



United Lincolnshire
Hospitals
NHS Trust

Consultant Dermatologist

February 2024

Candidate pack



outstanding care personally delivered

Welcome

Thank you for your interest in the position of Consultant Dermatologist, at United Lincolnshire Hospitals NHS Trust.

We recognise that outstanding care can only be delivered through our people.

We want to attract people who can help us deliver our vision. We want in return to help people achieve what they wish in their careers in the NHS at ULHT.

We are always keen to welcome highly skilled, committed and compassionate individuals to our hospitals – people who put patients at the heart of everything they do and are ready to help us achieve our vision.

Our values

Our values guide everything we do. They are:

- **Patient-centred** – Putting patients at the heart of everything we do, listening and responding to their needs and wishes.
- **Safety** – Following ULHT and professional guidelines. Speaking up to make sure patients and staff are safe from harm.
- **Excellence** – Striving to be the best that we can be. Innovating and learning from others.
- **Compassion** – Caring for patients and their loved ones in ways we would want for our friends and family.
- **Respect** – Behaving and using language that demonstrates respect and courtesy to others. Zero tolerance to bullying, inequality, prejudice and discrimination.

If you believe in them too, then you are ready to join the ULHT team.

We've taken great pride in building working environments where staff always feel valued, cared for and part of a team. Without doubt this is a challenging yet very rewarding job that is at the centre of health and care in Lincolnshire - making a positive difference to our patients.

We look forward to hearing from you!

Our Vision



Our vision is to provide 'Outstanding Care, Personally Delivered' to the people of Lincolnshire and beyond.

We strive to offer consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together.



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About Us – ONE TRUST, EVERY OPPORTUNITY

United Lincolnshire Hospitals NHS Trust is situated in the beautiful county of Lincolnshire and is one of the biggest acute hospital trusts in the county, serving a population of more than 700,000 people. We provide acute and specialist services to people in Lincolnshire and neighbouring counties. We have an annual income of £643 million (20/21) and we employ nearly 8,500 people.

Lincolnshire is such a **great place to live and work** with many opportunities to grow and develop as well as spend time on hobbies, activities and taking in local historic sites. Find out more on the [Visit Lincolnshire website](#).

At ULHT we have a vision statement **“Outstanding Care Personally Delivered”** stating our ambition for our Trust to be among the best. In the last two years we have made several steps closer and despite COVID we have many achievements to be proud of over the last two years.

We also have a five year Integrated Improvement Plan setting out how we will achieve our strategic objectives, for patients, services, people and partners. The last recognising that our future success depends on our ability to ensure the Lincolnshire healthcare system is successful in achieving its ambition to help people live healthier lives and provide care closer to where people live.

Our latest CQC report increased our ratings for being effective and well-led from ‘Requires Improvement’ to ‘Good’. Our rating for caring remained as ‘Good’ and this has contributed to the Trust being removed from ‘special measures’ status.

This is in recognition of the huge amount of work that our amazing staff have done to improve the quality of care for our patients in recent years and demonstrates the progress we have made as an organisation.

A **world-class** heart centre in Lincoln, a ground-breaking end-of-life 'hospice in a hospital' in Grantham, a £2 million investment in neonatal facilities, a new Respiratory Support Unit in Lincoln and the opening of a new Clinical Research Facility in Boston (which will complement our trust-wide research) are just some of the improvements we are making to ensure our communities receive safe, responsive care.

We have strong ties to the University of Lincoln, which offers undergraduate and postgraduate nursing, midwifery, and allied health and social care courses and research opportunities.

Additionally, we have established direct links with the new Lincoln Medical School, which has been developed in collaboration with the University of Nottingham, and we have welcomed our first cohort of medical students to the Trust for clinical placements.

