SPECIALTY TRAINING PROGRAMME IN DERMATOLOGY IN WESSEX DEANERY

This is a 4 year training programme in Dermatology at ST3 – ST6 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 MMC person specification for Dermatology at ST3 – ST6 which is available from www.mmc.nhs.uk

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 Consultant Dermatology posts in the UK.

The programme is based in the following hospitals in the Wessex Deanery:

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<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>Christchurch &amp; The Royal Bournemouth Hospitals</td>
<td>Bournemouth</td>
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<tr>
<td>Poole Hospital</td>
<td>Poole</td>
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<tr>
<td>St Mary’s &amp; Queen Alexandra Hospitals</td>
<td>Portsmouth</td>
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<tr>
<td>Royal South Hants &amp; Southampton General Hospitals</td>
<td>Southampton</td>
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Wessex Deanery is a relatively small deanery with a defined geographical area which does lead to there being a single unit of application. In the majority of cases successful candidates will be asked to preference their choice of location for either one or two years. Some specialties will require successful candidates to preference both commencing location and specialty. Future placements will be based, as normal, on individual training and educational needs. Please note that applications are to the Wessex Deanery as a whole. This may mean that you may be allocated to any geographic location within the Wessex Deanery depending on training needs.

The Wessex Deanery covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South; in addition some programmes rotate to Jersey and Chichester in West Sussex. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.

The Wessex Deanery is part of South Central Strategic Health Authority which covers Berkshire, Buckinghamshire, Oxfordshire in the north (under Oxford Deanery) and Hampshire and Isle of Wight. In addition, Wessex Deanery provides training programmes within Dorset and South Wiltshire under a formal agreement with the South West Strategic Health Authority. The Wessex Deanery is responsible for the training of some 2,500 trainees.
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 Marys & Queen Alexandra Hospitals and Royal South Hants & Southampton General Hospitals. In other cases, the trainee may spend time in only two or three of the above hospitals. The post in Christchurch & Royal Bournemouth Hospitals also includes two days per week in Royal South Hants & Southampton General Hospitals.

In order to ensure that trainees receive appropriate subspecialty exposure, all trainees will spend a period of time in either St Marys & Queen Alexandra Hospitals or Royal South Hants & Southampton General Hospitals. In cases where the trainee is 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 the training programme developed and there is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.

The Deanery 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 Deanery/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), F2, ST1 and/or ST2 in the day-to-day management of in-patients in posts with an attached F1, F2, ST1 and/or ST2.
2. Liaise between nurses, F1, F2 ST1 and/or ST2 Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled.
4. Attend outpatient clinics.
5. Take part in rostered emergency work.
6. Dictate discharge summaries, letters etc. and undertake relevant outpatient administration.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions as timetabled.
9. Undertake research on a weekly basis as required in the curriculum.
10. Undertake audit at various times throughout the rotations.
11. Teach medical students as directed.
12. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
13. Attend induction in each hospital or new department.
14. Comply with all local policies including dress code, annual and study leave.

Trust Generic/Specialty Information

Southampton:
The Dermatology outpatient department in Southampton is based in the Royal South Hants Hospital and is a modern self-contained unit with several out-patient clinic rooms, three surgical theatres, photodynamic therapy, day-treatment unit (with UV therapy), patch test clinic, MoleMax facility, research room and office space for staff. Each clinic room has a computer with internet access and electronic patient records are employed during patient consultations. The unit also has a seminar room for continual professional development (CPD), clinical, management and histology meetings; the unit also contains a variety of dermatology textbooks and journals, and access to dermatology and general medical / scientific journals is available via the internet as well as via a large medical library situated in Southampton General Hospital. CPD takes place each week (and on a monthly basis includes attendance at the Solent Dermatology Society and the Royal Society of Medicine Section of Dermatology meetings) and all trainees are expected to attend. The department has 9 consultant dermatologists and several specialist nurses (focussing on surgical and medical dermatology) and offers a comprehensive secondary and tertiary level service, including...
more-complex dermatological surgery, photodynamic therapy, a variety of dermatology specialist clinics for complex inflammatory dermatoses (psoriasis, atopic eczema clinics), skin lymphoma (combined with oncology), skin cancer (melanoma and non-melanoma with maxillo-facial, radiotherapy and oncology input), contact dermatitis, vulval dermatology, and paediatric dermatology clinics; the paediatric dermatology clinics take place in the Paediatrics Department in Southampton General Hospital. The dermatology in-patients are situated in Southampton General Hospital and the on-call service also includes dermatology consultations on general medical/surgical patients in the same hospital. In addition to the teaching during weekly CPD sessions, the trainees receive dermatopathology teaching by a pathologist once per month. The department also has a track-record of trainee involvement in high-quality dermatology research conducted in the Academic Dermatology Unit in the University of Southampton at Southampton General Hospital.

