced clinical leaders who share our values and ambition and who are excited by the opportunity to help shape a vibrant health and care economy.

Wirral really is an enjoyable place to live and to work. I hope you enjoy finding out more about WUTH and its local area of beautiful coastline, recreation and adventure inside this recruitment briefing. Should you wish to talk anything through, please do get in touch.

I look forward to meeting you during the process.

**Dr Nicola Stevenson**  
Executive Medical Director



# The Local Area

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**Wirral has a stunning coastline and a beautiful countryside, making it a great place to live and work.**

It offers 50 miles of rural walking routes, cycle areas and beaches. In fact Wirral has two of Britain's most famous rivers, the Mersey and the Dee, running along its Eastern and Western coastline.

Excellent housing is available in nearby suburbs and there are a variety of schools. The University of Liverpool, University of Chester and Liverpool John Moores University are also within easy travelling distance.

There is also quality food and drink, including Michelin Star dining and many tea rooms.

The area has an idyllic, serene, landscape and is a delightful location for those who like to unwind with a round of golf as it boasts 14 golf courses.

The cities of Liverpool, Chester and Manchester as well as North Wales are easy reach to and from Wirral with various transport links including motorway, train, bus or ferry. National parks, the Peak District and Lake District are also easily accessible.

There are also excellent transport links to Liverpool John Lennon Airport and Manchester Airport offering both budget and long-haul flights.

Wirral is also an area of rich history with many heritage buildings within its picturesque surroundings.

# About WUTH

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**Wirral University Teaching Hospital serves a population of 400,000. It is one of the biggest and busiest acute NHS trusts on the North West, employing more than 6,000 staff.**

Our aim is to deliver the highest quality care for every patient. As a teaching hospital we are renowned as a leader in the region for high quality education and training for a wide range of staff including doctors, nurses and other clinicians.

We are proud of our teaching hospital status and we work closely with the University of Liverpool, University of Chester and Liverpool John Moores University to ensure staff and services reflect the very best clinical practice available.

Our organisation is at the forefront of innovation and a centre of excellence for digital technology. As a Global Digital Exemplar (GDE) we are one of the most digitally enable hospitals in the country, using technology to enhance patient care.

We are one of only 12 NHS acute trusts to achieve the GDE status to develop our digital technology, we call this Digital Wirral.





# Our WUTH Future

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**As Wirral's largest employer, WUTH is the thriving heart of the local community. Comprising Wirral's only Emergency Department, it is one of the biggest and busiest acute NHS trusts in the North West.**

We want to make WUTH a truly great place to both receive care and work and the refresh of our vision and values is a fundamental part of this. Recent months have seen a period of significant change and challenge, for us as an organisation and across the system and wider NHS. Despite all of this, colleagues have carried on with great professionalism and have continued to provide good compassionate care to our patients. This has all taken place through what has been one of the hardest winters we have known.

We are well on with our journey of improvement and making a clear commitment to engaging with and investing in the whole of our workforce to support them to lead and improve their services. There has been a focus on our future road map and what our improvement journey needs to look like. WUTH is a great place and we need to be recognised as an organisation that has quality improvement and supporting all staff to deliver the very best care at its heart.

One of the key steps in moving successfully is to 'bring to life' our organisational vision and values. We're currently in the process of updating these, and something we would like you to be a part of.

# The Opportunity

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<b>Job Title</b>	Consultant Dermatologist
<b>Division</b>	Medicine
<b>Reporting To</b>	Clinical Lead

This is a replacement full-time consultant post. The successful candidate will provide a general, surgical and paediatric dermatology service to the Wirral. The post is based in the Dermatology Department at Clatterbridge Hospital, part of the Wirral University Teaching Hospitals NHS Foundation Trust with some clinics being held at Arrowe Park Hospital, Victoria Central Hospital (Wallasey) and St Catherine's Hospital (Birkenhead). The hospital provides a centre of excellence for the management of skin cancer. Applicants must have, or be within 6 months of obtaining, CCT at the time of interview.

## **The Department**

Including this post, the Department is established for 4.8 WTE Consultants. Currently in post are Dr Natasha Hashim (Acting Clinical Lead), Dr Boon Tan, Dr Roopa Karumanchery, and Dr Oliver Johnson. In addition, there is a part-time Associate Specialist, two full-time Specialty Doctors, one SpR (on the Mersey Regional rotation), three clinical assistants (GPwSIs), an FY2 doctor and a number of specialist nurses with a range of special interests.

