

MEDWAY NHS FOUNDATION TRUST

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Dermatology Training Post

March 2010

**THE MEDWAY NHS TRUST  
(ASSOCIATED UNIVERSITY HOSPITALS, LONDON UNIVERSITY)  
GUY'S, KING'S & ST. THOMAS' SCHOOL OF MEDICINE  
KING'S COLLEGE, LONDON**

**Job Description for Specialist Registrar in Dermatology**

**1. Introduction:**

This is a new post for a Specialist Registrar (ST3) appointment in East and West Kent. The appointee will spend two years at Medway NHS Foundation Trust and a further two years rotating to East Kent. Any applicant, who for personal reasons is unable to work full time, will be eligible to be considered for appointment. Whilst in West Kent the appointee will join five dynamic progressive Dermatologists in expanding the role of Medway Dermatology to meet the challenges of the 21<sup>st</sup> century, providing a comprehensive and superior service to the population of the Medway Towns, Dartford, Gravesend, Maidstone, Swale, Pembury, Tonbridge, Tunbridge Wells and Sevenoaks, numbering approximately 1,000,000 people.

Dermatology Services are located in a dedicated self contained modern unit.

Medway is an Associate University Hospital. The Medical team have developed a formal education programme for its junior doctors and encourages the continuing education of its Consultants.

**2. Dermatology at Medway:**

The Dermatology Department is a core service within the Directorate of Adult Medicine.

The department was established in February 1999. It is structured on a Hub and Spoke model, the Hub being the modern, purpose built dedicated unit at Medway, the consultants' base hospital. All sub-specialist work including dermatological surgery, photodynamic therapy, rapid access skin cancer clinics, paediatric clinics, genital dermatoses clinics, management of serious dermatoses, allergy and immunology clinics and multidisciplinary clinics with rheumatology and maxillofacial surgery, as well as the day to day dermatology for the residents of the Medway Towns is centred in the Hub. The centralisation of sub-specialist services at the hub is efficient and economical maximising resources and smoothing the patient pathway. Each Consultant is responsible for a Spoke, defined as routine dermatology in outreach clinics (District General or Community Hospitals) in the surrounding districts of Dartford, Maidstone, Swale, and Tunbridge Wells.

Last year 21,765 patient episodes were seen in the outpatient clinics. New patient attendances accounted for 7,410 visits and follow-up attendances accounted for 14,355 visits. In addition 1,600 elective surgical procedures were performed, and on the Skin Day Care Unit there were 9,600 attendances.

A rapid access cancer screening clinic for malignant melanomas and squamous cell carcinomas is held weekly. This clinic is run by the Consultants on a rotational basis and suspected malignancy may be removed immediately. Two fully equipped operating theatres dedicated to Dermatology are situated within the department. The skin cancer MDT meets every fortnight to discuss the malignancies diagnosed in the previous 2 weeks. The MDT comprises all the dermatologists, a histopathologist, a surgeon with an interest in sentinel node biopsy and melanoma, a plastic surgeon, a specialist dermatology nurse, an oncologist, a MacMillan nurse, and the MDT co-ordinator.

A team of dedicated dermatology nurses led by Sister S. Croney, Dermatology Specialist Nurse, staffs the day treatment unit, situated within the department. The day treatment unit provides phototherapy (narrow band UVB), photo chemotherapy, (systemic, bath, hand and foot PUVA), supervised topical treatments and a comprehensive range of patch testing, as well as being the focus of the education and emotional needs of the patients. At present the day treatment unit runs week days from 7am to 7pm and is covered by a consultant.

The Amersham Data Information System (ADIS) is used within the department. Clinicians input data live during their clinics allowing accurate information to be collected for both research purposes and managing the service. At present data is collected manually at outreach clinics and inputted by the secretaries. We hope to be able to go live at the outreach clinics soon.

Access to inpatient beds is from within the acute medical complement at the Medway Maritime Hospital. Junior staff cover is provided by the relevant acute medical specialty (shared SHO).

Multi-disciplinary clinics are held regularly with Rheumatology and Maxillofacial Surgery.

A cosmetic camouflage clinic is held monthly in the department.

A clinic for patients suffering from severe psoriasis is established with funding provided for therapy with biological agents.

Academic activities include a fortnightly journal club, a fortnightly combined clinic followed by a histopathology meeting, a clinical meeting with the dermatologists from Canterbury and Ashford every two months rotating between the centres and The Royal Society of Medicine and St. John's meetings.

At present there are no training grade Dermatological junior staff.

From 2004 the department developed an in house teledermatology service. Medway nurses undertake the initial photography and history record before

transmitting the images and data to the Consultants for reporting. This service has been very popular providing a diagnosis for 120-250 patients per month.