**Portsmouth:**
The Dermatology outpatient department in Portsmouth is situated in St Mary’s Hospital and is a modern self-contained unit with several out-patient clinic rooms, surgical theatres, a Mohs micrographic surgery laboratory, day-treatment unit (with UV cabinets), patch test clinic, paediatric area and office space for staff. Clinic rooms are fitted with computers with internet access and there is a seminar room for CPD and histology meetings, and a trainees’ room with journals and dermatology textbooks. Access to dermatology and general medical / scientific journals is also available via the internet as well as via medical libraries situated in St Mary’s Hospital and in the Queen Alexander Hospital. The department has 6 consultant dermatologists, and additional locum consultant dermatologist, specialist nurses and offers more complex dermatological surgery including Moh’s micrographic surgery and photodynamic therapy as well as specialist interest clinics for complex inflammatory dermatoses (e.g. psoriasis), contact allergy, skin cancer (melanoma and non-melanoma, with input from oncology and plastic surgery), genital skin disorders and paediatric dermatology. Dermatology in-patients are situated on the St Mary’s site and on-call dermatology services are also provided for St Mary’s and the Queen Alexandra Hospitals.

**Bournemouth:**
The Dermatology department in Bournemouth is based in Christchurch Hospital and consists of outpatient clinic rooms, minor operations theatres, a Moh’s micrographic surgery laboratory, a paediatric dermatology area, a day-treatment unit (with phototherapy), mole analysis unit and patch test clinic. The unit contains an array of dermatological textbooks and there is a library in Christchurch Hospital with IT support and dermatology books and journals; in addition there is a main medical library with extensive journal collection at the Royal Bournemouth Hospital. Regular CPD meetings take place in the dermatology unit, but there are also larger meeting facilities available on the Christchurch site as required. There are currently 4 consultant dermatologists. The department deals with all aspects of general dermatology, has specialist clinics in paediatric dermatology, patch testing, leg ulcers, complex dermatological cases, and provides a Moh’s surgical service for neoplastic lesions. The dermatology in-patients
are situated in Christchurch Hospital, and consults on medical in-patients at the Royal Bournemouth hospital are provided once to twice weekly.

Poole:
The Dermatology department in Poole is situated in Poole Hospital and comprises outpatients clinics, minor operations theatres, phototherapy unit and patch test clinic. Clinic rooms have computers with internet access and CPD is conducted in the same unit. Dermatology textbooks are available in the unit and access to dermatology and general medical / scientific journals is available via the internet as well as via a medical library situated in the same hospital. Regular CPD meetings take place in the dermatology unit, and the trainee also has CPD training in Southampton on a monthly basis. There are 4 consultants dermatologists, specialist nurses, and specialist clinics are offered in skin lymphoma (combined with oncology), vulval dermatology, skin cancer (non-melanoma and melanoma (combined with general surgery)) and more-complex dermatological surgery. Dermatology in-patients are situated in the same hospital and the on-call service also includes dermatology consultations on general medical/surgical patients in the same hospital.

Curriculum

The Wessex Dermatology Rotation covers all aspects of training outlined in the Specialty Training Curriculum for Dermatology (August 2010), including

- 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
- GU Medicine related to Dermatology
- Ethical Research
- Evidence-Based Medicine & Guidelines / Audit
- Medical Leadership

Teaching

Clinical teaching is provided on a daily basis in the clinical setting by consultant dermatologists, for example history taking, clinical signs, treatment, etc. are discussed in out-patient clinics and on ward rounds. Surgical techniques, including the use of cutaneous flaps and skin grafts, are taught in consultant-led theatre sessions prior to
Trainees undertaking these techniques and gaining experience in their use. More formal teaching takes place during regular CPD sessions and dermatopathology teaching is provided by histopathologists experienced in this area. Trainees are expected to attend the Solent Dermatology Society clinical meeting (held monthly in the Wessex region) and the Royal Society of Medicine Section of Dermatology meetings and are encouraged to attend the SpR training days held by the British Association of Dermatologists. There are also a variety of national training courses (e.g. photobiology, contact dermatitis, paediatric dermatology, etc.) which trainees may attend. The Wessex Deanery runs courses for training in management and trainees undertaking research in the Academic Dermatology Unit in Southampton receive personalised training in research techniques / experimental approaches relevant to dermatology. Trainees are expected to attend annual dermatology conferences relevant to their training and are very much encouraged to present the results of their research at national and international conferences (for example, previous specialist registrars have presented their data at conferences in the UK, USA, Europe and Japan).

**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 (or 52-hours if working on a derogated rota) 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/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx](http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx)
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 payscales are reviewed annually. Current rates of pay may be viewed at http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx

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 payscales may be viewed at xx. 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/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx

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/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx
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

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/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx

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

The Deanery’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 and in the national ‘Gold guide’ to Specialty Training at http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx