THE LEEDS TEACHING HOSPITALS NHS TRUST

DEPARTMENT OF DERMATOLOGY

JOB DESCRIPTION

CONSULTANT Dermatologist with an interest in laser dermatology

1. BACKGROUND

Leeds Teaching Hospitals is one of the largest teaching hospital trusts in Europe, with access to leading clinical expertise and medical technology. We care for patients from all over the country as well as the 780,000 residents of Leeds itself. The Trust has a budget of £1 billion. Our 15,000 staff ensure that every year we see and treat 1,500,000 patients in our 2,000 beds or out-patient settings, comprising 100,000 day cases, 125,000 in-patients, 200,000 A&E visits and 1,050,000 out-patient appointments. We operate from 7 hospitals on 5 sites – all linked by the same vision, philosophy and culture to be the best for specialist and integrated care.

Our vision is based on The Leeds Way, which is a clear statement of who we are and what we believe, founded on values of working that were put forward by our own staff. Our values are to be:

- Patient-centred
- Fair
- Collaborative
- Accountable
- Empowered

We believe that by being true to these values, we will consistently achieve and continuously improve our results in relation to our goals, which are to be:

1. The best for patient safety, quality and experience
2. The best place to work
3. A centre of excellence for specialist services, education, research and innovation
4. Hospitals that offer seamless, integrated care
5. Financially sustainable

This post, within the Leeds Centre for Dermatology, principally based at Chapel Allerton Hospital, offers the successful candidate the opportunity to join dynamic and innovative Dermatology team with the opportunity to develop a stimulating combination of clinical, teaching and research work in the field of cutaneous oncology.

The Dermatology Laser Service in Leeds is one of the largest Lasers Services in the UK, providing local, regional and supra-regional Laser treatments for a wide range of laser responsive disorders. The Dermatology Laser Service provides out-patient treatments within the Dermatology unit at the Chapel Allerton Hospital site. In addition, the service utilises General Anaesthetic facilities for Children in Clarendon Wing at the Leeds General Infirmary site and for Adults at the Chapel Allerton Hospital site. The out-patient Laser unit at Chapel Allerton Hospital consists of a suite of rooms with the following lasers:

Candela C beam Pulsed dye lasers (2)
Laserscope Gemini Nd:YAG 1064nm/532nm vascular laser
Cynosure Elite Long pulse Nd:YAG 1064nm/Alexandrite laser
Aescapion Rubystar Q-switched Ruby laser
Q-Max Q-switched Nd:YAG 1064nm/532nm laser
Sciton Profile Er:YAG Laser
Sciton Joule Er:YAG Laser (Including Fractional Head)

In addition the following lasers are located in Clarendon Wing Paediatric Theatres at the Leeds General Infirmary site:
Candela C beam Pulsed dye lasers (2)
Aesclapion Q-switched Nd:YAG 1064nm/532nm laser

The post will support the current laser service which acts as a local and regional centre for the management of laser responsive dermatoses. Specifically:

- To enhance the current provision for the assessment and treatment of laser responsive dermatoses
- To contribute to the provision of a comprehensive adult medical dermatology service with the existing consultants
- To contribute to enhancing the current provision for non melanoma skin cancer screening and treatment service

3. REQUIREMENTS OF THE POST

3.1 Service Delivery

General
The Trust expects consultants to deliver clinical service as agreed with commissioners and other stakeholders. This will include:

- meeting the objectives of the post (see above)
- continuously improving the quality and efficiency of personal and team practice
- working with other staff and teams to ensure that the various criteria for service delivery are met, such as
  - achieving the best clinical outcomes within the resources available
  - waiting times
  - infection control standards

Consultants in LTHT are line managed by their specialty Lead Clinician working in conjunction with a Business Manager. This specialty team is then managed alongside a number of other specialties in a Clinical Service (or Support) Unit (CSU) led by a Clinical Director as the responsible person, and supported by a full time General Manager and a full time Head of Nursing.

The Clinical Director and their team report operationally to the Deputy Chief Executive / Chief Nurse (Deputy CEO / CN). The Clinical Director will work closely with the Deputy CEO / CN team which includes the Medical Director for Operations, Nurse Director for Operations, four Assistant Directors of Operations (ADOs) and a Performance Team, with each ADO aligned to specific CSUs.

Professionally, consultants report to Dr Yvette Oade, Chief Medical Officer and Mr David Berridge, Deputy Chief Medical Officer / Medical Director (Operations).