The Dermatology Department is sited in its own dedicated self-contained building with outpatients, theatres, dressing rooms and administration and clerical services on the ground floor. On the first floor there are 8 inpatient beds, a day treatment unit and phototherapy (PUVA, hand and foot PUVA and TLO1). The ward and outpatients are staffed by dedicated dermatology nurses who have experience in all areas of dermatology ensuring high quality nursing support at all times. We have specialist nurse-led PDT, iontophoresis and cosmetic camouflage clinics and specialist nurses in skin cancer, biologic and drug monitoring and skin surgery. This will mean substantial and close supervision and support of specialist nurses working under the consultant streams.

Outpatient and children's services are offered at Arrowe Park Hospital and St Catherine's Hospital. An adult community clinic is done at the Victoria Central Hospital.

Any travelling time between outlying clinics and base hospital will be built into the timetable.

All consultant dermatologists are supported by a team of secretarial staff and clerical staff. The consultant will have access to an office at Clatterbridge Hospital with a computer and full internet access.

The Dermatology Department is part of the Division of Medicine.

## **The Post**

This is an 8PA permanent post. The successful candidate will join an established department to continue in the provision of a high-quality dermatology services to the residents of Wirral. The new consultant will share in the provision of adult and paediatric outpatient dermatology services in Wirral, carry out dermatological surgery, and be a member of the skin cancer LSMDT. The new consultant will be expected to take a part in the local and regional audit programme and management of the department.

### **Proposed Timetable**

This is an 8 PA job. The job plan will be developed in discussion with the successful candidate in the light of the departmental needs and the applicant's skills.

An example of an 8 PA job will include:

- 2.5 outpatient clinics
- 1 minor skin surgery
- 1 further PA that includes (MDT, grand round, Teledermatology)
- 2.0 admin
- 1.5 SPA

The clinic workload is in accordance with RCP recommendation (Consultant physician working with patients 2015).

There is no on-call commitment

The hospital trust has a programme of rolling 'audit/good practice/education days'. Clinics, operating lists etc are cancelled. These occur on a monthly basis, hospital management and JLNC have agreed that these days are equivalent to 0.5 of an SPA.

Depending on the experience and appropriate training of the appointee he/she could be asked to become an educational and/or clinical supervisor of one of the trainees. Appropriate time would then be allocated in their timetable.

The Wirral Hospital University Teaching Hospital NHS Foundation Trust offers all new consultants a senior Consultant as a 'mentor' in the early part of their career.

The post consists of 8 PAs per week with 6.5 being DCC sessions (3.5x DCC, 3x nDCC), and 1.5 supporting clinical activity sessions.

### **Principle Duties of the Post**

The principal duty of this post is to provide a comprehensive clinical service to patients.

1. To at all times, comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
2. To ensure that patient confidentiality is maintained at all times.
3. To undertake duties as defined within the attached job plan in so far as practicable and in agreement with the Clinical Service Lead.
4. Professional supervision and management of staff in the department, for example doctors in training and Specialist Nurses. The post holder will participate in the training of those doctors in training. The post holder will also be required to participate in teaching.
5. To be responsible and managerially accountable for the reasonable and effective use of Trust resources that you use and influence, and professionally accountable to the Medical Director.
6. On commencement to ensure personal attendance at the Trust's corporate Induction.
7. To participate in the Trust's Statutory & Mandatory training programme.
8. To be responsible for the Clinical Management of all patients under your care.
9. To work flexibly with colleagues to meet the needs of the service and achieve trust and national targets.

10. The post holder will be required to attend audit days. The appointee will also be required to personally participate in Clinical Audit, Clinical Governance and Continuing Professional Development. 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. There are opportunities to participate in research.

11. To participate in Medical education at both undergraduate and postgraduate levels.

### **The Medical Division**

The Division of Medicine comprises medical specialities across adult and elderly care. The Division is led by Dr John Corless (Associate Medical Director), Miss Jo Garzoni (Divisional Director) and Mr Dave Farmer (Divisional Director of Nursing).

At directorate level, there is triumvirate of Dr Tom Ledson (Clinical Director), Mr Phil Raymond (Deputy Divisional Director) and Mrs Vanessa King (Associate Director of Nursing).



# Investing in Staff

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## **Secretarial Support and Accommodation**

Secretarial services and office accommodation will be provided. Access to a personal computer (including internet access), appropriate IT support and training will be available if required. Our administrative pool is well resourced and this is reflected in our timely communication with other departments and primary care.

## **Continuing Professional Development (CPD)**

There are 11 CPD half days each year, which are set aside throughout the hospital. These include clinical audit and clinical governance sessions and are often held jointly with other specialties. The Trust has a dynamic Clinical Practice Research Unit headed by a Consultant in Public Health.

