

Job Description

Job Title:	Consultant Dermatologist
Reports to (Job Title):	Service Manager – North and North East Lincs Dermatology
Line Manager to:	N/A
Introduction	
<p>An excellent opportunity for an experienced locum consultant dermatologist with an interest in surgery to work in a recently CQC rated “Good” community setting providing full secondary care services</p> <p>The role is based across our two sites in Grimsby and Scunthorpe providing a full secondary care service to in excess of 3000 patients a month serving the communities of North and North East Lincolnshire</p> <p>Join us and you could live and work in an area, which boasts Blue Flag beaches, areas of ‘Outstanding Natural Beauty’, market towns and picturesque villages. Not only is the area steeped in history, but it offers affordable housing, outstanding schools and excellent transport links to some of the most vibrant cities in the North of England.</p> <p>The Humber Bridge and M62 motorway provide access to North and West Yorkshire, and cities such as Hull, Lincoln, Doncaster, Leeds, Sheffield and Manchester. We have excellent regional rail links, which means London, is just a few hours away by train. Humberside airport and Robin Hood airport are on our doorstep. You’ll also find Manchester, Leeds/Bradford and East Midlands airports within easy reach. Not forgetting the convenient ferry services that operate from Hull to some of Europe’s finest cities. North Lincolnshire is home to an extremely diverse set of traditions, history and lifestyles, which combine to make the area truly unique.</p>	
Job Purpose	
<p>The post holder will undertake new and follow up consultations of patients referred to the dermatology service by GPs in accordance with guidance from the consultant clinical lead. This will include diagnosis of the full range of dermatology conditions from both our 2 week waits cancer and general dermatology clinics and initiate and maintain medical and surgical treatments to the highest possible standard of care. This is an excellent opportunity for someone seeking a salaried position to be part of a friendly innovative team</p>	
Key Responsibilities	
<p>This list is intended to summarise the key responsibilities and is not intended to cover every task that may be required of the role: -</p> <ul style="list-style-type: none"> • Undertake new and follow up consultations including a full assessment of the medical condition, the patients concerns and expectations. The post holder will enter full details of history, findings, diagnosis and treatment plans onto the electronic clinical system • Follow care pathways for the common skin problems as recommended by national guidance • Provide treatment only for presenting complaint and in accordance with the dermatology formulary and prescribing restrictions • Offer those treatments or surgical procedures in scope with the head contract, taking care not to undertake any procedures that are excluded 	

- Ensure that the patient or carers are fully informed, answer any questions involved in any decisions about treatment supplying written information if required
- Maintain up to date records and dictate letters to the patients GP at the time of consultation for every patient and arrange to review letters and amend as necessary to an appropriate timescale
- Undertake appropriate surgical procedures only after training and direct observation has taken place to ensure sign off/competency
- Order appropriate investigations and ensure all pathology forms are filed in correctly
- Take responsibility for seeing and acting on all results updating the GP and patients appropriately
- Work with all members of the team to deliver high quality, patient centred service
- Participate in audit and evaluation
- Attend and participate in Clinical Governance meetings
- Keep up to date with all new recommendations and guidance and develop to maintain skills
- Provide support, guidance and advise to junior members of the team and nursing staff
- Undergo annual appraisal
- Comply with GMC standards of Good Medical Practice
- Work flexibly within the service to maintain a consistent standard providing cover and undertaking duties for colleagues on leave

This job description is not exhaustive and may be amended from time to time as the employer and employee review at appraisal.

Benefits & Prospective Working Patterns

- Permanent position – 8 clinical sessions (Surgical/Clinical) & 2 admin/CPD sessions per week
- Competitive package negotiable according to experience with indemnity paid & Aviva Pension
- Full medical indemnity fees covered
- 6 weeks annual leave, 1 week study leave, study budget

Prospective Job Plan:

	Mon 0800-17.30	Tues 0800-17.30	Wed 0800-17.30	Thurs 0800-17.30	Fri 0800-17.30	Sat 0800-17.30	Sun
Morning	Clinic 1 session	Admin/CPD 1 session		Clinic/Surgery 1 session	Clinic 1 session	Clinic 1 session	CLOSED
Afternoon	Clinic 1 session	Clinic/Surgery 1 session		Admin/CPD 1 session	Clinic 1 session	Clinic 1 session	

Our Values

- Our values are our moral compass and core to our DNA. They underpin the way we deliver our services and treat those who use our services.
- To many organisations values are just words which don't translate into reality of the day to day. At HCRG Care Group, our values flow through everything that we do, they define who we are, what we

stand for and set the expectations of our colleagues, communities, customers, and partners.