**Dermatology at East Kent:**

Comprising William Harvey Hospital (WHH), Ashford, Queen Elizabeth the Queen Mother Hospital (QEPMH), Margate, Kent and Canterbury Hospital Canterbury, The Royal Victoria Hospital (RVHF) in Folkestone and Buckland Hospital (BHD) in Dover. **See separate job description.**

**3. Departmental Staffing**

Consultants

Dr. Larry Shall (LS)  
Dr. Saul Halpern (SH)  
Dr. Mike Boss (MB)  
Dr Sonal Shankar (SS)  
Dr Siramalu Tharakaram (ST)

Dermatology Nurse Specialist & Department Manager:

Sr. Stacey Croney

1 session Hospital Practitioner  
2 Staff Grade Dermatologists  
9 dedicated Dermatology Nurses  
4 Consultant Secretaries  
4 Support Secretaries  
1 MDT Coordinator

There is an integrated Medical/Elderly Care rota for emergency admissions, based on four firms, made up as follows:

**Consultant staff in related medical specialties**

Dr. M. Mamun	Elderly Medicine
Dr. A.G. Stewart	General Medicine/Thoracic Medicine
Dr. I.M. O'Brien	General Medicine/Thoracic Medicine
Dr. A. West	General Medicine/Thoracic Medicine
Dr. P. Diem	Elderly Medicine
Dr. D.S. Thompson	General Medicine/Cardiology
Dr. A.J. Stewart	General Medicine/Cardiology
Dr. S. Gandhi	General Medicine/Cardiology
Dr. S. Suman	Elderly Medicine

Dr. G. Smith-Laing	General Medicine/Gastroenterology
Dr. P. Kitchen	General Medicine/Gastroenterology
Dr. R. Aga	General Medicine/Gastroenterology
Dr. M.J. Hayward	Elderly Medicine
Dr. I.N. Scobie	General Medicine/Diabetes/Endocrinology
Dr. A. Gough	General Medicine/Diabetes/Endocrinology
Dr S. Sanmuganathan	Elderly Orthopaedic Care
Dr. P. Williams	Rheumatology
Dr. G. George	Rheumatology
Dr. C. Wijesurendra	Genito-Urinary Medicine
Dr. J. Wijsekera	Neurology
Dr. C. Ellis	Neurology
Dr. S. Chong	Neurology
Dr. S. Memon	Neurology
Dr V Andrews	Haematology
Dr M Aldouri	Haematology
Dr A Eden	Haematology

There are 14 training posts (ST1, 2,& 3 and GPVTS), and as of August, 7 F2 posts and 19 F1 posts.

There are 2 SpRs in each speciality of Cardiology, Endocrinology, Gastroenterology, 3 SpR's in thoracic medicine, plus 1 SpR Elderly care and 1 SpR Haematology.

There are 3 Staff Grades in Elderly Care.

#### **4. Related Specialties**

The Pathology Department is situated at Medway Maritime Hospital and offers a comprehensive service. The link with all pathology disciplines is excellent and there is a willingness of all pathology departments to be involved in and give good and prompt advice with clinical problems. In particular there is a close liaison with the Histopathology Department. Joint meetings are held on a fortnightly basis, led by Dr. J Cooper, a Consultant Dermatopathologist. A specialist registrar in pathology with a sub-specialty in dermatopathology, under the guidance of Dr. Cooper, is in post at Medway.

The Women and Children's Directorate includes the Oliver Fisher Neonatal Unit, General Paediatrics and Community Child Health all of which are based in newly opened accommodation at the Medway Maritime Hospital. There are five General Paediatricians, 5 Consultant Neonatologists and 4 Community Paediatricians, together with a full complement of junior staff. There are two general paediatric wards with 37 beds and cots which includes a 9-bed assessment area, a 2-bed high dependency unit and an adolescent area. A

dedicated Paediatric Outpatient area is next to the wards as are the directorate offices. The Oliver Fisher Neonatal Unit has 24 cots with 10 intensive care cots and provides neonatal intensive care for all the surrounding districts, as well as being part of the London and KSS Neonatal Transport network. The local birth rate is approximately 4500 per annum.

Radiotherapy and plastic surgery services are provided at the Medway Hospital from their respective bases at the Mid Kent Oncology Centre, Maidstone and The Queen Victoria Hospital, East Grinstead.

## **5. Clinical Support Services**

Imaging:

There is a comprehensive Imaging Department, which includes facilities for conventional x-rays, arteriography, interventional radiology and both CT and MRI scanners.

Nuclear Medicine:

There is an active Department of Nuclear Medicine based at Medway Maritime Hospital, which provides investigations, including sentinel node studies for malignant melanoma.

