



James Paget
University Hospitals
NHS Foundation Trust

Application and Recruitment Pack

Position: Consultant in Dermatology

Reference: 177-MDEMER-5343385



**#Proud
of the
Paget**

Welcome from Chief Executive *Jo Segasby*

Dear candidate,

I am delighted that you are interested in joining our Trust, and are taking the time to read this information pack. James Paget University Hospitals NHS Foundation Trust is a rapidly growing Trust with a very bright future, and we take pride in finding the right 'Paget's People' to help deliver the best care for our patients on the east coast of Norfolk.



Our Trust has become a valued and much-loved local institution, serving the communities of Great Yarmouth and Waveney since it fully opened in 1982. Today, we employ over 4000 members of staff, working closely with our hospital partners to deliver innovative and compassionate care.

We cherish our role as a provider of education, working closely with local and international universities Higher Education institutions, and we are committed to 'growing our own' – investing in employing and training people from our community to develop and flourish in a variety of clinical and non-clinical careers.

The James Paget is known internationally for its excellence in research and training, and for the clinical experience we offer to our trainee doctors and healthcare staff. We are a diverse, welcoming hospital, and are committed to offering flexible working arrangements to help develop the skills and experience of our teams.

Our hospital is also on the path towards developing a new hospital over the coming years, working closely with the Department of Health and Care to deliver a modern, innovative health and care campus on our current site as part of the national New Hospital Programme.

We are looking for people that embody our values of caring for our patients, each other and ourselves, underpinned by our Trust behaviours:

- Courtesy and respect
- Attentively kind and helpful
- Responsive communication
- Effective and professional

We welcome your interest, and look forward to receiving your application!

Yours sincerely,



Jo Segasby, Chief Executive

SECTION 1: PERSON SPECIFICATION

Job Title: Consultant in Dermatology
Directorate: Emergency
Reports to: Consultant Dermatologists

Criteria	Essential/ Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
MBBS or equivalent	E		✓			
MRCP or equivalent	E		✓			
Full GMC registration	E		✓			
Hold a certificate of being within 6 months of completion of training or being on or eligible for the UK Specialist Register at the date of interview	E		✓			
Have sub-specialisation recognised on CCT		D	✓			
MD/PhD		D	✓			
Experience & Knowledge						
Ability to provide expert clinical opinion across a wide range of problems within Dermatology.	E		✓	✓		
Ability to plan and develop a modern service in keeping with current trends	E		✓	✓		
Academic Achievements						
Experience of conducting clinical audit	E		✓	✓		
Knowledge of using evidence base medicine to support decision making	E		✓	✓		
Ability to use research outcomes in clinical practice	E		✓	✓		
Involvement in research projects and published papers		D	✓	✓		
Key Skills						
Capable of organising and prioritising work effectively	E		✓	✓		✓
Motivation and ability to plan and develop the service	E		✓	✓		✓
Willingness to participate in clinical governance	E			✓		
Leadership qualities	E		✓	✓		✓
Energy and enthusiasm and an ability to work under pressure	E			✓		✓
Experience in teaching junior medical staff	E		✓	✓		✓
Conscientious and highly motivated with the ability to communicate clearly with colleagues and staff	E			✓		✓
Able to form part of a team and recognise the importance of team working	E			✓		✓
An interest in developing and reinforcing interdepartmental relations	E			✓		
Experience in teaching Medical Students		D	✓	✓		
Formal training in teaching skills		D	✓	✓		
Forward thinking and not afraid of the challenges that change brings		D		✓		✓
Experience of committee work/project management		D	✓	✓		

Other						
Awareness and respect for colleagues, patients and relatives' dignity, privacy, integrity, cultural and religious beliefs	E			✓		✓
Good previous attendance record	E					✓
Ability to travel to meet the requirements of the post	D		✓			
Physically fit for post. Completion of Trust's Occupational Health assessment. Full immunisation status including Hep B & Hep C status	E	Dec Health form				
Satisfactory Criminal Records Bureau Disclosure and/or Certificate of Good Conduct (Police Check) from country of residence	E	Police/DfES/DoH				
Eligibility to work in the UK	E	Immigration clearance				