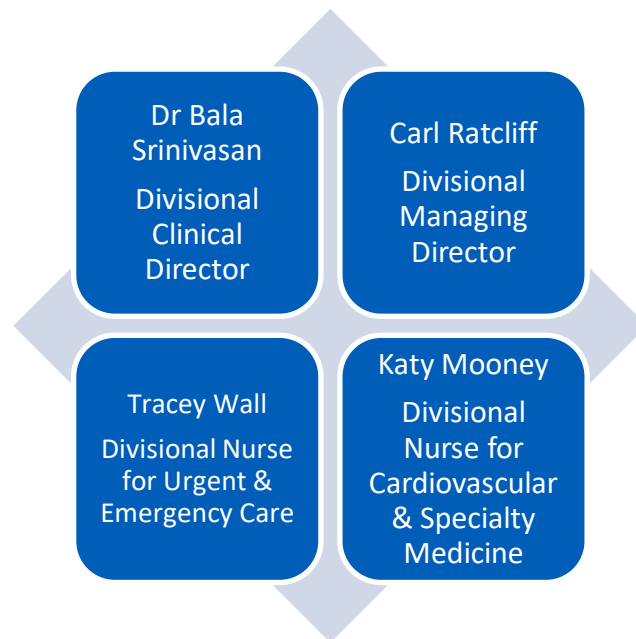
We are aspirational for the future of ULHT as well as for you, which means professional development and innovation are a passion of ours. After reviews from CQC we are already improving our service with clear improvement and development dynamics. We take pride in our 'one Trust' ethos, our welcoming work environment, and the exciting and rewarding learning and development opportunities we offer our employees. We recognise that our success in developing and continuously improving efficient and financially viable services is a result of our employees' dedication, skills, and compassion.



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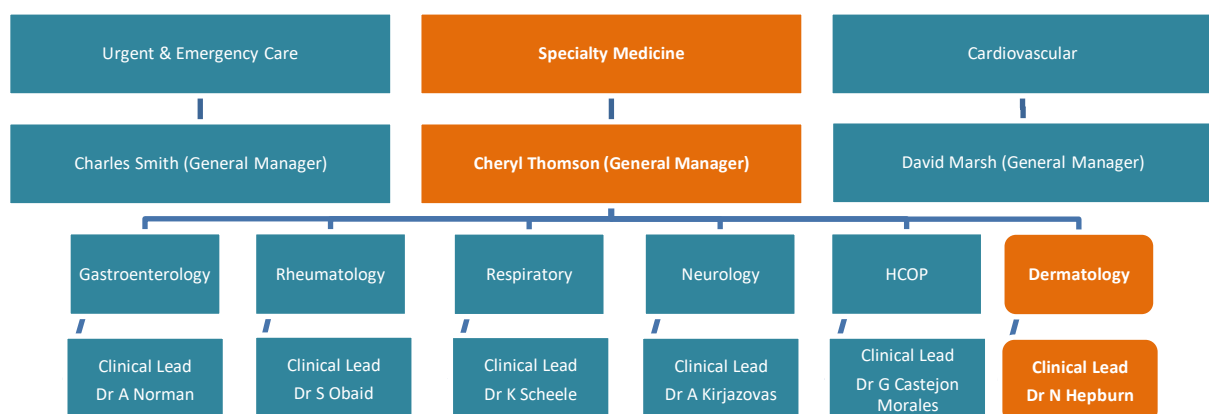
The Medicine Division

The Trust is divided into 4 divisions each of which is led by a management team consisting of Clinical Director, Managing Director and Head/s of Nursing.



Clinical Business Unit and Department Information

The Medicine Division is divided into separate Clinical Business Units. The management team is supported by Clinical Heads of Service. Dermatology is part of the Speciality Medicine Clinical Business Unit. The Management Team are:



Speciality Medicine Clinical Business Unit Staffing

The Department of Dermatology is contained in the Speciality Medicine Business Unit which comprises of circa 40wte Consultant Physicians with specialist interests. Inpatient care is provided in modern specialty based wards. There is a dedicated Medical Emergency Assessment Unit (MEAU/IAC) where emergency medical admissions from primary care and A&E are treated and a separate Surgical Emergency Assessment Unit (SEAU) at Lincoln. The Medicine Division has an active postgraduate education programme with weekly physicians meetings and Monthly Grand Rounds. The department is committed to mentoring new Consultant Colleagues.

The CBU's are supported by tiers of Staff Grade Practitioners, Specialist Registrars, CMT level doctors who are part of the North Trent rotation, VTS, FY2s and FY1s who rotate with posts in the Nottingham and Leicester schemes. The CBU maintains an excellent nursing workforce, many of whom have extended their skills to enable them to complement the work of the medical teams.

Lincoln County Hospital is situated close to the centre of Lincoln. It is a large and modern complex, catering for the majority of major specialties and has 557 acute beds. There are 172 beds for acute general medical and elderly care, including coronary care and renal care, as well as a 51-bed medical emergency admission unit and an 18-bed surgical admissions unit. Additionally, there is a 19-bed Frailty Unit. The 10 side-room Respiratory Support Unit (4 negative pressure rooms) opened in summer 2021. A sizable, well-staffed Accident and Emergency Department is available. At the moment, the hospital has 108 general surgical beds, a 20-bed critical care unit (levels 2 and 3), a ten theatre operating suite, and three orthopaedic wards. There is an Ophthalmic Unit, an Adult Day Care Unit, an ENT department, and a newly constructed, fully equipped Clinical Oncology department.