Radiotherapy & Chemotherapy:

The main service is provided from Mid Kent Oncology Centre at The Maidstone Hospital and facilities are also available at Guy's and St. Thomas'.

## **6. Duties & Responsibilities of the Post**

The aim of this post is to produce a doctor who after four years will have sufficient experience and training to qualify for the certificate of completion of training in dermatology (CCT). A huge amount of clinical experience is available from the hospitals involved. The programme director and the Kent, Surrey & Sussex Specialist Training Committee will oversee the educational aspect of the post. The trainee will be assigned an educational supervisor and the training committee will approve his or her main centre.

The post holder will rotate between Medway NHS Foundation Trust and Kent & Canterbury Hospital. While at Medway, the post-holder will undertake the majority of their training at Medway Maritime Hospital, but will undertake clinics at Darenth Valley Hospital (Dartford), Sittingbourne Memorial Hospital (Sittingbourne), and Maidstone Hospital (Maidstone). After rotating to East Kent the trainee will undertake clinical commitments at William Harvey Hospital (Ashford), Kent & Canterbury Hospital (Canterbury), and Queen Elizabeth the Queen Mother QEQM Hospital (Margate). Close links with the Institute of Dermatology/St John's Dermatology Centre at St Thomas' Hospital will exist for the duration of the four-year training period.

In Medway the trainee will be encouraged to attend the general medical Grand Rounds, regular clinical, audit and departmental meetings, a fortnightly journal club and weekly histopathology meetings. They will be able to attend monthly clinical meetings at St John's Institute of Dermatology and at the Royal Society of Medicine. Attachments to certain specialist departments at London teaching hospitals such as St John's can be organised so that all components of the curriculum are covered. Development of clinical or laboratory research interest with the assistance of the consultant staff at Medway will be encouraged including links with the University of Kent. The trainee will be encouraged to present cases at meetings and to write up case reports for journals. Opportunities to establish special interests will be available and will be encouraged. The trainee will be expected to participate in audit and encouraged to attend courses to complement their clinical training.

Teaching undergraduates will in due course become part of the specialist registrar's responsibilities.

The trainee will be expected to supervise the care of adult and paediatric in-patients and will see ward and urgent referrals from general practitioners and accident and emergency and will participate in an on call rota for dermatology.

It is expected that the successful applicant will play an active part in the development of the dermatology service.

- a) Responsibilities ~ the appointee will be a member of the Department of Dermatology and will be expected to take part in the management of the Dermatology service in accordance with the policies of the department, the Directorate of Adult Medicine, and the Hospital Trust.
- b) On-call & Emergency Arrangements ~ Due to the nature of the specialty, on-call services are not demanding, but the appointees will be required to undertake such duties by mutual arrangement with their colleagues.
- c) Administration ~ Administrative duties include those associated with the care of their patients and the running of the clinical department.
- d) Training & Education ~ One of the priorities of the dermatology department is to provide education for our local General Practitioners. This is because Dermatology occupies only a small portion of undergraduate training; less than a third of GP's receive postgraduate training in Dermatology. Skin diseases form a reasonable proportion of GP surgery workloads at present. Formal GP meetings are arranged quarterly and the new appointee would be encouraged to join in these teaching sessions with a view to expanding them.

Medway is an Associate University Hospital and the appointees will teach undergraduates from Guy's King's and St. Thomas' School of Medicine.

The Medical Directorate is developing a formal education programme for its Consultants.

- e) Personal Conduct ~ all staff within the Directorate of Adult Medicine are expected to treat other members of hospital staff with courtesy and respect. The hospital rules and policies, including the disciplinary procedure, apply to staff without exception. The attention of appointee is drawn to the GMC document, “The Duties of the Doctor”.
- f) Quality Assurance & Audit ~ The Medway NHS Trust has adopted a comprehensive Quality Assurance and Consumer Relations Policy, and all staff members are expected to play their part.
- g) The Directorate has a Clinical Governance Core Group and each department has its own sub-group. The post holder would be expected to contribute to this multi-disciplinary process.

## **7. Academic Timetable**

The SpR will undertake clinics (general dermatology, biologics clinics, paediatric dermatology, allergic contact dermatitis, phototherapy, two week skin cancer referrals, combined maxillary-facial and dermatology clinics and combined rheumatology & dermatology clinics) with the consultants and will be able to informally discuss cases with them.

There will be informal teaching for skin surgery and the SpR will undertake weekly surgical sessions carrying out procedures which will increase in complexity as their level of competency increases.

There are fortnightly (Thursdays 13:00 – 14:00) journal clubs.