Assessment Criteria A= Application, I= Interview, T= Test, R= References

SECTION 2: JOB DESCRIPTION

Title	Consultant in Dermatology
Location	James Paget University Hospitals Foundation NHS trust.
New or Replacement Post	New post
Accountable to	Divisional Director of the Division of Medicine, Diagnostics & Clinical Support
Principle Job Purpose	To provide in conjunction with colleagues Dermatology services for the Trust.
Sessional Commitment	10 PA Contract, however, can be flexible
Tenure	This is a permanent appointment.
Advertising	<p>We welcome applications from both internal and external candidates. We will consider consultants at any level of their career for either part time or full time role.</p> <p>Newly qualified consultants will have the opportunity to develop their own special interest with involvement in research, teaching etc. We are also willing to offer flexible job plans for returning consultants or someone with other commitments. Please contact the department for pre-interview discussion with the clinical lead.</p>

Main Duties	<ol style="list-style-type: none"> 1. Provide with the other Consultants cover for annual, study and professional leave. 2. Take part in the Royal College of Physicians continuing medical education programme. The Trust will provide study leave expenses in line with national terms and conditions of service. 3. Share with consultant colleagues the Dermatology workload. 4. Teach undergraduates from the Norwich Medical School, University of East Anglia (UEA) during clinical attachment at JPUH and participate in other teaching activities (lectures, seminars, examinations). Teaching will involve bedside (clinic and ward) teaching. 5. Maintain and develop team working practices involving other medical staff, nursing staff and allied health professionals. 6. Liaise with medical staff in other specialties and participate in the regular clinical meetings and other post-graduate activities of the hospital. 7. Participate in the rolling process of clinical governance. 8. Act as educational supervisor and engage in regular appraisal and assessment of all doctors in training or in equivalent posts for whom the post-holder has educational or organisational responsibility. 9. Comply with the outline Consultant work programme (under provisions of Circular HC90/16) and the weekly timetable of fixed commitments (i.e. regular scheduled NHS activities in accordance with paragraph 30B of the TCS).
Other Responsibilities	<p>Subject to the provisions of the Terms and Conditions of Service to observe the Trust's agreed policies and procedures drawn up in consultation with the profession on clinical matters and to follow the standing orders and financial instructions of the Trust.</p> <p>To observe local and national employment and personnel policies and procedures, and to comply with Regional and Trust Health and Safety policies.</p> <p>To assume responsibility for and facilitate contact from members of staff with delegated duties for personally accountable patient care.</p> <p>To adhere to the departments' annual, professional and study leave policy, minimum of 6 weeks notice.</p> <p>To provide Sickness cover – short term needs as required.</p>

Health and Safety Responsibilities	<p>To ensure that the Trust's Health and Safety Policies are understood and observed and that procedures are followed.</p> <p>To ensure the appropriate use of equipment and facilities and that the working environment is maintained in good order.</p> <p>To take the necessary precautions to safeguard the welfare and safety of yourself, patients, visitors, and staff, in accordance with the Health and Safety at Work Act.</p> <p>To undertake appropriate health and safety training to support safe working practice, including where appropriate, its management.</p> <p>To demonstrate a practical understanding of risk assessment in relation to their areas of responsibility and to ensure safe systems of work are in place.</p> <p>To ensure that all incidents occurring within the department are reported in accordance with Trust procedures, investigated and corrective action taken as necessary and/or reported to senior management and specialist advisers.</p> <p>To ensure that occupational health advice is sought if employees identify health conditions which may affect their ability to carry out their responsibilities safely.</p> <p>To be responsible for ensuring that their staff attend statutory and mandatory training.</p>
Equality and Diversity	<p>All employees are required to follow and implement the Trust's equal opportunities policy and to undergo any training and development activities to ensure that they can carry out their duties and responsibilities in terms of promoting, developing, implementing and reviewing the policy arrangements in the course of their work.</p>

Trust Values and behaviours



Trust Agreement

The Trust agrees to:

Allow sufficient study to leave and funding for clinical CPD to ensure college requirements are met for appraisal and revalidation.