Pilgrim Hospital is a modern 547 bedded District General Hospital pleasantly situated in Boston with good transport links. It provides a full range of hospital services to a catchment population of approximately 200,000, which increases to 250,000 during the summer due to the holiday influx to Skegness and related resorts. A full range of clinical specialties and laboratory facilities of the highest standard are provided. It has close links with community hospitals in Skegness and Spalding and is the main hospital centre for South Lincolnshire. The hospital includes an Emergency Department and beds for General Medicine, Elderly Care, General Surgery, Orthopaedic Surgery, Vascular Surgery, ENT, Ophthalmology, Paediatrics, Psychiatry, Oral Maxillofacial Surgery, Obstetrics and Gynaecology and Intensive Care with 12 beds, an Endoscopy Unit and a new MRI scanner.

Grantham & District Hospital is a small district general hospital with 194 beds, offering all major specialties and has close links with Boston, Lincoln and Newark hospitals as well as teaching centres in Nottingham and Leicester. Primarily it serves the people of Grantham, Sleaford and Newark with a total catchment population of around 120,000. Grantham provides Integrated Medicine, General Surgery, Orthopaedics, Anaesthetics and Accident and Emergency services. There is an ambulatory Paediatric service and Midwife Managed Maternity Unit. There is a fully equipped X-Ray Department with a modern CT scanner as well as a Pathology Department providing all pathological services on site. There is a Medical Physics Department that does all cardio-respiratory work as well as gamma camera work including myocardial perfusion imaging and radionuclide ventriculography.

Pathology - The Path Links Consortium provides histopathology, immunology, and biochemistry, haematology, and microbiology services throughout Lincolnshire. At Pilgrim Hospital and Lincoln County Hospital, specialists serve each of these disciplines. They provide a comprehensive service of the highest calibre.



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The Dermatology Department

The Dermatology service in the United Lincolnshire Hospitals NHS Trust is organised on a hub and spoke model to provide effective care for the rural population of Lincolnshire. The aim is to provide a comprehensive, high quality service whilst providing care as locally as possible. All Dermatologists work at the hub and have commitments at spokes and peripheral clinics. The current consultant team are all generalists, however, each consultant provides a sub-speciality service, such as surgery, phototherapy, contact dermatitis, paediatric dermatology, vulvar dermatology and biologic clinics. The specialty also encourages the working with local General Practitioners with a special interest in dermatology.

Lincoln County Hospital

- Dedicated Outpatient Clinic with 5 clinic rooms and two fully equipped skin surgery rooms, a phototherapy suite, nurse treatment area, library, and secretarial accommodation.
- Day Care facilities
- Iontophoresis
- Phototherapy UVB, TLO1, PUVA
- Skin Surgery
- Vulval Clinics
- Contact Dermatitis
- Paediatric Dermatology
- Histopathology
- Inpatient beds available in integrated medicine
- Weekly plastic surgery clinic
- Weekly day case plastic surgery list
- PDT
- Botox Nurse Led Clinics

Pilgrim Hospital

- Dedicated Outpatient Clinic with 3 clinic rooms a fully equipped skin surgery room, a phototherapy suite and one nurse treatment area.
- Day Care facility
- Phototherapy UVB (TL-01), PUVA
- Iontophoresis
- Skin Surgery

Grantham Hospital

- Dedicated Outpatient Clinic with 2 clinic rooms, a skin surgery room and a nurse treatment area with phototherapy
- Day Care facility
- Phototherapy UVB (TL-01), PUVA
- Skin Surgery

Peripheral Clinics: Louth, Spalding, Skegness, Gainsborough

- Outpatient Clinics and Simple Skin Surgery



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In Patients

There are no dedicated dermatology beds. Patients are managed principally as outpatients, some attend for day treatment. Patients who require admission are seen in the acute medical admission units, coming under the joint care of the duty consultant physician and the dermatologist. The junior team of that physician provide supporting care.