Service specific
The role of consultant Dermatologist with an interest in laser surgery will be expected to have the following requirements:

General Training and Qualifications - The appointee must hold the Membership of the Royal Colleges of Physicians, or equivalent, and have completed higher specialist training in Dermatology (or equivalent).

Applicants must be on the Specialist Register or within six months of being admitted to the Register for trainees if currently in a training programme within the UK. In accordance with the consultant appointment regulations, all other categories of doctors must be on the Specialist Register.
Applicants must provide information regarding their status from the GMC and/or relevant Royal College at the time of application, in order for their application to be progressed further.

Experience - The appointee must be able to demonstrate a high level of clinical experience and competence in all aspects of Dermatology along with a high level of clinical experience and competence in laser dermatology (see person specification).

Research - The Trust expects Consultants to undertake a research interest within the sessional commitment in the job plan, to be agreed on commencement. If a research interest is not undertaken, other commitments in this sessional time can be negotiated. There is a strong melanoma research team in the University Lead by Professor Julia Newton-Bishop, and collaborative projects with her research group may be possible.

Personal Attributes - The appointee will have good communication skills and be able to work effectively as part of a team. He/She will have an understanding of current NHS management and Trusts and be aware of the responsibilities that a consultant post brings (see person specification).

Clinical Audit - The appointee will be expected to contribute and, where appropriate, take the lead in the following: [e.g.]

- Mortality and morbidity meetings;
- Clinical audit;
- Development and application of agreed clinical guidelines.

and for this to be included in allocated time in the individual’s job plan as a supporting programmed activity (or part of one). It would be expected that the time allocated for this would include attendance at the relevant departmental audit meeting(s) and that such attendance would be recorded (in accordance with the Trust’s clinical audit policy).

In the discharge of these responsibilities the candidate will be expected to maintain and update his/her skills and knowledge through appropriate continuing medical education.

3.2 Quality
The Trust has a programme of activities that are designed to help consultants improve the quality of the service they offer. This includes a range of activities shown below as examples – not all activities can be undertaken every year! Consultants are expected to routinely engage in relevant activities in their specialty that are focussed on quality improvement. This participation should be reflected at annual appraisal and job planning and will be discussed in specialties as part of clinical governance programmes and meetings.

Clinical Audit and standard setting
- Clinical audit projects
- Development and application of agreed clinical guidelines
- Ensuring compliance against relevant national specifications, e.g. NICE guidelines
- External Peer review and relevant national audits.

Clinical outcome review
- Mortality and morbidity review
- Monitoring of outcomes reflected in routinely collected data
- Participation in clinical coding review and improvement

Improving patient safety
- Participation in Trust-wide programmes
- Implementation of local improvements as defined in e.g. mortality review

Improving service effectiveness and efficiency
- Service or system improvement projects, including small scale change, lean or other recognised improvement methods
• Conducting or considering reviews of the evidence to plan better service delivery
• Where agreed, working with commissioners to match service delivery with requirements of relevant populations

*Improving the patient experience*
• Implementing service improvements on the basis of individual or service feedback from patients or carers
• Raising the profile and impact of patient participation in decisions about their own care
• Involvement in understanding and improving the ethical basis of care provided

3.3 **Research**
The Trust’s Research Strategy encourages all clinicians to participate in high quality, nationally-recognised clinical research trials and other well-designed studies, with a particular emphasis on work supported by the National Institute for Health Research. The Trust has a number of major programmes in experimental medicine and applied health research, developed in partnership with the University of Leeds, which reflect particular strengths described in the Strategy and clinicians are encouraged to participate in these programmes.

The Trust also supports bespoke academic development and participation programmes linked to the Research Strategy, including academic mentoring and embedding of clinicians within the major research programmes.

Sessional time required for any participation in research activity will be agreed on commencement and kept under review, but not all consultants will require such sessional time.

3.4 **Teaching**
The Trust is a Teaching Hospital and therefore considers the active participation of consultant and other medical staff in teaching and training to be part of our core activities. Not all consultants will have regular and substantial teaching commitments but all will be involved in related activities from time to time, if only through informal opportunities, for example as part of service quality improvement (see above). It is therefore expected that all consultants will be familiar with the principles of effective teaching and will enable the service and colleagues to fulfil their obligations to learn and teach about effective care.