The department will ensure that the trainee attends and regularly presents at St. John’s Institute of Dermatology (1<sup>st</sup> Thursday afternoon of each month), the dermatology section meetings at the Royal Society of Medicine (3<sup>rd</sup> Thursday afternoon of each month) and at regional meetings, as well as attending the relevant meetings and courses as proposed in the dermatology curriculum. In addition, the trainee may choose to attend the King’s College Hospital dermatology meetings (2<sup>nd</sup> Thursday afternoon of each month) or the pan-Thames SpR teaching at St. John’s Institute of Dermatology (2<sup>nd</sup> & 4<sup>th</sup> Thursday afternoons each month).

The trainee should attend and participate in the weekly (Fridays 13:00 – 14:00) grand rounds.

On alternate (2<sup>nd</sup> & 4<sup>th</sup>) Thursdays (14:00 – 16:00) the combined dermatology clinic followed by a histopathology meeting provides an informal teaching forum for interesting and difficult to diagnose and manage cases.



There is a clinical meeting with the dermatologists from Medway and Kent & Canterbury held every two months on a Thursday afternoon, rotating between the two centres.

Medway Maritime Hospital runs a comprehensive range of courses on safety, management, audit and clinical governance.

Courses that specialist registrars may wish to attend:

Biology of the Skin (year 1)  
Basic Surgery (year 1)  
Epidemiology & Statistics  
Histopathology  
Paediatric Dermatology  
Contact & Industrial Dermatitis  
Photodermatology  
Genito-urinary Medicine  
Advanced Surgery & Laser (year 4)

## 8. Clinical Timetable

Year 1

	AM	LUNCH	PM
Monday	0900 – 1300 Clinic (MMH) LS		1400 – 1700 Administration
Tuesday	0900 – 1000 Emergency clinic / ward referrals / ward round (MMH)  1000 - 1300 Research / audit	1 <sup>st</sup> – MDT  3 <sup>rd</sup> – MDT  5 <sup>th</sup> - MDT	1400 – 1700 Administration
Wednesday	0900 – 1300 1 <sup>st</sup> , 3 <sup>rd</sup> , 5 <sup>th</sup> Skin surgery list (MMH) LS  2 <sup>nd</sup> & 4 <sup>th</sup> General clinic (SMH) SS		1400 – 1700 2 <sup>nd</sup> & 4 <sup>th</sup> Skin surgery list (MMH) LS  1 <sup>st</sup> , 3 <sup>rd</sup> & 5 <sup>th</sup> Paediatric dermatology clinic (MMH) SS
Thursday	0900 – 1300 Research / audit  ?specialist clinic in London	2 <sup>nd</sup> - Journal club  4 <sup>th</sup> - Journal club	<b>Academic afternoon</b> 1 <sup>st</sup> – St. John’s Society Meeting  2 <sup>nd</sup> - Joint clinic & histopathology (Medway) / King’s College Dermatology meeting / Pan-Thames SpR teaching  3 <sup>rd</sup> – RSM  4 <sup>th</sup> – Joint clinic & histopathology (Medway / Kent & Canterbury) / Pan-Thames SpR teaching
Friday	0900 – 1300 General clinic / Biologics clinic (MMH) LS	Grand Round	1400 – 1700 1 <sup>st</sup> (alternate months) Rheumatology / dermatology clinic (MMH) LS  Remainder – General clinic (M’stone) / 2 week cancer clinic (MMH) alternate weeks LS / SS

Year 2

	AM	LUNCH	PM
Monday	0900 – 1300 Skin surgery (MMH) SH		1400 – 1700 Administration
Tuesday	0900 – 1300 Clinic (MMH) SH	1 <sup>st</sup> – MDT  3 <sup>rd</sup> – MDT  5 <sup>th</sup> - MDT	1400 – 1700 Administration
Wednesday	0900 – 1300 General clinic (DVH) MB		1400 – 1700 General Clinic (DVH) MB
Thursday	0900 - 1300 Research / audit  ?specialist clinic in London	2 <sup>nd</sup> - Journal club   4 <sup>th</sup> - Journal club	<b>Academic afternoon</b> 1 <sup>st</sup> – St. John’s Society Meeting  2 <sup>nd</sup> - Joint clinic & histopathology (Medway) / King’s College Dermatology meeting / Pan- Thames SpR teaching  3 <sup>rd</sup> – RSM  4 <sup>th</sup> – Joint clinic & histopathology (Medway / Kent & Canterbury) / Pan-Thames SpR teaching
Friday	0900 – 1000 Emergency clinic / ward referrals / ward round (MMH)  1000 - 1300 Research / audit	Grand Round	1400 – 1700 General clinic / 2 week cancer clinic (MMH) MB