Provide professional leave and funding to support appropriate personal management development.

Job Plan

The Job plan and detailed timetable, which will depend on both experience and interests of the candidate and the needs of the department, will be agreed with the Divisional Director on behalf of the Medical Director, within three months of the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the date signed by the Divisional Director.

The job plan will then be reviewed annually, following an Appraisal Meeting. The document will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

Breakdown of PA allocation

Direct Clinical Care 7.5 PAs on average per week

(Including ward rounds, MDTs, OP clinics and clinical admin):

2.5 PAs on average per week

Supporting Professional Activities:

SPAs are likely to include at least 0.5 PAs to allow the appointee to familiarise themselves with all relevant guidelines, policies and procedures (Includes CPD, audit, teaching and research)

This is for a 10PA contract. The allocation of PA's is reviewed and may be subject to adjustment when a further diary exercise is undertaken or if the service demands a review of the Job Plan. The SPA sessions, in addition to CPD time, audit, teaching and guideline development should include time for the appointee to familiarise themselves with the Trust's policies, procedures and guidelines and to undergo training at the UEA in order that they can become a recognised teacher. There is also a requirement that all Consultants attend appropriate training to meet the requirements provision of Clinical and Educational Supervision. A mentor will be appointed to support the consultant in adjusting to the new role and responsibilities.

Duties of the Post

This is a permanent 1.0 WTE appointment based at the James Paget University Hospital (JPUH) for 5 days per week Monday to Friday. The appointee will help the department achieve the skin cancer waiting time targets and the 18 week referral to treatment time targets and other targets as become relevant. The appointee will have opportunity to develop their own special interest and engage in research activities.

The James Paget University Hospital Dermatology department and the Norfolk and Norwich University Hospital Dermatology departments work closely together particularly in skin cancer, teaching and research and this post will continue the move towards closer integration of the two units.

The post-holder will be accountable clinically and managerially to the dermatology Clinical Lead (Dr Mousumi Zaman) and the Medical Director (Mr Vivek Chitre).

The appointment is to the Trust, not to specific hospitals however the appointee may be expected, as part of their duties, to undertake clinics in community hospitals or outreach clinics.

There will be no on-call commitments. Any dermatology patient needing admission to hospital will be admitted to the general medical ward where they will be stabilized and referred to the dermatology team the following day for review.

The appointee will be expected to contribute to the teaching of the under-graduates at the University of East Anglia, School of Medicine. The appointee will contribute towards the supervision and training of junior doctors in dermatology at the NNUH and JPUH. This may include work as an educational supervisor and supervision of case reports, scientific abstracts and clinical research by specialist registrars. The appointee will be expected to contribute to undergraduate and postgraduate teaching within the Trust.

The appointee will share with the other consultants in the supervision of nurse-led clinics in the departments. These include acne, leg ulcer, Cryotherapy, Photodynamic therapy, day treatment and surgery lists.

The appointee will be expected to attend the department's meetings including the monthly Monday lunchtime departmental and consultant meeting, monthly Clinical Governance meeting, weekly Skin MDT meeting and fortnightly Wednesday afternoon educational joint clinics for complex cases.

All consultants, including the appointee, will be expected to be involved in implementing the Trust's Clinical Governance program. This includes active participation in clinical audit, quality, clinical guidelines/pathways (including National Institute of Health and Care Excellence and British Association of Dermatologists guide- lines), professional development, appraisal and risk management.

The appointee will be a member of the Consultant Medical Staff Committee.

Medical Student Teaching

The appointee will be expected to contribute to undergraduate teaching. There is an expectation that the appointee will also participate in admission assessments for applicants to the medical school, lecture, seminar, examinations and small group problem based learning (PBL) teaching that occurs throughout the academic year. There will be an increase in Medical Student numbers over the next few years.

Any time contributed to Medical Student teaching by the appointee will need to be agreed by the existing physicians providing the stroke and acute service and the divisional Director but in general this will be supported and encouraged.