The Dermatology Team

Consultants	Main Special Interest/ Role
Dr N Hepburn	Consultant Dermatologist (Clinical Lead)
Dr Krisztina Scharrer	Consultant Dermatologist
Dr Caroline Angit	Consultant Dermatologist
Dr Julia Schofield	Consultant Dermatologist
Dr Sarah Bell (locum)	Locum Consultant Dermatologist
Dr Aukse Andrieliene (locum)	Locum Consultant Dermatologist
Dr Evi Kyriakou (locum)	Locum Consultant Dermatologist
Mr Ian Starley	Consultant Plastic Surgeon

In addition, there are Speciality doctors: Dr Kopcsanyi, Dr El Genedy, Dr Ahmed, Dr Aggarwal, Dr Sayed, Dr Teckchandani, and Dr Glasson. The speciality doctors have their own clinic lists but work alongside the consultant members of the team. There is currently one International Training Fellow (Dr Thompson) from New Zealand.

There are also two teams of Dermatology specialist nurses supporting the management of patients with inflammatory skin diseases and people with skin cancer, this included 3 nurse surgeons.

Clinical Governance

There is an active dermatology clinical governance programme including an audit programme with monthly meetings. They involve all members of the team including nurses and therapists. In addition, a monthly interesting cases meeting is held for the dermatologists and also a clinic-pathological meeting with the histopathologists. Local skin cancer MDT is held weekly and we join the specialist MDTs at Leicester, Nottingham, and Hull when required. These meetings are virtual.

Teaching

All members of the dermatology team are involved in regular teaching of a range of health care professionals. The new Medical School at the University of Lincoln sends undergraduates to dermatology for clinical attachments as part of their training. Postgraduate GPs in training, and GPs wishing to develop a special interest in dermatology, are also taught and supervised in the clinics at all sites. It is expected that the post holder will support these activities. The team also provides ongoing support and development of the clinical nurse specialists in dermatology.



The Role

JOB DESCRIPTION

Title:	Consultant Dermatologist
Site:	Trust Wide
Managerially Accountable to:	General Manager for Speciality Medicine
Professionally Accountable to:	Clinical Lead for Dermatology
Hours:	Full time – 10 PAs per week
Tenure:	Substantive

Duties and Responsibilities

1. The appointee is expected, in conjunction with his/her Consultant colleagues, to provide a comprehensive dermatology service to the hospitals within Lincolnshire, working across the different sites for the organisation as required.
2. To provide departmental cover for dermatology by coordinating leave with colleagues.
3. To teach medical students, junior doctors, nursing staff and General Practitioners. To take an active part in the Postgraduate Medical Education programme.
4. To have continuing responsibility for the patients in his/her charge and for the proper functioning of the Department.
5. To attend the Dermatology Team meetings and actively contribute to the management and development of the clinical service, and other service activities with the object of ensuring a high standard of patient care
6. Meet Royal College of Physicians standards and British Association of Dermatologist in continuing medical education
7. Participate in local mandatory training, annual medical appraisal and revalidation
8. To take part in the Team, Department, Trust, District, Regional and National Audit programmes.
9. To provide professional supervision and management of nursing and medical staff.
10. To be involved in research where appropriate.
11. Undertake such other duties as may be identified to meet the needs of the service.



United Lincolnshire Hospitals Trust is committed to safeguarding and promoting the welfare of children, young people and adults, both as service users and visitors to Trust premises. All staff have a responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities and that they are aware of and work within the safeguarding policies of the Trust.

The post holder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes that promote, supports and respects privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect.

United Lincolnshire Hospitals Trust is committed to providing consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the below values and behaviours

Patient-centred	I am fully committed to providing the very highest standards of care to our patients
Safety	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
Compassion	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
Respect	I treat my patients and my colleagues with dignity and respect
	I work openly and honestly as part of an effective team
	I keep my promises and do what I say I will, when I said I will, or I will provide an



	explanation if I can't
Excellence	I will always go the extra mile and improve things for my patients and my colleagues
	I am competent to carry out my role and committed to my personal and professional development
	I will share good ideas and best practice and encourage my team members to do so too

JOB PLAN

The weekly programme will be agreed with the post holder following appointment. The aim is to deliver the dermatology service need across the Lincoln, Grantham and Skegness hospital sites for the cover of this post. However, the timetable will be reviewed subject to the needs of the whole dermatology service. It is a condition of the appointment that the post holder will be willing to work in any of the Trust's locations or outreach district general hospital clinics. The Clinical Lead will work closely with the post holder to provide the managerial guidance, initial mentorship and support necessary to deliver the aims and objectives of this appointment.