Year 3

	AM	LUNCH	PM
Monday	0900 – 1230 Patch Test clinic (K&C) CR	1230 – 13 00 Ward referrals	1400 – 1700 Administration (K&C)
Tuesday	0900 – 1300 Rapid access skin cancer clinic / operating list (K&C) SB,AC,MHP	2 <sup>nd</sup> - Journal club	1400 -1700 General clinic (K&C) MHP
Wednesday	0900 -1300 Community clinic (Folkestone / Dover) KA		1400 - 1700 Community clinic (Folkestone / Dover) KA
Thursday	0900 – 1300 Ward Round Administration / Research (K&C)	4 <sup>th</sup> - Journal club	<b>Academic afternoon</b> 1 <sup>st</sup> – St. John’s Society Meeting  2 <sup>nd</sup> - Joint clinic & histopathology (Medway) / King’s College Dermatology meeting / Pan- Thames SpR teaching  3 <sup>rd</sup> – RSM  4 <sup>th</sup> – Joint clinic & histopathology (Medway / Kent & Canterbury) / Pan-Thames SpR teaching
Friday	0830 – 0900 Ward round (K&C)  0900 – 1300 Patch Test clinic (K&C) CR	1230 – 1400 MDT	1400 -1700 Research (K&C)

Year 4

	AM	LUNCH	PM
Monday	0830 -0900 Ward round (K&C)  0900 – 1230 Biologics clinic (K&C) CF		1400 – 1700 Minor ops (K&C) MHP
Tuesday	0900 – 1300 Administration (K&C)	2 <sup>nd</sup> - Journal club	1330 – 1700 Photobiology clinic / General clinic (K&C) MHP
Wednesday	0900 -1230 Mohs' List / Surgery (K&C) AC / CI	1230 -1330 Ward referrals	1400 – 1700 Research (K&C)
Thursday	0900 – 1300 Ward Round Administration / Research (K&C)	4 <sup>th</sup> - Journal club	<b>Academic afternoon</b> 1 <sup>st</sup> – St. John's Society Meeting  2 <sup>nd</sup> - Joint clinic & histopathology (Medway) / King's College Dermatology meeting / Pan-Thames SpR teaching  3 <sup>rd</sup> – RSM  4 <sup>th</sup> – Joint clinic & histopathology (Medway / Kent & Canterbury) / Pan- Thames SpR teaching
Friday	0900 – 1300 General clinic (WHH) SB	1230 – 1400 MDT	1400 -1700 General Clinic / Paediatric dermatology clinic (WHH) SB

Hospitals in West Kent:

MMH= Medway Maritime Hospital, Gillingham

SMH= Sittingbourne Memorial Hospital, Sittingbourne

DVH= Darenth Valley Hospital, Dartford

M'stone= Maidstone Hospital, Maidstone

Hospitals in East Kent:

K&C = Kent and Canterbury

WHH= William Harvey Hospital, Ashford

QEQM= Queen Elizabeth Queen Mother, Margate  
Folkestone community hospital

**9. Person Specification**

**Specialist Registrar in Dermatology**

<b>TRAINING PROGRAMME REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>ADVANTAGOUS</b>
<b>Qualifications</b>		
Basic	MBBS or equivalent	BSc
Postgraduate	MRCP or equivalent	MD or PhD
<b>Experience</b>	Minimum of 2 yrs post-registration professional/training in approved post most of which should be general medicine at SHO or equivalent level	Previous experience in Dermatology
<b>Skills</b>	Ability to make good medical notes and obtain concise history from patients	Skills in Dermatology, clinical practice and dermatological surgery
<b>Motivation</b>	Commitment to speciality, commitment to learning, punctuality	Ability to organise one's own learning and time initiative
<b>Personality</b>	Potential to cope with stressful situations and undertake responsibility	
	Good communication skills	
	Ability to work as part	

	of multi-disciplinary team	
<b>Research</b>	Enthusiasm	Evidence of understanding principles. Previous participation
<b>Management Ability</b>	Enthusiasm	Previous demonstrated ability
<b>Other Requirements</b>	Prepared to rotate as specified	Current valid UK driving license
	Full registration with GMC	
	Pre-employment health screening	
	Willing to enter and be bound by training agreement with the Postgraduate Dean	

## 10. Main Conditions of Service:

The post is covered by the Terms and Conditions of Service for Hospital and Dental Staff.

a) Registration/Insurance

Doctors are required to be appropriately registered with the GMC.