The remainder of this section concentrates on teaching and training for medical colleagues, but the Trust actively supports and encourages consultant medical staff to participate in and deliver teaching and training to any colleagues, within and outside of the Trust, where this is agreed as an appropriate time commitment.

*Undergraduate medical teaching*

The Trust actively promotes links with the University of Leeds, School of Medicine for teaching medical undergraduates and all consultant medical staff are required to participate to the level agreed within their service.

Where it is agreed by the Clinical Director that the postholder will be significantly involved in delivering undergraduate medical teaching, the following requirements have been agreed with School of Medicine, University of Leeds.

The University of Leeds will award the honorary title of Honorary Senior Lecturer to the person appointed to the role in recognition of their willingness to participate in undergraduate teaching in support of these arrangements. The honorary title will be awarded for a probationary period of 5 years and renewal of the Title will be on evidence of meeting the full criteria (i.e. during this year period, it is expected that a peer review and relevant training courses will have been undertaken as well as continuing to significantly contribute to learning and teaching) and will be renewed for a further period of 5 years.
This honorary title will entitle the consultant to privileges such as being a member of staff of the University, including the use of the Senior Common Room, the library (University and Medical and Dental) and inclusion on the circulation list for ceremonies, public lectures, concerts, etc.

In accepting the role, the appointee will undertake to satisfy the criteria for the award of an honorary University title, which will include:

a) Contribution to at least 2 or more of the following ‘teaching activities’ for a minimum period of 50 hours per annum:

- Lectures
- Ward Based teaching
- Administration / organisation / management of teaching
- Examinations / marking and assessing
- Student mentoring
- Small group teaching
- Personal tutor scheme
- Offering special study modules
- Admissions interviews

b) Show a commitment to learning and teaching by having attended at least 2 relevant courses over the last 5 years (as identified on an individual basis and as relevant in that particular field). This may include, for example, training in lecturing, student assessment or, peer reviewing.*

c) Participate in peer reviews, at least once in every 2 years.

*In accepting the responsibility to contribute significantly to undergraduate teaching, the appointee will undertake to attend courses in the following unless written certification of attendance at previous similar courses can be provided. Thereafter the appointee will be expected to attend at least 2 approved courses in some aspect of learning and teaching in every 5-year period. It is not envisaged that he/she would need to repeat the same course(s) every 5 years, but to diversify their interest and breadth of experience on a continual basis:

i. small group teaching )
ii. appraisal techniques ) within 12 months of appointment
iii. CPR refresher course)

Postgraduate medical teaching

As with undergraduate teaching, consultants are expected to contribute to overall programmes of postgraduate teaching in their service. Where there is a lead or significant role agreed as part of the consultant’s job plan, the following expectations apply:

Consultants will be expected to act as a clinical supervisor for any or specified junior doctors working with them. All consultants must undergo clinical/educational supervisor training from July 2016. Training is envisaged as needing renewal every 5 years.

Consultants may take up specific educational roles in the speciality which includes educational supervisor, college tutor, speciality educational lead and CSU educational lead. Where the current allocation for educational supervisors in 0.25 SPA per trainee (subject to change in further iterations of job planning guidance), the SPA allocation for the other roles are for negotiation with the CD.

If consultants have a role in either under- or post-graduate medical education, the GMC expects that evidence of the quality of this education is presented at annual appraisals and for revalidation.
3.5 Continuing Professional Development (CPD)
In the discharge of their responsibilities, the consultant will be expected to maintain and update their skills and knowledge through appropriate continuing professional development.

The Trust fully supports the requirement for CPD by the relevant Royal College and the GMC. This essential component of a consultant’s professional activities will be reviewed during the appraisal process. Time and financial support for these activities will be allowed in accordance with the Trust policy.

3.6 Leadership
All consultants are senior members of the Trust’s staff and are therefore seen by colleagues as leaders. Consultants are expected to make allowance for this, given that the most powerful leadership influence they exert is the example they set.

In addition, the Trust places great emphasis on the role of doctors in leading service improvement and change, both in their normal daily role of delivering care and in relation to specific issues. It is expected that a consultant will lead on specific areas of priority for their service from time to time, as part of their consultant duties. Such departmental or specialty leadership roles would be agreed, for example, in respect of leading or co-ordinating:

- clinical governance
- quality improvement
- appraisal
- research
- teaching

The Trust supports these activities as part of the normal job plan commitments of any consultant.