Workload

Each clinic session comprise 4 new and 8 follow up patients. Depending on the specialist area of expertise the number of clinics per week can vary from 4 clinics per

week and at least 2 minor operating sessions per week. Each minor operating session will depend on the demand and at times there may be a need for more clinics and fewer minor operating sessions and vice versa depending on the number and type of patient referrals. Each minor operating session will have 3 to 6 patients depending on the complexity of the procedure. Internal patient referrals can vary from 4 to 8 per day. There are no on-call commitments.

Timetable

The following provides scheduling details of the fixed clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Divisional Director with regard to the scheduling of all other activities, including the Supporting Professional Activities.


SPAs are likely to include at least 0.5 PAs to allow the appointee to familiarise themselves with the Trust policies, guidelines and procedures, other SPAs to be used for CPD, audit, guidelines and governance. At the review point the number of SPAs will be adjusted dependent on whether or not the new appointee has taken on new roles within the department/trust/region.

Sample Work Programme

The following provides an outline of the expected clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Director with regard to the scheduling of all other activities, including the Supporting Professional Activities. Upon appointment the consultant will be given a specific 'work programme' detailing the initial allocation of direct clinical care activities and supporting activities.

DAY	TIME	LOCATION	WORK	NHS ACTIVITY CODE	NUMBER OF PAs
MONDAY	0800-0900 0900-1300 1300-1400 1400-1700	JPUH	Skin cancer MDT meeting + pt admin Patient admin/ward rounds/referrals teaching/research Meetings (directorate and consultants Week 3)/Clinic Gox Surgical List		0.25 DCC 0.75 DCC/0.75 SPA 0.25 SP 0.25 DCC
TUESDAY	0900-1300 1400-1700	JPUH	Clinic Research/special interest clinic/teaching		1 DCC 0.75 SPA
WEDNESDAY	0900-1200 1300-1700	JPUH NNUH	Clinic Week 1: addenbrookes combined clinic Weeks 2/4: Patient admin/audit Week 3: journal club/lymphoma MDT/combined clinic		0.75 DCC 0.5 SPA 0.375 DCC
THURSDAY	0900-1300 1400-1700	JPUH	Clinic PT admin/ward referrals/teaching		1 DCC 0.75 DCC/0.25 SPA
FRIDAY	0900-1300 1300-1400 1400-1700	JPUH JPUH 1st/3rd/5th Friday	Minor op LSMDT Emergency Clinic		1 DCC 0.125 DCC 0.75 DCC
SATURDAY					
SUNDAY					
ADDITIONAL AGREED ACTIVITY					
PREDICTABLE ON-CALL WORK					
UNPREDICTABLE EMERGENCY ON-CALL WORK					
			TOTAL PAs		
			10 PAs		

This is a sample programme, which allows an equitable distribution of the work. Modifications will be made depending upon the needs of the service and to cover periods of leave. If a doctor works a day outside of their rostered duty, they will be entitled to time off in lieu.



The Department

The Department of Dermatology is an integrated out patient, day-patient, unit with specialist dermatology nursing staff. It serves a population of 230,000 residents across Great Yarmouth, Lowestoft and Waveney, as well as the many visitors who come to this part of East Anglia. The new department opened in January 2003.

We have close links with other hospital specialities including Plastic surgery Ophthalmology and Oculo-plastics, Paediatrics, Rheumatology and Genito-urinary medicine.

General dermatology outreach outpatient clinics are also held at Beccles Hospital. We work closely with The NNUH in the management of Skin cancer via weekly SSMDT meeting.

Staffing

Consultants

Dr M Zaman, Consultant & Clinical Lead
Dr T Abraham, Locum consultant
Dr D Torchia Locum Consultant

Special interests: in phototherapy, cutaneous allergy, dermatology surgery, paediatric dermatology and genital dermatosis.