Since 1<sup>st</sup> January, 1990, Health Authorities have been liable for the negligence (acts or omissions) of their medical and dental staff in the course of their NHS employment. The Health Department advises practitioners to maintain their defence body membership in order to ensure they are covered for any work that does not fall into the indemnity scheme.

b) Salary 2008/2009

The appointment is full-time and the salary is on the Specialist Registrar pay scale.

c) Medical Examination

The appointment is offered subject to satisfactory medical assessment. You may be required to undergo Heaf test, blood tests and a full medical examination unless you can provide documentary evidence that you have

undergone these tests within the last twelve months. The successful candidate will not be able to take up duty until evidence of immunity to Hepatitis B has been received by the Medway Occupational Health Department.

d) Removal Expenses

Where a practitioner intends to claim reimbursement of removal or associated expenses, it is important he/she obtains a copy of The Medway NHS Trust's Policy on Removal Expenses. The appointee must discuss and agree their proposals with the Trust prior to taking up duty.

e) Trust Induction

The appointee will be expected to attend the Trust's Induction Programme and undertake on-going mandatory training in relation to Trust's policies and Health & Safety.

f) Quality Assurance

The Medway NHS Trust has adopted a comprehensive Quality Assurance and Consumer Relations policy and all staff members are expected to play their part. The Trust is closely involved with the National Confidential Enquiry into Preoperative Deaths, and Audit in Surgical Specialties is advancing rapidly with the in-house development of a networked computerised database which provides waiting list management and summary clinical information in addition to reporting facilities for Audit.

g) Information Governance

The Medway NHS Trust is committed to consistently high standards of Information Governance. All employees have an individual responsibility to ensure that in the course of their duties any records that they create are high quality, accurate and up-to-date and compliant with the Trust's Records Management, Freedom of Information and Health Records Policies and Procedures and that the confidentiality and security of all information is maintained in accordance with the Data Protection Act 1998 and associated Trust Policies.

**9. Annual and Study Leave**

Annual leave and study leave is available according to national agreements.

**10. Audit/Appraisal/Induction**

The successful applicant will be expected to participate in continuing medical education of the appropriate college. The candidate will be encouraged to attend conferences and training courses to keep abreast of developments in the field of dermatology.

The candidate will be expected to participate in a teaching programme, both for the undergraduates and postgraduates from the different specialities.



The Trust is committed to a programme of Audit and Appraisal in line with recent Government recommendation and this is recognised in the provisional work programme.

The appointee will be expected to attend the Trust's Induction Programme and undertake on-going mandatory training in relation to the Trust's Policies and Health and Safety.

#### **11. Secretarial and Office Accommodation**

Both secretarial assistance and office accommodation will be provided.

#### **12. Residence:**

Single accommodation is available, but charges will be made should choose to be a resident.

#### **13. Teaching Facilities**

Post Graduate Medical Centre

The Post Graduate Medical Centre is situated on the Medway Maritime Hospital site and has been extended to take account of the needs of undergraduates as well as post graduate teaching. The accommodation comprises a fully equipped 80 seat lecture theatre, four seminar rooms together with office accommodation and a large common room.

The Post Graduate Centre works closely with the Nurse Education Centre. This is in the same building complex and incorporates an additional lecture theatre, seminar room and auditorium. Meetings with a clinical educational basis are becoming increasingly multi-disciplinary and this closeness is a benefit.

The Learning Resource Centre:

All Trust employees have access to a comprehensive library and audio visual aids service. This supports any training and educational programmes, self-directed learning or simply allows staff to keep abreast of the latest research developments in any speciality. The centre not only provides access to information in a variety of formats (including books, journals, video, or other electronic media) but also allows access to computers for database searches, access to the Internet and the medical school websites. A range of software packages is available for use, including word processing, presentation software; computer assisted learning programmes and desktop publishing. The centre's staff can also assist and advise in the preparation of electronic presentations slide production and the use of scanners and audio equipment. Equipment available for use outside the Learning Resource Centre includes a digital camera, OHP's multimedia projectors, laptop computers, and screens.

The Library is open and staffed between 8.30 am and 9 pm Monday to Friday and contains approximately 12,000 books and 200 current journal titles. The Library is part of the Regional network and therefore has access to resources at other centres in the Southeast.

The Centre actively promotes a policy of liaising closely with its users in order to ensure that its resources and services reflect their individual interests and needs.

#### Undergraduate Teaching

For several years we have been developing increasing close links with the Guy's, King's & St Thomas' Medical School, King's College, London and the University of the Caribbean. With changing patterns of medical education and the redistribution of resources these links are being greatly strengthened.

The Medway Maritime Hospital is recognised by London University as an Associated University Hospital. There is a sub-dean at the Medway Maritime Hospital, Dr Ian Scobie, and a Medway Academic Committee and representation through these on the Academic Board of the Medical School, along with Guy's, Thomas', King's and Lewisham Hospitals.

#### Postgraduate Teaching:

It is intended to strengthen postgraduate teaching in all specialities. All Consultants will be expected to contribute to undergraduate and postgraduate teaching programmes. There is an established programme of topic teaching for the House Physicians and SHOs covering the core curriculum in line with the Royal College of Physician recommendations.