On appointment, all consultants will be encouraged to participate in the activities established by the Trust to support doctors in their new role, such as the New Consultants’ Network and a formal mentoring programme (see below).

4. STANDARDS OF CONDUCT AND BEHAVIOUR

All consultants are required to work to the standards set out by the General Medical Council in Good Medical Practice. This includes protecting patients when you believe that a doctor’s or other colleague’s conduct, performance or health is a threat to them. If, after establishing the facts, it is necessary, you must follow the Trust’s procedures in this matter and inform your Clinical Director in the first instance.

5. JOB PLAN AND WORKING ARRANGEMENTS

The job plan review will take place annually, normally with the Lead Clinician / Clinical Director. Any job plan review may result in a revised prospective job plan where duties, responsibilities, accountability arrangements or objectives have changed or need to change significantly within the area.
5.1 Proposed Job Plan

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Location</th>
<th>Work</th>
<th>Categorisation</th>
<th>No. of PA’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>0900-1300</td>
<td>CAH</td>
<td>General Clinic</td>
<td>DCC</td>
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</tr>
<tr>
<td></td>
<td>1300-15.00</td>
<td>CAH</td>
<td>Laser service management</td>
<td>SPA</td>
<td>0.25</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Skin cancer triage</td>
<td>DCC</td>
<td>0.25</td>
</tr>
<tr>
<td></td>
<td>16.00-17.00</td>
<td>CAH</td>
<td>Clinical administration</td>
<td>DCC</td>
<td>0.5</td>
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<tr>
<td>Tuesday</td>
<td>0900-1300</td>
<td>CAH</td>
<td>Surgery</td>
<td>DCC</td>
<td>1</td>
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<tr>
<td></td>
<td>1300-1700</td>
<td>LGI</td>
<td>Laser GA alternate week</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Adult GA list (0.75) month Surgery (1.25 month)</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td>Wednesday</td>
<td>0900-1300</td>
<td>CAH</td>
<td>Clinical administration</td>
<td>DCC</td>
<td>1</td>
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<tr>
<td></td>
<td>1300-1400</td>
<td></td>
<td>MDT meeting</td>
<td>DCC</td>
<td>0.25</td>
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<tr>
<td></td>
<td>1400-1700</td>
<td></td>
<td>Laser out-patient clinic</td>
<td>DCC</td>
<td>0.75 PA</td>
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<tr>
<td>Thursday</td>
<td>0900-1300</td>
<td>CAH</td>
<td>Surgery/Laser</td>
<td>DCC</td>
<td>1</td>
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<tr>
<td></td>
<td>13.00-1700</td>
<td></td>
<td>Skin Cancer Clinic</td>
<td>DCC</td>
<td>1</td>
</tr>
<tr>
<td>Friday*</td>
<td>0900-1200</td>
<td>CAH</td>
<td>General Core SPA</td>
<td>SPA</td>
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<tr>
<td></td>
<td>12.00-13.00</td>
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<td>Educational supervision</td>
<td>SPA</td>
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<tr>
<td></td>
<td>1300-1700</td>
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<td>Academic afternoon</td>
<td>DCC</td>
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<td></td>
<td></td>
<td></td>
<td>SPA</td>
<td>0.5</td>
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<tr>
<td>Saturday</td>
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<tr>
<td>Sunday</td>
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<tr>
<td></td>
<td>Additional agreed activity to be worked flexibly</td>
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<tr>
<td></td>
<td>Predictable emergency on-call work</td>
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<tr>
<td></td>
<td>Unpredictable emergency on-call work</td>
<td>1% on-call banding 1:14</td>
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<td></td>
<td></td>
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<tr>
<td><strong>TOTAL PA’S</strong></td>
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<td></td>
<td></td>
<td></td>
<td>10</td>
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</table>

**Programmed Activity** | **Number**
--- | ---
Direct clinical care (including unpredictable on-call) | 8.25
Supporting professional activities | 1.75
Other NHS responsibilities | 1.75
External Duties | 10

**TOTAL PROGRAMMED ACTIVITIES** | 10
General clinics are typically booked for 3.5 hours with 0.5 hours at the end for related administration. A new patient is booked every 20 minutes and a follow up every 10. There are between 1 and 2 SpRs needing supervision and the clinics are booked to enable time to be available to do this typically by having time spaced through the clinic that is not booked. Theatre lists are booked for 3.5 hours. A Laser new-patient and follow-up clinic takes place weekly on Wednesday afternoons.