- They have been defined by our colleagues and have been integral to our journey so far and will
- be integral to our future as well.

We have three values which help us stand out from the crowd, not just because there's only three, but because they are unique to who we are. They're our moral compass and define the way we Think, Care and Do our bit.

- **Strive for Better – Think**

Challenge

Improve

Learn

- **Heartfelt Service - Care**

Inspire

Understand

Communicate

- **Team Spirit - Do**

Accountability

Involve

Resilience

Confidentiality and Information Security:

As a HCRG Care Group employee you will be required to uphold the confidentiality of all records held by the company, whether patients/service records or corporate information. This duty lasts indefinitely and will continue after you leave the company's employment.

All information which identifies living individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation. This and all other information must be held in line with NHS national standards including the [Records Management: NHS Code of Practice](#), [NHS Constitution](#) and [HSCIC Code of Practice on Confidential Information](#) and should only be accessed or disclosed lawfully. Monitoring of compliance will be undertaken by the Company. Failure to adhere to Information Governance policies and procedures may result in disciplinary action and, where applicable, criminal prosecution.

Information Governance Responsibilities

As a HCRG Care Group employee you are responsible for the following key aspects of Information Governance (not an exhaustive list):

- Completion of annual information governance training
- Reading applicable policies and procedures
- Understanding key responsibilities outlined in the Information Governance acceptable usage policies and procedures including NHS mandated encryption requirements
- Ensuring the security and confidentiality of all records and personal information assets
- Maintaining timely and accurate record keeping and where appropriate, in accordance with professional guidelines
- Adherence to the clear desk/screen policy

- Only using email accounts authorised by HCRG Care Group – e.g., @hcrGcaregroup.com, NHSmail etc. These should be used in accordance with the Sending and Transferring Information Securely Procedures and Acceptable Use Policies.
- Reporting information governance incidents and near misses on CIRIS or to the appropriate person e.g., line manager, Head of Information Governance, Information Security Lead
- Only using approved equipment for the use of HCRG Care Group business

Governance

- Clinical governance is a framework through which organisations delivering health and care services are accountable to continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which clinical and other forms of care flourishes. Employees must be aware that clinical governance places a duty on all staff to ensure that the level of care services they deliver to patients is safe and high quality, and that they follow/comply with HCRG Care Group policies and procedures.

Registered Health Professional

- All staff who are a member of a professional body must comply with standards of professional practice / conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements.

Risk Management/ Health & Safety

- The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures laid down by the company. Staff are required to observe the Hygiene Code and demonstrate good infection control and hand hygiene.
- Employees must be aware of the responsibilities placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe environment for other employees, patients, and visitors. It is essential to always observe strict fire and security precautions.
- All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice.
- All staff must report accidents, incidents and near misses so that the company can learn from them and improve safety.

Safeguarding Children and Vulnerable Adults Responsibility

- HCRG Care Group as an employer is committed to safeguarding and promoting the welfare of children and adults at risk of harm and expects all employees to share this commitment.

Medicines Management Responsibility

- **Nursing or registered healthcare professionals**
Undertake all aspects of medicines management related activities in accordance with the company's medicines policies to ensure the safe, legal, and appropriate use of medicines.
- **Skilled non-registered staff**
Undertake all aspects of medicines management related activities in accordance with the company's medicines policy where appropriate training has been given and competencies have been achieved

Policies & Procedures

- All Staff will comply with the Companies Policies and Procedures which can be found on the company intranet.

