

Job Title:	Consultant Dermatologist
Reports to (job title):	Service Manager
Line Manager to:	

Job purpose

The post holder will undertake new and follow up consultations of patients referred to the community Dermatology service by GPs in accordance with guidance from the lead consultant and the supervising consultant. This will include diagnosis of the full range of dermatology conditions and initiating medical and surgical treatments, including phototherapy, in a community clinic.

Base

We provide consultation, advice and treatment from consultants, specialist GPs and specialist nurses for a wide range of dermatological problems (skin complaints).

If you have a skin complaint that needs more tests or to be treated by a specialist, we will offer a convenient appointment to you. Some of the tests may include blood tests and biopsies.

We offer a full range of dermatology-related specialist care services, including suspected cancer cases, from the Integrated Care Centre, bringing this closer to people's homes.

Key responsibilities

- Undertake new and follow up consultations including a full assessment of the medical condition, the patient's concerns and expectations. The post holder will enter full details of history, examination findings, diagnosis and treatment plan in the case record.
- Follow care pathways for the common skin problems as recommend by national guidance
- Prescribe treatment only for the presenting complaint and in accordance with the dermatology formulary and prescribing restrictions
- Offer only those treatments or surgical procedures, which are within the scope of the contract between Virgin Care and the CCG, taking care not to undertake procedures, which are excluded from the contract.
- Ensure that patient or carer's are informed fully about the condition, answer any questions, supply written information if available and involve them in decisions about the treatment

- Dictate a letter to the patient's GP at the time of the consultation for every patient and arrange to review the letters and amend as necessary to an appropriate timescale.
 - Undertake appropriate surgical procedures only after training and directly observed practice has taken place and been signed off.
 - Order appropriate investigations, making sure that pathology request forms are filled in legibly with full clinical details.
 - Take responsibility for seeing and taking action on all results, including writing to the GP and patient.
- Work with other members of staff to deliver a high quality, patient-centred service including attendance at staff meetings
- Participate in Audit and evaluation
 - Participate in teaching and training, particularly skill transfer to primary care staff
 - Undergo annual appraisal and participate in clinical governance
 - Comply with GMC standards of Good Medical Practice
 - Undertake all required Postgraduate training and development to maintain skills
 - Work flexibly within the service to maintain a consistent standard, which may mean undertaking duties for other doctors who are on leave.

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 but 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. We care, we think, and we do.

Care	Think	Do
<ul style="list-style-type: none"> • Inspire • Understand • Communicate 	<ul style="list-style-type: none"> • Challenge • Improve • Learn 	<ul style="list-style-type: none"> • Accountability • Involve • Resilience

Confidentiality and Information Security

As our 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 2018 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

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
- Only using email accounts authorised by us. 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
- Adherence to the clear desk/screen policy
- Only using approved equipment for conducting 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 our 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 observe strict fire and security precautions at all times.

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

We are 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 within 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 and Procedures

All colleagues must comply with the Company Policies and Procedures which can be found on the company intranet.

General

We are 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.

Personal Specification

Essential

- Full Registration with GMC
- Entry on the General Medical Council (GMC) Specialist Register via one of the following.
- 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)
- Demonstrates clarity in written and spoken communication
- Good interpersonal skills, courteous to patients and staff always
- Enthusiastic team player
- Open and reflective
- Computer literate in office, internet applications and literature searches
- Experience of clinical audit
- Effective communication skills, enthusiasm, and approachability.
- Commitment to clinical governance.
- Flexible approach to work
- Demonstrate commitment and ability to teach and train clinical staff and medical and nursing students.

Employee signature

Manager signature
