

Job Title

Job Description & Person Specification –

A summary of the role responsibilities and person specification



University Hospitals
Bristol and Weston
NHS Foundation Trust

Why Our Trust?

Terms and conditions

Post – Dermatology Clinical Fellow

Band/Grade – ST3 TBC

Division – Medicine

Salary – £55,329 - £63,152

Department/Location – Bristol Dermatology Centre and Weston General Hospital

Hours of work – 40 pw

Contract length – 12 months – Potential to extend contract to train for Certificate of Eligibility for Specialist Registration by mutual agreement.

Reporting to – Dr Shalini Narayan – Educational Supervisor

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions

The appointment will be subject to the Terms and Conditions of Service of Trust Grade Doctors (2017) and may be subject to amendment”.

Job Purpose

As a Clinical Fellow you will be based in Dermatology at the Bristol Royal infirmary (BRI). Clinics also held in Weston General Hospital to deliver dermatological care to the population of Bristol, Weston and the surrounding area.

You will develop and contribute to continuing education, professional development, audit and research within the Trust and be expected to integrate into the existing team to provide dermatology services for the local community, which requires working with the consultants and other specialist registrar colleagues.

There will be the opportunity to develop skills in general dermatology and dermatological surgery. The post will be based at University Hospital Bristol.

Our Team of dermatologists includes Consultants, an Associate Specialist, Specialist Registrars and GPwSI. We are a large department within a teaching hospital and provide a full range of dermatological services for our local population. We also offer a regional service in paediatric dermatology, phototherapy, contact dermatitis, skin lymphoma. We are an undergraduate teaching trust

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

What you'll love about working here

UHBW has been rated by the CQC as ‘Good’ - our staff are proud to deliver excellent care. As a forward-thinking multi-award winning Trust, our world-leading research and innovations are having a positive local and global impact. Our hospitals are spread across Bristol and Weston-super-Mare, join us and you can enjoy the very best of both worlds; city living within a stone's throw of the countryside or beside the seaside, both with easy access to all that the South West has to offer.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

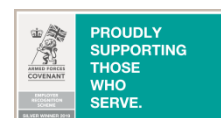
Access to further opportunities with the Trust - Apprenticeships are a great way to learn and earn on the job. UH Bristol and Weston provides a range of apprenticeships to support a huge number of career opportunities in clinical and non-clinical support services with apprenticeships starting at level 2 through to level 7. As an organisation we encourage further development of all employees to progress upward within their chosen field.

Diversity & Inclusion

A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

‘Committed to inclusion in everything we do’ is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy. The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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Main Duties and Responsibilities

The main responsibility is to provide clinical advice and treatment within the speciality, under the leadership of senior colleagues and at times may require the post holder to collaborate with colleagues from other specialities within the Division of Medicine and wider Trust.

The duties are intended to be an outline only and will subject to review depending on experience and changing demands in healthcare.

Outpatient Work:

There will be clinical sessions in outpatient clinics and potential to undertake skin surgery sessions with some flexibility depending on clinical and service demands. The work will be predominantly general dermatology and skin cancer work, although some subspecialist dermatology may be included depending on the skills and experience of the appointee.

Inpatient work

Inpatient care will be undertaken as required as it arises.

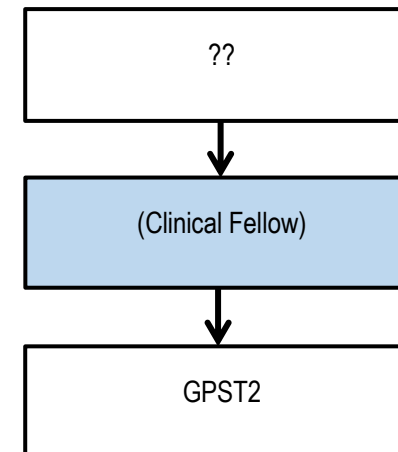
Supporting Clinical Meetings including; -

- Weekly LSMDT for skin cancer at BRI
- Weekly Biologic MDT
- Histology review meetings
- Regional Academic Training

Organisational Structure

An organisational structure is required which will be used for both Job Evaluation and Recruitment. Ensure that you highlight the post within the structure and that the post title is the same on all documentation.

Please only include the manager and subordinates to this role. If you wish to include an extended team structure please send this to Resourcing who will add this as an attachment to any advertised posts.



Key Relationships

Please detail the names and roles of all departments and stakeholders that this role will have a key relationship with.

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Personal Profile - (E) = Essential (D) = Desirable *The role profile sheet gives you the opportunity to expand on the key duties outlined in the JD. This document follows the NHS Job Evaluation 16 Factor format to assist with the evaluation process. You do not need to provide information for each and every one of the 16 factors. Only give additional information where you feel that it will provide further understanding/clarity about the job role and will consequently assist with the Job Evaluation process. Please indicate whether the criteria are Essential (E) or Desirable (D).*

Knowledge and Experience

- Applicant's knowledge is up to date and fit to practise safely
- Previous experience in Dermatology will be an advantage but is not essential
- Relevant specialty clinical knowledge: capacity to apply sound clinical knowledge relevant to the job

Skills and Abilities

All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues, which could be demonstrated by one of the following:

applicants have scores in the academic International English Language Testing System (IELTS) or equivalent equal to those required for recruitment to MMC specialty training programmes.

If applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence

Some evidence of experience or enthusiasm for a career in dermatology

Always considers the full impact of clinical decisions on the patients, Practice shared decision making.

Directs and supports patients to access the information they need to support decision making

Proven ability to work effectively in different clinical settings required in the job.

Aptitudes

This section should detail what qualities you are looking for within an ideal candidate for example; Sympathetic Attitude, Quick Decisions, Integrity, Patience, Formal Authority, Leadership, Social Responsibility, Good Communication Skills.

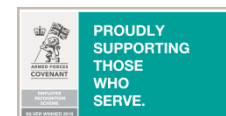
- Clinical judgement: experience in making clinical decisions and managing risk.
- Knows when to seek help, able to prioritise clinical need
- Practical skills: shows aptitude for practical skills required in the job
- Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation
- Empathy and sensitivity: capacity to listen and take in others' perspectives
- Works in partnership with patients: always considers patients preferences when discussing treatment options

Qualifications and Training

- MBBS or equivalent medical qualification
- MRCP or equivalent
- Eligible for full registration with the GMC at time of appointment.
- 4 years or more full time postgraduate training (or its equivalent gained on a part-time or flexible basis), at least 2 years of which has been in a specialty training programme which can be relevant to Dermatology; this can include General Practice
- Eligibility to work in the UK
- Applicants will need to be registered with the GMC (or eligible to be registered).

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovates their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act 2018 and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System

Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

Under the provisions contained in the Health and Safety at Work Act 1974, it is the duty of every employee to:

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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