There is Mersey regional dermatology grand round that takes place every Wednesday morning. Mersey and Cheshire (plus some from North Wales) regional dermatologists meet for a rolling programme of clinical meetings, educational events, postgraduate teaching and audit. The meetings are held three times a month at Broadgreen Hospital, Liverpool and once a month here at Clatterbridge, this is attended by consultants, juniors and non-consultant doctors. The programme includes a clinical grand round, guest speakers, journal club and histology review. The Mersey dermatologists have a very active regional audit programme. A meeting of the North of England Dermatology Society occurs once a year in the region.

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

## **Annual Appraisal**

The Consultant Appraisal System at WUTH has been established in accordance with Department of Health's National Appraisal Scheme for Consultant Medical Staff. All appraisers have been trained in appraisal techniques. Annual appraisals include monitoring of attendance at mandatory training and in compliance with infection control recommendations as well as monitory CPD and audit attendance. The appraisal reports are submitted to the Chief Executive and Medical Director. In case of any issues which cannot be reconciled by the clinical directors these will be referred to the Medical Director.

## **Annual and Study Leave**

The annual leave entitlement is six weeks and two days (32 days) per year plus public holidays (or days in lieu) observed by the Trust. All periods of leave are granted subject to the exigencies of the service. Applications are made on standard forms and will need to be approved by the Clinical Service Lead and Clinical Head of Division, who provide management medical support for this post. These are then submitted electronically.

The study leave entitlement is 30 days in any period of three years in relation to leave with pay and expenses in the United Kingdom. All study leave must be applied for in advance on standard application forms and will need to be approved by the Clinical Head of Division.

Consultants are asked to give six weeks' notice of leave so that clinical sessions are not cancelled at short notice.

### **Consultant Mentor**

A nominated mentor will be available for the new appointee.

### **Audit/Research**

To fully participate in Clinical Governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.

### **Teaching**

To share responsibility with other Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies.

To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.

### **Information Technology**

Since 1990 Wirral Hospital Trust has been working towards an electronic patient record. It is recognised to be leading the way both nationally and internationally and has been awarded 'Global Digital Exemplar' status in 2016. The Trust hosts regular demonstrations through open days and presentations at healthcare conferences. Wirral was the first UK hospital to introduce prescribing on line – paper requests do not exist. Over the years our systems have evolved such that all radiology and laboratory requests are now placed electronically through structured screens and results reported on line. The system facilitates the production of timely discharge letters. Improvements in quality of patient care are obvious and in many cases costs have been reduced.

The Clinical User Group and Data Quality Group are working closely with the Wirral Wide Informatics Team towards a replacement paperless integrated care record system. This will link not only primary, secondary and tertiary care, but also community healthcare workers, e.g. Opticians, Pharmacists and Social Workers. We no longer write in paper notes on ward rounds, but use all electronic patient clinical noting.

All successful applicants, whatever their position in the hospital, are expected to embrace and participate in the 'paperless integrated record' philosophy. Stand alone data systems will be actively discouraged. An understanding of the technical aspects of computers is not necessary and appropriate training will be provided.

### **Education**

The Wirral University Teaching Hospital has extensive facilities for Postgraduate education with two excellent and active Education Centres on the two sites of Arrowe Park Hospital and Clatterbridge Hospital. In addition to fully equipped Lecture Theatres and Seminar Rooms for teaching purposes, both Centres have well-stocked Medical Libraries with full-time staff. There are a number of computers available 24 hours a day at Arrowe Park Hospital and during working hours at Clatterbridge Hospital, giving access to a wide variety of databases including Medline and the Cochrane Library for literature searches, as well as access to the Internet. A new Education Centre has recently been opened at Arrowe Park Hospital.

The Director of Learning and Development, in association with the two Postgraduate Tutors, organises a programme of hospital-wide educational topics. A well supported Medical/DME Unit clinical meeting is held every Wednesday lunchtime and includes case presentations including "hot" cases and monthly journal clubs. The junior medical staff have specific teaching meetings to which the successful applicant will be expected to contribute.

Second, third, fourth and fifth year medical students from Liverpool University undertake part of their training at the Wirral Hospital Trust each year and there is an active Undergraduate Education Centre in the hospital with seminar rooms, IT suite and library facilities.

The successful applicant will be expected, whilst undertaking clinical duties, to take an active role in the teaching of postgraduate medical staff and in undergraduate teaching where applicable. He/she should also expect to be accompanied by a doctor in training for at least two programmed activities. Consultants will also contribute to the direct teaching of trainees in the form of tutorials, journal clubs, etc. in collaboration with colleagues.

Funding is available for appropriate study leave and Continuing Professional Development.

# Applicants

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## **Qualifications**

The post holder will need a sound background in dermatology. CCT (or equivalent) in Dermatology is essential.