Paediatric general anaesthetics laser lists take place on alternate weeks on Tuesday afternoons. There is a monthly adult general anaesthetic laser list on intervening Tuesday afternoons. Local anaesthetic Er:YAG laser lists take place on alternate Thursday mornings.

The academic afternoon contains a mix of teaching/governance events for the department together with multidisciplinary meetings at which difficult management problems are seen with the patient present and/or histopathology review.

At appointment the job plan will contain 1.5 SPA which will be reviewed after 3 months to determine the appropriate ratio of SPA time in the job plan, which may be adjusted. 1.5 PA general SPA time includes CME/CPD, audit and clinical governance including the 0.5PA commitment as a part of the department’s academic afternoon and 0.25PA for educational supervision.

The successful applicant will be provided with a shared office, personal computer with internet access and a named secretary as a contact point to manage administrative support.

The post holder will be offered the opportunity to be mentored by a senior consultant colleague within the department.

**On-call availability supplement**

<table>
<thead>
<tr>
<th>Agreement</th>
<th>Value</th>
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</thead>
<tbody>
<tr>
<td>Agreed on-call rota e.g. 1 in 5:</td>
<td>1 in 13</td>
</tr>
<tr>
<td>Agreed category (delete):</td>
<td>B</td>
</tr>
<tr>
<td>On-call supplement e.g. 5%:</td>
<td>1%</td>
</tr>
</tbody>
</table>

5.2 **Accountability**

See section 3, above. The postholder is managerially accountable for the use of resources to their Clinical Director and professionally accountable to the Chief Medical Officer through Clinical Directors. This may be amended in the light of the Trust’s management arrangements.

5.3 **Mentoring**

The Trust’s new consultant mentoring programme aims to:

- provide structured support for new consultants joining the Trust
- support the development of a culture of lifelong learning

The mentoring programme feeds in to the Trust’s systems and processes for appraisal. New consultants will be allocated a mentor when they join the organisation.

5.4 **Consultant Appraisal and Medical Revalidation**

All consultants should maintain their specialist registration with the GMC and comply with the standards expected by their Royal College (or equivalent) so that they are professionally ‘in good standing’. Regular appraisal is both the key activity underpinning revalidation and is also a contractual requirement for all consultant staff.
The Trust attaches considerable importance to this approach, which is intended to be of benefit to individual consultants and to support the highest possible standards in the delivery of healthcare and services. All consultants are therefore expected to undertake regular appraisal as decided by the Clinical Director of the service.

5.5 Leave Arrangements
All leave should be applied for in accordance with the Trust’s Leave Policy, normally giving eight weeks’ notice of any leave, other than in exceptional circumstances.

5.6 Training
During your employment, you agree to undergo whatever training the Trust deems necessary. This may include, but is not limited to, induction training, professional development and safe working practices. Funding of such training will be in accordance with the Trust’s Staff Development Policy, of which mandatory training is required.

5.7 Infection Control
All consultants must comply at all times with the Leeds Teaching Hospitals NHS Trust Infection Control policies, in particular by practising Universal Infection Control Precautions. Hand hygiene must be performed before and after contact with patients and their environment.

5.8 Secretarial Support
As part of the resource commitments to enable the postholder to fulfil their job plan, the appointee will have access to such secretarial assistance as is required.

5.9 Health & Safety
The Trust has a responsibility to provide a safe working environment for all staff. As an employee/supervisor/manager you are responsible for your own safety and that of others. This will require you to comply with the Trust arrangements for Health & Safety and Risk Management, in particular by following agreed safe working procedures, and reporting incidents using the Trust Incident Reporting system. As a supervisor/manager, you will be responsible for ensuring your team work in a safe manner and are competent to do so.

5.10 Equality & Diversity
The jobholder must comply with all policies and procedures designed to ensure equality of employment and that services are delivered in ways that meet the individual needs of patients and their families. No person whether they are staff, patient or visitor should receive less favourable treatment because of their gender, ethnic origin, age, disability, sexual orientation, religion etc.

The Trust’s Equality and Diversity Policy ensures that barriers to employment for disadvantaged groups are identified and removed, and that no person is treated less favourably on the grounds of their race, ethnic group, religion, impairment, age, gender, sexual orientation or mental health status. Reasonable adjustments will be made for disabled applicants and post holders where required.