Associate Specialist

Dr M Elissen

Specialty Doctors

Dr O Ahmed
Dr H Mehmood
Dr R Akter
Dr U Zaidi
Dr A James

Dermatology Speciality Nurse:

Julie Errington

Dermatology Support Nurses:

Helen French
Krystle Dennis
Leanne Clarke

In addition to supporting Clinical staff, between them they manage nurse led Roaccutane clinics, Leg Ulcer clinics, Cryo-therapy clinics, Photodynamic therapy, Patch and Prick test application as well as lesion and general follow up clinics.

Education and Training Combined clinical meetings with regional Consultant Dermatologists at: Addenbrookes Hospital monthly Norfolk and Norwich Hospital monthly.

James Paget University Hospital & Queen Elisabeth Hospital Kings Lynn annually
Journal club monthly Hospital Grand Rounds once week.

Consultants are encouraged to attend and contribute to the monthly clinical meetings of the dermatology section of the Royal Society of Medicine, London.

SECTION 3: TRUST INFORMATION

The Trust provides comprehensive acute care for the population of Great Yarmouth, Lowestoft and the South Waveney area and for many visitors to the area. This acute care provided from the James Paget University Hospital site at Gorleston is supported by other community services at the Newberry Centre, Kirkley Rise North Lowestoft and outreach clinics.



The Trust serves a population of approximately 230,000. We are a University Hospital with a medical school, training the next generation of health professionals and developing research.

The James Paget University Hospital is a high performing hospital with a history of strong performance both financially and in terms of achieving national and local targets. There is a close working relationship between staff and management with a strong culture of team working which contributes to a friendly working environment. The Trust has successfully undertaken several national pilots.

The Hospital has a strong reputation for Education and Training. It has a close working relationship with the Norwich Medical School and contributes approximately a third of the medical school's secondary care teaching. There is also an established multidisciplinary research culture within the Trust, with a growing body of applied healthcare research and evaluation.



The Hospital is based in the coastal town of Gorleston between the resorts of Great Yarmouth and Lowestoft. Other coastal resorts such as Southwold, Caister and Hemsby also lie within the Trust's catchment area along with several Broadland villages/towns such as Beccles, Acle and Oulton Broad. The historic city of Norwich is a short journey away. The North Norfolk coast and Southern Suffolk coast are also within easy reach.

There is a good supply of high quality housing at reasonable prices from barn conversions and historic houses to architect designed modern builds. There is a good choice of locations from rural and village to coastal and town. There are many high quality state and private schools from Nursery through to sixth form colleges and the UEA.

The Trust has been selected as one of the sites for a new hospital build by the government, with construction beginning in the next five years.

Photo: Expansion of Emergency Department



SECTION 4 : EDUCATION AND TRAINING

Norwich Medical School and University of East Anglia

This is a joint venture involving the UEA, Norfolk & Norwich University Hospital and James Paget University Hospital NHS Foundation Trust (JPUH), Norfolk Mental Health and General Practitioners in Norfolk and Suffolk.

The first intake of students was in autumn 2002. The James Paget consultants are involved in the development and delivery of the Curriculum and Teaching Programme, with approximately 30% of all secondary care teaching being based at JPUH. In addition a significant proportion of the lectures / seminars / teaching sessions / assessments at the UEA for Medical Students are also delivered by employees of the Trust. The medical school emphasises the importance of innovative teaching methods especially problem-based learning in the education of undergraduates. The appointee will have the opportunity to apply for specific teaching roles in the delivery and development of the undergraduate curriculum and to become a Recognised Teacher in the Medical School. Honorary UEA appointments are awarded to consultants making a significant contribution to MB/BS teaching.

Research

The hospital is part of a Research Consortium in association with the Norfolk & Norwich University Hospital and the University of East Anglia. These links are being enhanced to facilitate collaborative projects and ideas. As a University Hospital, there is a drive to increase research activity. Collaborative partners include The School of Health, University of East Anglia, which has particular expertise in epidemiology and Health economics. A number of consultants in the James Paget University Hospitals NHS Foundation Trust hold honorary Senior Lecturer appointments at the University of East Anglia.

Participation in research is actively encouraged and supported and we are particularly interested in recruiting clinicians with experience of applying for research grants. The JPUH has a Research Support Group, which will give practical advice.

