SPECIALTY TRAINING PROGRAMME IN DERMATOLOGY PROGRAMME IN HEALTH EDUCATION ENGLAND - WESSEX

This is a 4 year training programme in Dermatology at ST3-6 aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in Dermatology. Details of essential competences and qualifications are detailed in the HEE person specification for Dermatology at ST3 to ST6 which is available from [http://specialtytraining.hee.nhs.uk/news/the-gold-guide/](http://specialtytraining.hee.nhs.uk/news/the-gold-guide/)

The anticipated outcome of the training programme, subject to satisfactory progression, will be completion of CCT in Dermatology, enabling the candidate to subsequently apply for a Consultant Dermatology post in the UK.

The programme is based in hospitals in Health Education England – Wessex including:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>The Royal Bournemouth Hospital</td>
<td>Bournemouth</td>
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<tr>
<td>Poole Hospital</td>
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<tr>
<td>Queen Alexandra Hospital</td>
<td>Portsmouth</td>
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<tr>
<td>St Mary’s Hospital</td>
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<tr>
<td>Royal South Hants Hospital</td>
<td>Southampton</td>
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<td>Christchurch Hospital</td>
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Health Education England – Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

The work of Health Education England – Wessex is guided by the principles embedded within the NHS constitution.
Rotation Information

It is anticipated that successful candidates will rotate through different departments on the training programme over the 4 years. Due to variation in numbers of training posts in the different hospitals on the Wessex Dermatology rotation, this means that in some cases trainees will spend time in Christchurch & Royal Bournemouth Hospitals, Poole Hospital, St Mary’s & Queen Alexandra Hospitals in Portsmouth and Royal South Hants & Southampton General Hospitals. There are 10 clinical posts. (4 in each of Southampton and Portsmouth, and one in Poole and one in Bournemouth). All trainees will spend at least 2 years in either Portsmouth or Southampton and at least one year in Poole or Bournemouth.

In order to ensure that trainees receive appropriate subspecialty exposure, all trainees will spend a period of time in either St Mary’s & Queen Alexandra Hospitals or Royal South Hants & Southampton General Hospitals. In cases where the trainee in an NIHR-funded Academic Clinical Fellow, most of the clinical training takes place in the Royal South Hants & Southampton General Hospitals where the Academic department of Dermatology is situated. In general, the individual posts in each location are 12 months in length, and the changeover between time spent in one location and another (or in one post and another in the same location) takes place during the first week in August each year. However, in some hospitals, the trainees’ timetable may be altered after 6 months to allow the trainees to gain sufficient exposure to various subspecialty components in accordance with the requirements of the curriculum.

Study and Training

The primary aim of all posts is to fulfil the training programme. There is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.

Health Education England – Wessex is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training.

Study leave is granted in accordance with Health Education England – Wessex /Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Supervise, monitor and assist the House Officer (F1) or CT2 in the day-to-day management of in-patients in posts with an attached F1.
2. Liaise between nurses, F1 and F2 Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled.
4. Attend outpatient clinics and surgical lists.
5. Take part in rostered emergency work.
6. Dictate discharge summaries.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions.
9. Undertake audit at various times throughout the rotations.
10. Teach medical students, nurses and junior doctors as directed.
11. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
12. Attend induction in each hospital or new department
13. Comply with all local policies including dress code, annual and study leave

Trust Generic/Specialty Information

Health Education England – Wessex Dermatology rotates between four sites (Southampton, Portsmouth, Bournemouth and Poole). All have Dermatology departments with dedicated outpatients and surgical theatres, day treatment areas and office accommodation. All departments have access to text books and journals and library facilities. All timetables contain a mixture of medical and surgical dermatology and general and sub-specialist clinics. There is time for administration and research. On call covers Portsmouth and Southampton hospitals. The trainees cover their own hospitals during the week (1 in 4) and Southampton and Portsmouth are jointly covered at week ends (1 in 8). The Bournemouth trainee takes part in the Southampton on call rota.

Health Education England – Wessex provide experience in all aspects of the curriculum. Trainees are however encouraged to attend national training courses in (e.g. photobiology, contact dermatitis, and paediatric dermatology) and are encouraged to attend SpR training days.

The academic Dermatology Unit in Southampton provides training in research techniques to those trainees who wish to gain this experience. Southampton has a good record of securing academic training posts and funding for research.

Portsmouth, Bournemouth and Poole actively recruit into national NIHR dermatology studies and provide experience in clinical trials.

Specialist registrars and encouraged to present their work at national and international conferences.

Southampton

Population served 1.3 million.