5.11 Smoking Policy
The Leeds Teaching Hospitals NHS Trust recognises the serious hazards to health caused by smoking and has adopted a strict no smoking policy. Under the terms of our policy, staff, visitors and patients will not be permitted to smoke at any time or in any part of Trust property, whether inside or outside the hospital buildings.

5.12 Rehabilitation of Offenders Act & DBS Check
This post involves access to patients during the normal course of duties and is therefore subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975. As such you must reveal any information which you may have concerning convictions which would otherwise be considered as ‘spent’.
An offer of appointment to this post would be subject to the express condition that the Leeds Teaching Hospitals Trust receives a Disclosure and Barring Services (DBS) Disclosure which will check the existence and the content of any criminal disclosure received. The Trust has the right to withdraw an offer or employment if not satisfied of a candidate's suitability for this position by reason of criminal record or antecedents, especially in cases where no declaration of criminal proceedings has been made on a candidate’s application form or Criminal Declaration Form. The Trust reserves the right to determine this issue at its sole discretion. If you are successful in being shortlisted for this position you will be asked to complete a criminal disclosure form to be handed to a representative at interview. Further more, if appointed to this post you will be asked to complete a 'DBS Disclosure Application Form' which will be submitted to the DBS.

Leeds Teaching Hospitals NHS Trust has a Policy Statement on the Recruitment of Ex-offenders which is available on request.

5.13 Respect for Patient Confidentiality
As set out in GMC guidance (Good Medical Practice, paragraphs 20, 50, 69 and 73) the jobholder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

5.14 Patient and Public Involvement
The Trust has a statutory duty to involve patients and public in evaluating and planning services. All staff have a responsibility to listen to the views of patients and to contribute to service improvements based on patient feedback.

6. TERMS AND CONDITIONS OF EMPLOYMENT

6.1 Conditions of employment are determined by the Leeds Teaching Hospitals Trust in accordance with the Terms & Conditions – Consultants (England) 2003, as amended from time to time in the light of national or local collective agreements.

6.2 The postholder, as a practitioner with continuing responsibility for the care of patients must be able to respond promptly to emergency calls from the Hospital.

6.3 A consultant is required to reside within a distance of 30 minutes or 10 miles by road from their principal place of work unless an employing organisation agrees that they may reside at a greater distance.

6.4 A consultant must be contactable by telephone in their contracted work time.

6.5 The consultant must ensure that there are clear and effective arrangements so that the employing organisation can contact him or her immediately at any time during a period when he or she is on call.

6.6 The postholder should note, however, that where the Trust agrees that the postholder may live further than ten miles from the hospital, the Trust will only reimburse travelling expenses up to a maximum of twenty miles return, in accordance with Trust Terms and Conditions of Service.

6.7 Assistance with relocation to the Leeds area may be provided to the successful candidate. A copy of the Trust's Relocation Policy is available on request.

6.8 The normal NHS requirements for indemnity of medical and dental staff in cases of medical negligence apply.

6.9 Subject to the provisions of the Terms and Conditions of Service, the appointee is expected to observe the Trust's policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Leeds Teaching Hospitals NHS Trust. In particular, where the postholder is responsible for managing employees of the Trust, they will be expected to follow the local and national employment and personnel policies and procedures.

6.10 The Trust is reconfiguring services and your base hospital may change during your employment, if and when your department transfers base, following consultation.

7. CONTRACT

The post is available on a full or part time basis or as a job share.
8. **ENQUIRIES**

Prospective applicants are encouraged to visit the Departments and are invited to contact any of the following persons:

Mr Chris Jones, General Manager (chris.jones27@nhs.net)
Dr Shelagh Turvill, Clinical Director, (s.turvill@nhs.net)
Dr V Goulden, Clinical Lead (victoria.goulden@nhs.net)
Dr R Sheehan-Dare Laser service Lead (rob.sheehan-dare@nhs.net)

**General information about the department**

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Lead</td>
<td>Dr Victoria Goulden</td>
</tr>
<tr>
<td>General Manager</td>
<td>Mr Chris Jones</td>
</tr>
<tr>
<td>Business Manager</td>
<td>Ms Camelia Khoshehchin</td>
</tr>
<tr>
<td>Matron</td>
<td>Mrs Zoe Kirk</td>
</tr>
<tr>
<td>Senior Nurse</td>
<td>Mrs Beverly Mousa</td>
</tr>
</tbody>
</table>

The Leeds Centre for Dermatology is based at Chapel Allerton Hospital. There are additional clinics at the Leeds General Infirmary, St James’s University Hospital and Wharfedale General Hospital. Inpatient services are delivered within the Dermatology ward, which has 10 adult beds and runs a day care infusion service. The centre also has access to 4 children’s beds based within the Children’s centre at Leeds General Infirmary.