Postgraduate Medical Education

Post Graduate Education is based within the Education and Training Centre at the JPUH. There is also a good medical reference library within the Trust, which is located at the Burrage Centre also situated on the hospital site.

The centre provides a wide and varied programme to support continuing education with the local consultants and visiting specialists participating. There is a GP vocational training scheme and an active teaching programme for junior staff in which most consultants participate. A major expansion of teaching facilities has recently taken place. Consultants from the trust play an active regional role in training trainers.

The weekly training programme includes:

- Grand Round
- Curriculum teaching/clinical presentations for Junior Doctors
- Half-day protected teaching for Foundation Years 1 and 2 trainees.
- Half-day protected teaching for GPSTs
- Speciality education and journal club meetings

Regular MDT/teleconferencing meetings take place linking to regional hospitals.

Clinical Divisions have their own education and audit programmes.

The Trust expects all Consultant Medical Staff to comply with the current guidelines from their professional bodies, GMC, Royal Colleges etc. concerning education and revalidation. Emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend a teaching course. Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a partner in the joint venture medical school at UEA.

The appointee will have the opportunity to be involved in the professional supervision and training of junior medical staff and will be invited to a training course to become an Educational Supervisor for Trainees.

Education and Training Centre

This purpose-built centre provides a wide range of state of-the-art teaching facilities and most rooms have built in modern audio-visual presentation facilities. There are seminar rooms and consultation and examination rooms, a spacious entrance area, a coffee lounge along with wet and dry skills rooms and an IT training room.



The centre provides teaching and training facilities for a wide range of staff including Medical Students and BLS/ ILS/ ALS/ ALERT courses. We have plans to build another large space for Innovation in Education in the next few years. We have been conducting laparoscopic surgery course in our wet lab for ST2 to ST5 level trainees for the last 3 years. In addition, we have been conducting non-technical skills for surgeons (NOTSS) courses for the last 3 years running this at least 2 times a year for all trainees across East of England including local faculty development.

Study Leave

Study Leave will be obtainable within the limits of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England & Wales) as amended, subject to the Regional Postgraduate Medical Educational Policy. The current study leave budget is £1,100 (pro rata) per Consultant.

Audit/QI

Audit is an important item within the Trust agenda. The Clinical Audit and Effectiveness Committee oversee the requirement. It is expected that a significant QI project be completed for every revalidation cycle. QI department has been established and actively encourages doctors to participate and guide with quality improvement projects. We have registered and have access to Life QI.

Personal Facilities

The appointee will be provided with personal secretarial support and office accommodation at the James Paget University Hospitals NHS Foundation Trust. The appointee will have a computer or laptop due to moving to more mobile solutions, which will be linked to the hospital intranet with facilities for internet connection and e-mail. Ample car parking is available on site at a very low/no-annual charge compared to other local hospitals and nationally.

Personal Development for Consultants

All new consultant recruits are given the opportunity to review their personal development with their clinical lead/independent management consultant and agree a personal development plan. Although this is very much owned and driven by the individual, the Trust will provide financial support for personal development activities. Each year all consultants are required to undergo an appraisal with either their Assistant Medical Directors or another consultant selected from a list of appraisers to discuss their development and in anticipation of revalidation.

Clinical Governance

The Trust has introduced Clinical Governance under the joint leadership of the Medical and Nurse Directors. It has been at the forefront of the introduction of Risk Management. The Trust was one of the first to achieve CNST Level 2. Recent appointments of Senior Staff to support Clinical Governance emphasise the Trust's commitment and it is expected that all Medical Staff will participate.

Working with Colleagues

The post holder will be expected in the normal run of their duties, and within their contract to cover the occasional brief absence of colleagues and during occasional emergencies and unforeseen circumstances.

Improving Working Lives Flexible Career Scheme

The scheme has been developed to give all doctors, both junior and senior levels, the opportunity to work flexibly e.g. part-time working and career breaks. Further details of this scheme are available from the Medical Staffing Department.

Disclosure & Barring Service Forms

All successful applicants will be required to complete and return a Disclosure & Barring Service form.