#### Research and Development

An objective of the Trust is to increase the level of research and development (R&D) undertaken by our staff and to promote the adoption of evidence based medicine. A multi-disciplinary group that includes the Chief Executive and the Director of Nursing and Performance Management leads our strategy for R&D.

The very large, socially and radically diverse local population provides an excellent base with varying pathology to support clinical research. There is close liaison with facilities at Guy's, King's and St Thomas' Medical School through the undergraduate teaching links and associated joint appointments. There have been a number of collaborative initiatives undertaken in conjunction with Christ Church College, University of Canterbury. There is an R&D office available in the Postgraduate Medical Centre. Locally based computer facilities for research are provided, including statistical/data-based analysis services.

NHS R&D support funding has been secured by the Trust from NHSE South Thames Region through the locally organised research scheme (LORS). In

addition research funds can be sought from the Gerald Townsley Trust. The Trust also encourages appropriate involvement in commercial trials.

The University of Kent at Canterbury has a Health Service Research Unit which is part funded by Medway to facilitate research in the Trust and to act as a link with the University of Kent where there is a major Computing Laboratory. There is a Research Support Group able to advise on various aspects of research, and the West Kent Health Authority's Committee meets bi-monthly to vet proposals.

**14. Medical Negligence:**

The doctor agrees to:

- i. To co-operate fully with The Medway NHS Trust and its Legal Advisers in the investigation of any patient complaint/incident involving but not limited to any allegation of negligence or misconduct on the part of the doctor and in the conduct and dissent of any proceeding arising therefrom.
- ii. To provide the Trust on request with a full written statement concerning the said complaint/incident, including statements for use in court proceedings.
- iii. That the obligations contained in i. and ii. will continue after employment until the contract has ceased.

**15. Confidentiality:**

All matters relating to any patient in hospital or clinic must be kept confidential and on no account must this confidence be betrayed. Any breach of confidence will render you liable to instant dismissal.

**16. Equal opportunities:**

The Trust aims to ensure that no individual receives less favourable treatment on the grounds of sex, marital status, disability, religion, creed, colour, race, nationality, ethnic or national origin. Whilst the Trust recognises specific responsibilities fall upon management, it is also the duty of all employees to accept personal responsibility for the practical application of Equal Opportunities.

**17. Informal visits:**

Prospective candidates are cordially invited to visit The Medway Maritime Hospital by arrangement.

The Trust is not empowered to pay travel expenses and/or subsistence in connection with pre-interview visits.

Further details of the post may be obtained from Dr. Larry Shall, Consultant Dermatologist or Dr. Mike Hayward, Clinical Director (Medicine).

Contact numbers:

Dr. Shall (01634) 835013

Dr. Mike Hayward (01634) 833839

Further details of the job may be obtained from:

Lee Basso

Deputy General Manager

Adult Medicine & A&E

Medway Maritime Hospital

Windmill Road

Gillingham

Kent

Tel: (01634 830000) Ext 3701

## ***PART 2***

### **THE MEDWAY NHS FOUNDATION TRUST**

#### **1. Geography**

The Trust covers 162 square miles which extend from the parish boundaries of Doddington, Lynsted and Teynham in the east, to those of Cuxton, Cliffe, Frindsbury and Halling in the west and includes the Isle of Sheppey. The M2 motorway runs close to the southern border of the Trust and the northern boundary is the River Thames. The Medway estuary and the channel separating Sheppey from the mainland form natural boundaries within the district.

The Swale sector incorporates Sittingbourne and the Isle of Sheppey with a population of 91,000. Sittingbourne was once a significant market town and is now the main administrative centre of the Swale area. The Isle of Sheppey is reached by a lifting bridge at Kings Ferry.

The Medway Towns of Rochester upon Medway and Gillingham include Rochester, Chatham, Strood and Rainham. Together they form the largest urban area in Kent, with a population of approximately a quarter of a million.

The River Medway tunnel crossing from Gillingham to the Hoo Peninsula is open and provides rapid access to the M2 motorway.

Intervening villages and outlying areas, particularly the Isle of Sheppey to the east and Hoo Peninsula and Isle of Grain to the west, present problems of isolation for service provision.

The main A2 road from London to Canterbury and Dover passes through the Trust with junctions to the M2 and affords easy access to London, the Kent countryside, the south-east Kent coastal resorts and the Continent.

The close proximity of the M20, M25 and the Dartford Tunnel allows easy road travel north and south of the Thames and to the London airports of Gatwick and Heathrow.

The workforce is well over 110,000 and approximately 25,000 local residents commute daily to employment in London, which is serviced by excellent rail and coach services. There is also a local executive airport.