## **Conditions of Service**

The successful applicant will be covered by the national Terms and Conditions of Service.

## **National Health Service Litigation Authority (NHSLA)**

In the course of your work you are to bring to the attention of the person in charge of your area:

- Any situation which reasonably could be considered to represent a serious or immediate danger to the health and safety of any person.
- Any matter which reasonably could be considered to represent a short coming in the Trust's health and safety protection arrangements.

It is a requirement of the Wirral University Teaching Hospital that the staff comply with the following standards:

- 1) Support the Risk Management Process within the Wirral Hospital Trust.
- 2) Work with the Directorate to ensure risk to patients, staff and the public are identified through the use of the clinical and non-clinical incident reporting system.

## **Equal Opportunities**

You are required to work within Trust Equal Opportunities policies and promote equality of opportunity and equality of access to healthcare at all times.

## **Notice**

A period of three months' notice, terminable on either side is applicable to this appointment.

## **Rehabilitation of Offenders Act 1974**

Because of the nature of the work this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applications for the post are not entitled to withhold information about convictions which for other purposes are "spent" under the provision of the Act and, in the event of employment any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for a position to which the Order applies.

## **Canvassing and relationships**

Canvassing will result in disqualification. Applicants who are related in any way to any member or senior officer of WUTH should declare this as part of the application process.

## **Health Clearance**

Appointment is subject to Health Clearance by the Trust's Occupational Health Department.



### **Smoking Policy**

Employees, trainees and volunteers are not permitted to smoke while they are on duty (irrespective of their location) or in the grounds of the hospital and other health premises. WUTH is a smoke free hospital.

### **Visiting Arrangements**

This job description only gives a flavour of the post available, the working practices, and ethos of the Unit and as such, any interested candidates are very actively encouraged to arrange an informal visit.

Arrangements will then be made for a consultant to guide you around the Unit and hospital in general and address any questions you may have. This is only available to shortlisted candidates.

Interested applicants are encouraged to visit the Hospital. Arrangements may be made with:

Dr Natasha Hashim (Acting Clinical Lead)

Telephone: 0151 482 7778

Email: [boontan@nhs.net](mailto:boontan@nhs.net)

### **Shortlisted Candidates Only:**

Mrs Janelle Holmes, Chief Executive

Direct Dial: 0151 604 7002

Dr Nicola Stevenson, Medical Director

Direct Dial: 0151 678 5111 ext 2960

# Person Specification

	Essential	Desirable
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• MRCP or equivalent</li> <li>• Entry onto the Specialist Register for GMC or be within six months of obtaining CCT/CCST in Dermatology or CESR or European Community Rights</li> <li>• UK experience</li> </ul>	<ul style="list-style-type: none"> <li>• MD or equivalent higher degree or evidence of relevant research</li> <li>• Dermatology experience at Consultant level</li> </ul>
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• High standard of clinical skill and expertise in the specialty</li> <li>• Ability to offer expert clinical opinion on range of problems both emergency and elective within specialty.</li> <li>• Ability to take full and independent responsibility for clinical care of patients.</li> <li>• Experience in skin cancer and advanced surgical management.</li> <li>• Experience in managing paediatric dermatology</li> </ul>	
<b>Management Experience</b>	<ul style="list-style-type: none"> <li>• Ability to advise on efficient and smooth running of specialist service</li> <li>• Ability to organise and manage out-patient priorities.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to manage and lead specialist unit and working parties as appropriate.</li> <li>• Experience of audit management.</li> </ul>
<b>Teaching experience</b>	<ul style="list-style-type: none"> <li>• Experience of supervising junior doctors and teaching surgery.</li> <li>• Experience of teaching basic clinical skills to undergraduates.</li> <li>• Experience of supervising SpRs.</li> <li>• Experience of teaching postgraduate clinical dermatology.</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to supervise postgraduate research.</li> </ul>
<b>Research Experience</b>	<ul style="list-style-type: none"> <li>• Ability to apply research outcomes to clinical problems.</li> </ul>	<ul style="list-style-type: none"> <li>• Publications in referee journals.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to work in a team.</li> <li>• Good interpersonal skills.</li> <li>• Enquiring critical approach to work.</li> <li>• Caring attitude to patients.</li> <li>• Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Commitment to continuing medical education.</li> <li>• Willingness to undertake additional professional responsibilities at local, regional or national levels.</li> </ul>	
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*The Trust is committed to safeguarding and promoting the welfare of all unborn babies, children and adults and is signed up to both Wirral Safeguarding Children's partnership Board and the Merseyside Safeguarding Adults Board policies and procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Protecting Vulnerable People training, and to follow the relevant Trust's Policies and Practice Guidance.*