The outpatient suite at Chapel Allerton Hospital is self-contained with in excess of 50,000 patient contacts per annum; it is adjacent to the Dermatology ward and Dermatology clinics are predominantly held in this area. There is also a dedicated photobiology unit and patch testing unit as well as a laser and surgical suite with 6 theatres meeting day case standards and dedicated laser treatment rooms.

The Dermatology Department is internationally renowned for its clinical and academic excellence. In addition to General Dermatology, there is specific expertise in connective tissue disease, hair & nail disorders, genital disorders, laser therapy, photobiology, contact allergy, dermatological surgery including Mohs surgery, melanoma and non-melanoma skin cancer, paediatric dermatology and clinical trials.

The staffing of the Dermatology Department has support from nursing, reception and secretarial staff.

Nursing roles are well developed within the department with specialist roles in paediatric dermatology, phototherapy, skin cancer, surgery and drug monitoring

| Band 7 sister | 1 |
| Band 6 sister | 1 |
| Nurse practitioner surgery/skin cancer | 3 |
| Nurse practitioner phototherapy | 2 |
| Medical Dermatology Nurse Specialist | 1 |
| Paediatric Specialist Nurse | 3 |
| Skin Cancer Nurse Specialist | 4 |

The Laser service is supported by 2 consultants, a Post CCT Laser Fellow (12 month Contract) and a Specialist Registrar (6 monthly rotational). The service also has the support of 4 laser radiographers including a superintendent radiographer. The majority of Laser treatments are performed by the Laser Radiographer team who also undertake initial consultations and prescribe for Laser Hair Removal. Laser Radiographer led clinics take place throughout the week.
There are excellent links with the departments of Plastic surgery, Ophthalmology, Radiotherapy and Oncology, Paediatrics, GU Medicine, immunology and Rheumatology. There is a good medical photography department on site.

The department is active in teaching and research and has an international reputation. The department is part of the University’s Skin Research Centre and has close links with Melanoma Research Group within the Section of Epidemiology and Biostatistics in the Institute of Cancer Studies and Pathology at St James Hospital as well the NIHR Leeds Musculoskeletal Biomedical Research Unit (LMBRU) based at Chapel Allerton Hospital. Current research interests include psoriasis, collagen vascular disorders, laser therapy, photobiology, cutaneous allergy and cutaneous oncology. There is a strong melanoma research team in the University lead by Professor Julia Newton-Bishop, and collaborative projects with her research group may be possible.

**Medical Staff**

**Consultants**
- Dr G Stables (non-melanoma skin cancer, Mohs surgery)
- Dr W Hussain (non-melanoma skin cancer, Mohs surgery)
- Dr R Rahim (non-melanoma skin cancer, Mohs surgery)
- Dr V Goulden (photobiology)
- Professor Mark Goodfield (CTD/medical dermatology)
- Dr P Laws (medical dermatology and cutaneous lymphoma)
- Dr A Mitra (melanoma)
- Dr RA Sheehan-Dare (laser)
- Dr S Sommer (nail disorders, male genital disease & laser)
- Dr C Wilson (vulval diseases)
- Dr S Clark (paediatric dermatology)
- Dr G Taylor (paediatric dermatology)
- Dr S Shanmugam (Paediatric dermatology)
- Dr Latheef (occupational and contact dermatoses)
- Dr SM Wilkinson (occupational & contact dermatoses)
- Dr Kave Shams Associate Clinical Professor (medical dermatology)

**Specialist Registrars**
- 12
  - Post CCT Laser/skin cancer fellow: 1
  - Post CCT Medical Dermatology fellow: 1
  - CMT trainee: 1
  - Foundation year 1 trainee: 1
  - Clinical Assistants: 2
  - Hospital Practitioner: 1
  - Specialty Doctor: 2

The specialist registrars have a well organised and detailed rotation through the specialist areas, and also acquire District General Hospital experience in York, Mid-Yorkshire Hospitals NHS trust and Harrogate Foundation Trust.