#### **Housing**

There is a wide range of housing, including a wealth of period homes to be found in Rochester, old cottages and farm houses in picturesque villages and a wide choice of select developments, including St. Mary's Island on the previous Chatham Dockyard site.

## **Education**

There is a good selection of schools, including private, public, selective, comprehensive and a high standard of further education.

## **2. Shopping Facilities**

The Medway and neighbouring towns offer an unrivalled selection of stores and shopping centres.

The principal shopping centre, the Pentagon, is in Chatham and is completely covered and air conditioned with four major stores and nearly half a million square feet of shopping floor space.

Other centres include the Hempstead Valley Centre at Hempstead, near Gillingham; the Forum in Sittingbourne; Maidstone, including the Chequers Shopping Centre; and the recently completed St. George's Centre at Gravesend.

London, Bromley, Canterbury, Bexleyheath, Croydon and Lakeside and the Bluewater development, all offer excellent shopping facilities and are within easy reach. Ashford Terminal processes fast, easy access, via Eurostar, to the Continent.

## **3. County of Kent**

Kent's position in relation to the Continent has ensured that it has been in the forefront of the country's history from the earliest times.

Scattered along Kent's long coastline are the fortresses built to withstand the threat of invasion. Throughout the county a wealth of historic towns and buildings reflect the long history of the area and the craftsmanship of previous generations.

For many people the real splendour of Kent can be found in its many picturesque villages and beautiful countryside – an idyllic world of hop fields, oast houses and orchards.

## **4. Recreational Facilities**

There is a very active social club at Medway Maritime Hospital with bar and snack facilities, comfortable lounge and games rooms.

There are excellent facilities for yachting, boating and fishing enthusiasts on the River Medway and Thames estuary, where there are a number of yacht clubs and mooring fees are reasonable.

There are museums, the Dickens Centre at Rochester and the annual Dickens Festival, famous gardens and Rochester and Leeds Castle, often referred to as the 'most beautiful castle in the world' nearby. Brands Hatch and the seaside resorts are easily accessible. There is also a wide choice of concert halls and theatres and a wide range of 'olde English' pubs and restaurants.

### **The Black Lion Sports Centre**

This multi-purpose sports centre provides facilities for major national and international events as well as a comprehensive programme of events and activities for the community. It has three swimming pools, sports hall, projectile hall, weights room, squash courts, meeting room, creche, bar and catering facilities, membership system and ample car parking.

### **The Strand**

In Gillingham is an open air entertainment centre by the riverside which includes pitch 'n put, crazy golf, tennis, an outdoor swimming pool, boating lake and miniature railway.

### **Splashes**

Opened in 1990, the centre includes pool with wave machine, flume, geysers, jets and cannons. A fitness room is also available.

### **The Swallows Leisure Centre – Sittingbourne**

Opened in 1989 and includes a swimming pool with wave machine, beach area and fun aquaslide flume. The centre also boasts a multi-purpose sports hall, projectile hall and a health and fitness suite. The centre provides various special events and is available for social hire.

### **Sheerness Swimming Pool**

A heated indoor pool with 'deck level' learner's pool is situated in Sheerness and includes a large open air sunbathing deck.

### **Queensdown Warren**

Situated midway between Hartlip and Bredhurst, just south of the M2, the Warren covers approximately 50 acres. It is leased to the Kent Trust for Nature Conservation and is renowned throughout Kent for its rich orchid flora.

This is currently being developed over 60 acres; popular for riverside walks, picnicking and bird watching.

The newest ice rink in the south-east is close to the A2 in Gillingham and also has a successful Ice Hockey team.

### **Capstone Farm Country Park**

This is being developed and has a large, new dry ski centre. Other facilities include horse riding, archery, fishing, natural history and picnicking.

## **The Historic Dockyard**

The beginnings of the Royal Dockyard at Chatham go back to about 1547 when a storehouse at 'Jillingham Water' was rented to service the King's ships at anchor in the Medway.

In the 17<sup>th</sup> century, Chatham was the principal building yard and fleet anchorage of the Royal Navy, and was in the front line during the Dutch Wars (1652-1674).

The Yard was an almost self-sufficient community of craftsmen and labourers with a wide range of skills from carpentry and caulking to rigging and forging. In 1759 the shipwrights laid down the best known ship in the Royal Navy – HMS Victory.

The Dockyard closed finally in 1984. Now in its 80 acres lie the most extensive collection of Georgian and early Victorian dockyard buildings in Britain, nearly 100 in number, 47 of them scheduled ancient monuments.

The Historic Dockyard is very much a working museum where many traditional skills and crafts are still used. In addition to the restoration of The Gannet, visitors can see rope, sails and flags being made and a wide range of other crafts being practised in the Dockyard.

The Dockyard provides ample free parking, refreshment facilities and caters for disabled visitors.