This is a 10 PA job plan with 1.5 PA's attributed to SPA; an 11th PA may be available by mutual consent.

It can be flexibly negotiated with the service to suit individual's interests. There is opportunity to provide educational and clinical supervision for additional PA's. Teaching duties also attract additional PA's. A job plan review will take place after 3 months when the SPA allocation can also be reviewed. There will be an annual job plan review conducted by the Clinical Director and the Business Manager.

Job Plan Outline

Activity	PAs
Direct clinical care	8.5 (includes 5 OP clinics and one surgery list)
Supporting Activities	1.5 (CPD, governance, audit and revalidation)
Travel	Travel time to be included in the Job Plan depending upon where the post holder lives and where the clinics are located
Total	10 PAs



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It is expected that the post holder will take the lead role (as do the other consultants) for a particular area such as skin cancer, surgery, or phototherapy. There may be the possibility to pick up other roles of special interest such as paediatrics or the biologics service.

Clinic start times are flexible and can be agreed, current timings are either 08.30 or 09:00 for the morning session and 13:30 or 14:00 in the afternoon. Travel time will be timetabled depending upon where the post holder lives. The timetable allows for a lunch break according to the clinic timetable negotiated with the post holder.

Clinic rules: most general clinics have 16 patients, a mix of new and follow up caseload (e.g. 8 new and 8 follow up). Skin surgery lists are 6 cases at 30 minute intervals. Specialist clinics may have fewer patients booked. Booking rules are in line with the recommendations of the British Association of Dermatologists. There is a Hot Week programme in which dermatologists undertake Advice and Guidance, emergency clinics and ward visits in Lincoln. This replaces the normal weekly timetable and is currently one week in eight.

An Indicative Job Plan

Below is an indicative timetable. The timings given are average times for the activities indicated. Given the variable nature of clinical work, it is accepted that some activities may both over and under run. If, however, activity regularly over or under runs, then it may be appropriate to review this job plan and/or the support provided. The timing for clinic is provisional and will be confirmed on appointment.

Day	AM		PM	
Monday	Clinic Pilgrim Hospital	1.25 DCC (Incl travel time)	Clinic Pilgrim Hospital	1.25 DCC (Incl travel time)
Tuesday	No commitment		Clinic Lincoln County Hospital	1 DCC
Wednesday	Clinic Pilgrim Hospital	1.25 DCC (Incl travel time)	Skin Surgery Pilgrim Hospital	1.25 DCC (Incl travel time)
Thursday	Skin Cancer MDTs Patient Administration	1 DCC	Dermatology clinical Governance, Cases meeting, training, CPD, Audit	1 SPA
Friday	Patient Admin CPD	0.5DCC 0.5SPA	Clinic (Alternate weeks) Patient Administration (Alternate weeks) Lincoln County Hospital	1 DCC

On-Call Responsibilities

There is no on call responsibility



Service Objectives

- To ensure that high standards are met in the provision of care to outpatient and inpatient Dermatology patients.
- To make all reasonable effort to support the Trust in ensuring that the waiting list objectives as outlined in the NHS plan are met. .
- To participate in the clinical governance function.

Personal Objectives

- To maintain skills and knowledge of Dermatology in line with the outcome of the annual appraisal process. 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.
- To have an annual appraisal and provide evidence for revalidation in line with the GMC guidelines. The Trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.
- To work within the Business Unit and Dermatology team to deliver national and local targets including the agreed 'new to follow up ratio' and adoption of new ways of working for Dermatology patients. To embrace the NHS modernisation agenda.

TEACHING AND EDUCATION IN THE TRUST

Appointees will usually be involved in teaching medical, nursing and supporting staff, and general practitioners in the clinics. There is an active postgraduate programme in dermatology with monthly clinical governance meetings, monthly clinical cases meetings, CPC meeting with histopathology and regular training sessions. Several research projects are in progress and appointees are encouraged to develop such an interest.

The Lincoln University Medical School is now well established and the first doctors will graduate in 2024. Students rotate through the Dermatology Department and attend clinics. Several doctors have dedicated teaching and medical education sessions as part of their job plan and this is encouraged. Honorary appointments with the University have been established and are encouraged for both teaching and research.

POSTGRADUATE EDUCATION

The Trust supports the Royal College of Physicians' requirements for continuing professional development and is committed to providing time and financial support for these activities. The Trust has put in place the necessary arrangements, as prescribed by the Royal College of Physicians, to ensure that all doctors receive an annual appraisal from a trained appraiser and that doctors undergoing revalidation receive support.