Number of consultants – 9. (WTE 6.99)

Number of trainees 4

Academic trainees. ACF x2
Specialist Nurses – 5.3 WTE

Sub-specialty clinics – Complex Inflammatory Dermatoses, Skin Lymphoma, Skin Cancer, Contact Dermatitis, Vulval Dermatology, Paediatric Dermatology Photodermatology

Joint clinics - Oncology, Maxillofacial and Radiotherapy

Southampton General – Inpatients and Academic Department

Royal South Hants – Outpatients

**Portsmouth**

Population served – 680,000

Number of consultants – 7.2 WTE

Associate Specialist 0.8WTE

SpR’s – 4

Australian Fellow – 1

Research Fellow -1

Post CCT Surgical Fellow -1 (BAD accredited)

Specialist Nurses – 7 (Cancer(1WTE) Biologics(2WTE), Paeds(1WTE), Research (0.5WTE)

Specialist Services – Patch Testing, Photodynamic Therapy, Mohs’ Surgery, Paediatric Dermatology, Vulval Dermatology.

Joint Clinics – Paediatric, Vulval, Rheumatology, Radiotherapy, Plastic Surgery

**Bournemouth**

Population served – 550,000

Number of consultants – 4.2

SpR – 1

ST2 GP Trainee (1WTE)

Nurses – Specialist nurses (Cancer 1WTE, Paeds 0.6 WTE, Research 0.6 WTE, Surgical 1.6 WTE)

Specialist services – Paediatric Dermatology, Patch Testing, Leg Ulcer clinic, Mohs’ Surgery

Royal Bournemouth Hospital – Inpatients
Poole

Population served – 272,000

Number of consultants – 4

Specialty Doctors – 2

F1 -1

SpR – 1

Specialist Nurses – Cancer 1WTE – appointing a second.

Specialist services – Vulval Dermatology

Combined clinics – Lymphoma (Oncologists), Skin Cancer (General Surgeons)

Curriculum

The Health Education England – Wessex Dermatology Rotation covers all aspects of training outlined in the Speciality Training Curriculum for Dermatology (August 2010).

This rotation provides a good grounding in general Dermatology. All departments provide excellent clinical experience. In addition all the subspecialty areas in the curriculum are covered across the four hospitals.

- Medical Dermatology
- Management of Chronic Disease/Pharmacology & Therapeutics
- Infectious Diseases & Infestations of the skin
- Dermatopathology
- Dermatological Surgery
- Skin Oncology/Radiotherapy & Skin Cancer
- Dressings & Wound Care
- Skin Allergy
- Paediatric Dermatology
- Genetics
- G U Medicine related to Dermatology
- Ethical Research
- Evidence-Based Medicine & Guidelines/Audit
- Medical Leadership
Teaching

The Health Education England – Wessex rotation involves hospitals which provide excellent clinical exposure and a strong tradition of medical dermatology. All departments have clinics or meetings where complex cases are discussed.

Surgical experience is highly regarded due to the large number of Dermatology Surgeons, the high rate of skin cancer and the presence of Mohs’ surgery in the rotation. A surgery post CCT Fellow also works in Portsmouth and helps with surgical teaching. Dermatopathology teaching is provided by Dermatopathologists in all hospitals.

All trainees are released on Thursday afternoons and are expected to attend the monthly regional Solent Skin Meetings, teaching at Southampton and the Dermatology section at the Royal Society of Medicine.

Wessex trainees have established their own training days which are directed and organised by themselves. There are encouraged to mentor new trainees who join the rotation and a spirit of learning from each other is fostered.

Main Conditions of Service

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

Hours

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours must not exceed 56 hours in a week (New Deal Contract requirements) across all their employments and any locum work they do: http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive.

Pay

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The pay scales
are reviewed annually. Current rates of pay may be viewed at: http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/agenda-for-change-pay. Part-time posts will be paid pro-rata.

Pay supplement

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current pay scales may be viewed at: http://www.nhsemployers.org/. The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

Pension

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

Annual leave

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS. The TCS may be viewed at: http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars.

Sick pay

Entitlements are outlined in paragraphs 225-240 of the TCS.

Notice

You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

Study leave

The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

Travel expenses

The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

Subsistence expenses
The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

**Relocation expenses**

The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at: [http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-ap-registrars](http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-ap-registrars). You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on [www.wessexdeanery.nhs.uk](http://www.wessexdeanery.nhs.uk).

**Pre-employment checks**

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at: [http://www.nhsemployers.org/your-workforce/recruit/employment-checks](http://www.nhsemployers.org/your-workforce/recruit/employment-checks).

**Professional registration**

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

**Health and safety**

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

**Disciplinary and grievance procedures**

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

**Educational supervisor**

The employer will confirm your supervisor on commencement.

**General information**

Health Education Wessex’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at [www.wessexdeanery.nhs.uk](http://www.wessexdeanery.nhs.uk) and in the national ‘Gold guide’ to Specialty Training at: [http://specialtytraining.hee.nhs.uk/news/the-gold-guide/](http://specialtytraining.hee.nhs.uk/news/the-gold-guide/).