If you have not been resident in the UK you will be required to produce a "Certificate of Good Standing" or "Police Check" from an authorised Police Authority from the country of your last residence.

Safeguarding Children

All employees have a duty for safeguarding and promoting the welfare of children. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Staff must also ensure they receive the appropriate level of safeguarding children training depending on their role in the Trust.

Infection Control

Staff working in a clinical environment must ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust.

In order to do so they must;

- Observe all infection control policies and practices relevant to the post
- Act as a role model to others regarding infection control best practice
- Ensure that they keep up to date and attend all relevant training relating to infection control issues applicable to their post
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable).
- Report non-compliance or concerns regarding infection control issue/best practice to their line manager.

Confidentiality

All employees are required to ensure the confidentiality of all patients, staff and other sensitive, including commercially and financially sensitive, information that is made available to them as part of their duties.

This post is offered under the terms and conditions of service of the new contract.

SECTION 5: GENERAL CONDITIONS OF APPOINTMENT

Salary:	As per pay circular and pay scale T&Cs for consultants.
Pension:	NHS contributory scheme.
Life insurance:	Covered within NHS superannuation scheme.
Holidays:	As per terms and conditions of service schedule 18, paragraph 1.
Notice period:	3 months.
Terms:	Post is subject to Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and General Whitley Council Conditions of Service, as amended from time to time.
Location:	When on-call for their clinical specialty, the successful candidate will normally be within 15 miles of the main hospital base or 30 minutes travel time unless specific approval is given by the Trust. The post holder is based at the James Paget Hospital but may be required to undertake duties at other locations within the locality.
Medical:	Required to complete Trust's Confidential Occupational Health Services medical questionnaire and undergo medical examination, if necessary. The post holder will require validated identity verification of immunisations for Hepatitis B, HIV and Hepatitis C screen prior to commencing.
Rehabilitation of Offenders:	Exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975.
Equal Opportunities:	James Paget University Hospital NHS Foundation Trust is committed to the promotion thereof, on the basis of opportunity and advancement correlating with ability, qualification and fitness for work.
Registration:	Required to have and maintain full registration and be on the GMC Specialist Register. To comply with requirements for revalidation and CPD as laid down by the General Medical Council, colleges and similar bodies. Required to conform to GMC guidelines for Good Medical Practice. Membership of a Medical Insurance Society is strongly recommended.

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Divisional Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks' notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

SECTION 6: APPLICATION INFORMATION

If you have any queries regarding applying online please contact the Medical Staffing Team.

Telephone: 01493 453117

Applicants who require further information about the post and/or who wish to make an informal visit are invited in the first instance to contact:

Dr M Zaman FRCP, MRCP (Dermatology)

Consultant Dermatologist

James Paget University Hospitals NHS Foundation Trust Telephone: 01493

452313/452613

Email: jill.hansen@jpaget.nhs.uk

For further information about the Trust please log onto our website www.jpaget.nhs.uk

Planned Interview Date: 13th September 2023

Advertising

The post will be advertised to the Trust's public membership through a range of routes, including the external Trust website, Trac, NHS Jobs and the BMJ.

Successful applicants will be notified by

Applications

The preferred method of application is through Trac/NHS jobs.

Applications should include:

A completed online application form via Trac, with education and professional qualifications, and full employment history. It is also helpful to have daytime and evening telephone contact numbers and e-mail addresses, which will be used with discretion. The details should include names and contact details of three referees. References will not be taken without applicant permission and must include the direct line manager.

All candidates are also requested to complete an Equal Opportunities Monitoring Form which will be available upon submission of your online application. This will assist us in monitoring our selection decisions to assess whether equality of opportunity is being achieved.

The successful applicant will be subject to Occupational Health and, Disclosure and Barring Service checks.

- Whether the person has been convicted in the UK of any offence or been convicted elsewhere of any offence which if committed in any part of the UK would constitute an offence; and
- Whether a person has been erased, removed, or struck off a register maintained by a regulator of a health or social work professional body.

For further information about the Trust please see our website at www.jpaget.nhs.uk