All newly appointed consultants are mentored by the trust. The appointee will be assigned a mentor and will be responsible for their own continuing professional development and revalidation.



There is a well-developed mentoring system for specialty doctors within the department and the post holder would be expected to take on mentoring duties.

There are excellent facilities within the PGMC. The library is run by a professional librarian. It is well staffed and offers modern IT facilities, including several points of Internet access. There is 24-hour desktop access to reference material held on CD-ROMS within the library. The PGMC has a lecture theatre and many smaller rooms with a full range of modern presentational equipment.

CLINICAL AUDIT

An active audit Programme exists within the Trust and within the Department of Dermatology. The post holder is expected to carry out audit and participate in the programme. Audit is supported by a Clinical Effectiveness Unit.

CLINICAL GOVERNANCE

The Trust has developed a Clinical Governance Strategy, which seeks to deliver the Quality agenda. The post holder is expected to work within this framework and contribute to its continued development.

RESEARCH

There are opportunities for clinical research. The Trust has developed good links with the Institute of Health Studies at the University of Lincoln and there is ample scope for research and further study.

APPRAISAL AND CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

There is a commitment to regular appraisal, revalidation and CPD. Annual performance appraisal will be held between the post holder and the Service Director/ Clinical Director in accordance with National Guidance on Consultant Appraisal.

Residence

The person appointed will be required to maintain his/her private residence in contact with the public telephone service and reside within reasonable access bearing in mind the duties of the post.

Study Leave

Study leave necessary to maintain overall competence will be undertaken during the year. It is the responsibility of the post holder to arrange this in conjunction with the Clinical Lead. The Trust will fund this training within the accepted study leave allowance.

Office Accommodation

Office accommodation will be available with a Personal Secretary and a personal computer with Internet access.



Health and Safety

The United Lincolnshire Hospitals NHS Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety and welfare at work of all its employees. In addition the business of the Trust shall be conducted so as to ensure those patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to the Trust premises and facilities are not exposed to risk to their health and safety.

Main Conditions of Employment

The terms and conditions of employment will be determined by the United Lincolnshire Hospitals NHS Trust terms and conditions of employment. These are generally in line with the relevant provisions of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and General Whitley Council Terms and Conditions of Service, as amended from time to time. Copies of these can be seen in the Personnel Department.

In determining salary for the post, the Trust will pay no less favourable rates than those paid to NHS Consultant Medical and Dental Staff. If, in the future, the Trust establishes alternative negotiating arrangements, you will be notified of those arrangements, and thereafter any agreements thus reached will form part of your Contract of Employment. The post holder shall have medical clearance arranged by the Trust before taking up employment.



Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications & Clinical Skills	<ul style="list-style-type: none"> On GMC Specialist Register MRCP(UK) or equivalent medical experience Experience and understanding of NHS practice 	<ul style="list-style-type: none"> Higher degree e.g. Masters degree
Special Knowledge / Abilities and/or Experience	<ul style="list-style-type: none"> Special area of interest and expertise within Dermatology including skin surgery 	<ul style="list-style-type: none"> Special interest in surgery / paediatrics or biological therapies
Person Skills / Qualities	<ul style="list-style-type: none"> Ability to teach trainees and general practitioners 	
Interests and Motivation to the Job	<ul style="list-style-type: none"> Ability to assist in the development of the service 	
Academic Achievement / Research Publication	<ul style="list-style-type: none"> Participation in research 	<ul style="list-style-type: none"> Publications in peer-reviewed journals
Other Skills (e.g. audit / teaching / management)	<ul style="list-style-type: none"> Good communication skills Ability to work within a multi-disciplinary team 	<ul style="list-style-type: none"> Experience of resource management and clinical audit



Further Information...

This is an amazing time to join our Trust and make a real difference as we build on our new Medical School and strive to become a University Hospital Teaching Trust.

If you are an outstanding Clinical Leader we'd be delighted to hear from you.

Visits

Candidates are invited to discuss the post informally prior to visiting with:

Name

Dr Neill Hepburn

Job Title

Clinical Lead/Consultant Dermatologist

Email address

Neill.Hepburn@ulh.nhs.uk

Telephone Number

01522 573680

Name

Joanne Macken

Job title

Clinical Services Manager

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Further information about the Trust

Information about United Lincolnshire Hospitals NHS Trust can be found on our website at <https://careers.ulh.nhs.uk/>



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