General

- HCRG Care Group is committed to serving our community. We aim to make our services exemplary in both clinical and operational aspects. We will show leadership in identifying healthcare needs to which we can respond and in determining the most cost-effective way of doing so.
- We recruit competent staff that we support in maintaining and extending their skills in accordance with the needs of the people we serve. We will recognise the commitment from our staff to meeting the needs of our patients.
- The company recognises a “non-smoking” policy. Employees are not able to smoke anywhere within the premises or when outside on official business.

Equal Opportunities

- It is the company’s intention to be an employer of choice and ensure that no job applicants or employees are unfairly disadvantaged on the grounds of gender, disability, race, ethnic origin, colour, age, sexual orientation, religion or belief, trade union membership or any other factors that are not relevant to their capability or potential. To this end, the company has an Equality and Diversity policy, and it is the responsibility of each employee to contribute to its success.

Flexibility Statement

- This job description is not exhaustive and may change as the post develops or changes to align with service needs. Any such changes will be discussed directly between the post holder and their line manager

About the Company

- We change lives by transforming health and care.
- Established in 2006 by our Chief Executive Dr Vivienne McVey and like-minded colleagues, we are one of the UK’s leading independent providers of community health and care services, working with health and care commissioners and communities to transform services with a focus on experience, efficiency, and improved outcomes. We deliver and transform adult and children community health services, primary care services including urgent care, sexual health, dermatology and MSK services as well as adult social care and wellbeing services.
- From around 500 locations across England, we support communities of many millions and directly help more than half a million people each year – guided by our simple values: we care, we think, we do.
- We’re committed to equal opportunities and welcome a broad diversity of talent to apply. We reserve the right to cease any advertising prior to the published closing date for a role that receives a high number of applications.
- As a Disability Confident Committed company, we work in partnership with the Department of Work and Pensions (DWP) to provide facilities, work environment adjustments and technical solutions to make our business an inclusive place for all.
- HCRG Care Group is committed to safeguarding and protecting the children, young people and vulnerable adults that we work with. As such, all posts are subject to a safer recruitment process, including the disclosure of criminal records and vetting checks. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our services.
- HCRG Care Group, its subsidiary companies and the LLPs are part of the HCRG Care Group and provide publicly funded health and social care services. If you would like to know a little more about how we use your information, please see our website’s privacy policy.

- From 11 November 21, because of new legislation, anyone over the age of 18 who enters a Care Home as part of their job must have had both doses of a COVID-19 vaccination or hold a valid medical exemption. As part of our pre-employment process, we will therefore ask you to provide: * proof of your vaccination status via the NHS Covid Pass (either electronically or via the PDF) * A signed copy of the temporary medical exemption form. Further details about the legislation can be found on the government website.

PERSON SPECIFICATION

Essential	Desirable
<ul style="list-style-type: none"> • Full GMC Registration, specialist registration • A Certificate of Completion of Training (CCT) in Dermatology or within 6 months of CCT date • Certificate of Eligibility Specialist Registration (CESR) • Specialty Certificate Examination in Dermatology – MRCP (Dermatology) • UK permit or right to work in the UK • Commitment to professional development • Knowledge of the NHS • Understands the importance of evidence based practice and clinical effectiveness • Understanding of Clinical Governance and quality issues and health and social policy • Ability to make good clear concise medical notes, both computerized and manual • Experience of Microsoft Office applications • Excellent interpersonal and communication skills • A 'solutions focused' approach • Ability to listen and empathize • Potential to cope with stressful situations • Ability to undertake responsibility • Able to work as part of a multi-disciplinary team • Understanding of the role of teamwork in providing quality care • Trustworthy • Flexible and a good timekeeper • Good organizational and time management skills • Ability to manage and facilitate change • Understanding, acceptance and adherence for the need to keep strict confidentiality • Ability to use own judgement, resources and common sense 	<ul style="list-style-type: none"> • Previous management or supervisory role • Evidence of interest in additional clinical skills • Able to perform minor surgery • Experience of Clinical systems

<ul style="list-style-type: none"> • Able to work under pressure and within an ever-changing environment • Effective team worker • Decisive, confident working style with the ability to deal with competing priorities • Commitment to continuing professional development 	
<p>Other requirements: -</p> <ul style="list-style-type: none"> • The post holder will be expected to work flexible including a reasonable number of week-ends 	