

Job description for Somerset Dermatology general practitioners with extended role (GPwER)

Job Purpose:

Background: The dermatology service in Somerset is currently undergoing a process of regeneration and renewal. Our ambition is to create an integrated dermatology service that impacts positively on the health of the population that we serve. We will do this by staying focused on the health and care aims of the Somerset Integrated Care System strategy.

Why GPs with extended role? We need to grow the clinical team and create dermatology services that are timely and accessible to the people of Somerset. Our aim is to keep waiting lists short, and to use our resources more effectively to deliver excellent care to our patients. We will create a new tier of intermediate care, located close to practices and aligned to primary care networks, staffed by a multi-professional team that includes GPwERs.

Who should apply? We want colleagues who share our vision for creating a much-improved service, where high-quality dermatology care fully supports our patients and our colleagues. We are seeking to develop GPwERs who are passionate about strengthening care and support in local communities by delivering excellent dermatology services. Our aim for the new service is to reduce inequalities, whilst ensuring that systems are in place to recognise and respond to patients with complex needs. We want team players who are committed to our long-term vision, and are willing to see this ambitious project through to its conclusion.

What are the requirements for new GPwER applicants? These new GPwER posts are for Somerset GPs who would like to develop their careers by adding dermatology expertise. Prior knowledge and experience of dermatology is desirable, but not essential. It's more about wanting to tap into a GP's potential to develop themselves professionally, and participate in this shared endeavour to create a much improved service. Candidates for these new Somerset GPwER posts are advised to study ***Guidance and competences to support the accreditation of GPs with Extended Roles (GPwERs) in Dermatology (including Skin Surgery)*** issued by the Royal College of General Practitioners in 2019.

What training will be provided for new GPwERs? Training will involve prospective GPwERs signing up to study for a diploma in dermatology (if needed) and for on-line dermoscopy training. Fees for both courses will be met by Somerset Integrated Care System. Clinical training will be via supervised dermatology clinics in community locations in Somerset. GPwER-trainees or their practice will be reimbursed financially for their clinical time. GPwERs will be supported to complete the RCGP dermatology GPwER accreditation, managed via the British Association of Dermatologists (accreditation to be paid for by Somerset ICS).

What on-going training and education will be provided for accredited Somerset dermatology GPwERs? There will be three levels of on-going training and supervision for accredited Somerset dermatology GPwERs:

- **Monthly one-to-one sessions with named dermatology GPwER supervisor.** This will be by Teams or face-to-face and will last for up to one hour. The purpose is to

discuss caseload, consider patient-care issues, and to review complex cases, or cases that have been challenging.

- **Participation in monthly GPwER case discussion forum.** This will be a 45-minute on-line teaching session via Teams, where all Somerset GPwERs will be encouraged to attend and present their recent cases of interest, sharing the educational value of such cases.
- **Participation in Somerset-wide dermatology educational sessions in *Derm Club* four times per year.** *Derm Club* is a multi-professional educational and training programme for dermatology clinicians in Somerset, which includes quarterly training and education sessions for the whole dermatology team.

What will success look like for this greatly expanded group of GPwERs?

Our intention is to build an intermediate care dermatology service for Somerset that can provide a timely, expert and efficient service to the local population. Integration between specialist and generalist care for patients with skin disease will take place in this intermediate care service. For this concept to succeed, there must be quick access when needed between all levels of the new service: patient self-care; primary care; intermediate care; specialised care. To achieve this, the new dermatology model will use simplified care pathways and new ways of working facilitated by teledermatology. Our hope is that the new GPwER service will develop an identity of its own, whilst being recognised as an important and well-integrated element of dermatology services in Somerset.

What do we expect from the successful applicants? We want to create a high performing team. To do this, we need commitment from new team members to study hard, develop their knowledge and skills and contribute to the success of the whole team. We also require a willingness to embrace new technologies and to work with new IT tools. Our expectation is that new recruits will provide at least one session per week for two years after being accredited as GPwERs, as their way of returning the investment that is being made into their dermatology training and education by Somerset Integrated Care System.

By the end of the training period, accredited GPs with an extended role must be competent practitioners who can demonstrate:

- Effective communication skills during interaction with patients and colleagues, including the ability to explore people's understanding, reactions and opinions and practise with a holistic approach
- The ability to explain the risks and benefits of treatment options and involve patients in decisions about their management
- Sufficient knowledge and skill in diagnosis to ensure the safe and effective practice of dermatology
- Competence in establishing a differential diagnosis by the appropriate use of history, clinical examination and investigations
- The ability to carry out minor practical procedures
- Knowledge of NICE guidelines and other guidance relevant to skin disease
- Recognition of their limitations in expertise and knowledge of mechanisms of referral.

Successful applicants without a dermatology diploma will be expected to register for a diploma course (deadline end of July 2023; start date early September 2023). Successful candidates who already have a dermatology diploma (or are currently studying towards one) will be expected to commence clinical supervised training in autumn 2023. All of this is dependent on satisfactory completion of pre-contractual checks.

- **Duties and Responsibilities**

Communication and Key Working Relationships
Other Somerset dermatology GPwERs; consultants, speciality doctors and clinical nurse specialists of the Somerset dermatology team; dermatology employees of Yeovil District Hospital and Musgrove Park Hospital. Wider multidisciplinary team including Matrons, Sisters, Nurses, HCA's, other Healthcare Professionals, Business Managers who interact with dermatology. This list is a guide and is not exhaustive.
Planning and Organisation
To help develop dermatology services in intermediate care and within the primary care locality
Analytics
Nil
Responsibility for Patient / Client Care, Treatment & Therapy
Conditions of Service: The appointee will be required to maintain General Medical Council (GMC) full registration with a licence to practise and revalidation, and should follow the GMC's Code of Good Medical Practice. The successful applicant will be contracted under the Terms and Conditions for GPs working in an extended role as defined by the joint document of the RCGP and BAD.
Policy, Service, Research & Development Responsibility
Within the dermatology service
Responsibility for Finance, Equipment & Other Resources
As with other clinicians working in Somerset
Responsibility for Supervision, Leadership & Management
No supervision, leadership or management duties
Information Resources & Administrative Duties
To keep on-top of patient administration duties.
Any Other Specific Tasks Required
To act as an advocate for the dermatology service in Somerset, and to play an active part in helping the service to develop and evolve with the ambitions and parameters mapped out in the Dermatology Service Transformation five-year-strategy.

Number of appointments

We will be appointing up to sixteen new GPwERs to join our existing cadre of accredited GPwERs.

How to apply

GPs wishing to apply, should submit a short CV (no more than 4 sides of A4), and a personal statement of no more than 500 words clearly stating what attracts them to the role, including:

- Their thoughts on the concept of creating intermediate care for dermatology in Somerset
- The skills and experience that they believe make them a good candidate
- Insights into how dermatology in primary care can be improved
- Personal motivation to learn new skills and gain new knowledge
- Non-dermatology added value (such as experience in paediatrics or leadership or medical education) they bring to the role.

Interviews will be held in the week commencing **3 July 2023** (provisionally set for Monday 3rd July and Wednesday 5th July). Applications should be made by 17:00 on Monday **19 June 2023** to Dr Alex Anstey (see below).

For pre-application discussion or informal meeting, interested GPs should contact Dr Alex Anstey, Consultant dermatologist at Somerset Foundation Trust.

Email address: alexander.anstey@somersetFT.nhs.uk

Telephone number: 07864 862703

Additional contact information: Georgie Hallett Georgina.hallett@somersetFT.nhs.uk