

North Bristol NHS Trust

Exceptional healthcare, personally delivered

Job Description

SECTION 1 – TRUST OVERVIEW & INTRODUCTION

North Bristol NHS Trust is the largest Trust in the South West region and one of the largest trusts in the country. Last year the Trust treated over 100,000 inpatients, over 35,000 outpatients, 90,000 emergency department patients and helped deliver over 6,000 babies. It employs more than 9,500 staff, has approximately 1,050 inpatient beds and income in excess of £540 million (2015-2016).

The Trust provides Medical, Surgical, Neonatal and Maternity Care for its local population of approximately a million people in Bristol, South Gloucestershire and North Somerset. The Trust also provides sub regional, regional and supra regional services in Neurosciences, Orthopaedics, Pathology, Plastic Surgery and Burns, Renal Medicine and Transplant and Urology and is the Major Trauma Centre for the West Country.

The health service in Bristol, North Somerset, and South Gloucestershire is being remodelled to concentrate on acute facilities and where appropriate to provide more care close to patient homes through a network community hospitals and facilities. The Trust currently delivers these services from a new hospital on the Southmead site that open in May 2014. At Southmead Hospital, we also have our excellent maternity and women's health services, the Bristol Breast Care Centre and the Trust's Severn Pathology Service.

As well as Southmead Hospital, the Trust also has Cossham Hospital in Kingswood that recently underwent a £19m refurbishment and the Bristol Centre for Enablement at Cribbs Causeway (Bristol).

The Trust has University Teaching status and is associated with both the University of Bristol and the University of the West of England.

SECTION 2 – THE WORK OF THE DEPARTMENT

The Department of Reconstructive Plastic Surgery consists of 20 Consultants with ambitions and need to extend the service over the next 12 months. It is a busy surgical centre seeing over 9,000 outpatients and 8,000 inpatients/ days cases per annum.

The Department of Reconstructive Plastic Surgery is the largest unit within the region. The department is a tertiary centre for Ortho-Plastic surgery and sarcoma with a bone infection service. The department performs more than 100 cases of free-tissue transfer for Breast Reconstruction per year. The postholder will be expected to attend most of these cases and attend the specialist Breast clinics and MDT. The postholder will be encouraged to undertake a clinical research/audit project involving microvascular surgery and breast reconstruction.

SECTION 3 – THE POST

Title – Microsurgical Clinical Fellow(s) with a special interest in Breast Reconstruction - ST6+/SpR level or equivalent in Plastic Surgery

Employer – North Bristol NHS Trust

Duration – Fixed Term 6 month contract.

Base Hospital – Brunel Building, Southmead Hospital

Details of Members of the Plastic Surgery Department

Consultants	Other Medical Staff on Firm
Mr G Awad Mr D Ayers Mr T Chapman Mr T Cobley Mr I Delikoustantinou Ms C Estela Mr J Henderson Miss P Jackson Mr U Khan Mr I Mackie Mr N Mercer Mr S Lee Mr A Orlando Mr J Pleat Mr S Sen Mr R Warr Miss E West Mr G Wheble Mr E Wilson Mr P Wilson Mr S Wilson Mr T Wright	3 CTs 8 Clinical Fellows (SHO) 7 SpRs 9 Clinical Fellows (Reg) 2 Microsurgery Fellows 6 Specialty Doctors/Staff Grades 1 Associate Specialists

Educational Approval

This post has Royal College approval and is on the SAC list of approved fellowships as a result of the excellent educational opportunities. The Fellowship is well supported with ample opportunity for educational progression in terms of free tissue transfer, particularly in Breast Reconstruction. The Unit has a thriving microsurgical practice with routine lower limb trauma and osteomyelitis, sarcoma, and upper limb free flaps taking place weekly.

Division

The Plastic Surgery Department forms part of the ASCR Division, which is one of the 5 Clinical Divisions within the Trust's Management arrangements for operational services.

The postholder is managerially accountable to the Clinical Director of the Surgery directorate, Mr Tim Whittlestone.

The Specialty Director is Mr Sherif Wilson
The General Manager is Mr Niall Prosser

The post holder's Supervising Consultant will be to be allocated upon job commencement

Learning Objectives

The appointee will acquire expert microsurgical skills in Breast Reconstruction, dependent on their level of ability at commencement of post. At the start of the post the successful applicant will meet with the Supervising Consultant to discuss their goals over the coming 6 months. The Fellow will also be expected to attend clinics and develop decision-making skills around candidacy for free flap surgery and planning breast reconstruction. Development of leadership and management skills are encouraged and Fellows are expected to complete at least 1 quality improvement project and 1 audit during their tenure. Management of the Breast Reconstruction Junior Doctor team is an essential part of the Fellowship to ensure high quality patient care and adequate training.

Clinical experience

These will include raising of a variety of flaps during clinical cases as well as refining the technique of micro-vascular anastomosis. You will work closely with 2-3 Consultant Plastic Surgeons specialising in Breast Reconstruction and have the opportunity to use various equipment including the venous coupler.

Teaching

This is a vital part of the senior trainee curriculum. The ability to prepare a lecture for junior registrars based on evidence from the literature and applied to clinical cases is a sign of surgical maturity which can only be gleaned from a period of training within a fellowship such as this one.

Courses/Training/Journal/Clubs/Lunchtime meetings

There is a weekly journal club which the postholder will be expected to attend. There are weekly teaching sessions for junior staff which the postholder will be encouraged to attend.

Annual Leave

Your annual leave entitlement will be determined on appointment based on previous NHS service.

SECTION 4 – MAIN CONDITIONS OF SERVICE

The post is NOT covered by the terms and conditions of service of Hospital Medical and dental staff

- Whole time appointment
- The practitioner's hours of duty shall be the standard working week of 40 hours and in addition the postholder will be paid a supplement for out of hours duty (if undertaking out of hours duty) at band 1A 50%
- The salary scale is as follows: (As from 1st October 2018)
£31,217 £33,127 £35,795 £37,408 £39,354 £41,300 £43,247 £45,193
£47,139 £49,086

SECTION 5 – CONDITIONS OF APPOINTMENT

- a) Must have FULL registration with the General Medical Council.
Must have the FRCS (Plast) diploma or equivalent
- b) Particular experience required for appointment
 - Recent experience and familiarity with UK hospital systems and practices (or equivalent)
 - Some experience in Plastic Surgery or surgical speciality is desirable, but not essential

- c) The passing of a medical examination is a condition of appointment of all practitioners within the scope of the National Health Service Superannuation Scheme.

The successful applicant will be required to provide documentary evidence of natural or acquired immunity to hepatitis B. Where this is not possible, the postholder will be required to demonstrate by recent (within the last year) evidence of serology showing the absence of hepatitis B surface antigen. These provisions are to meet the requirements of the Department of Health's instructions to trusts (HSC(93)40).

SECTION 6 – COMMITMENT TO HEALTH & SAFETY, CONFIDENTIALITY & EQUAL OPPORTUNITIES

Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, from 8 March 2006, in line with the public health white paper, Choosing Health, smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

The person appointed to this post is reminded this organisation is committed to safeguarding and promoting the welfare of children and young people. It is the responsibility of all staff to be clear about

appropriate and inappropriate practice and further information on 'Guidance for Safer Working Practice for Adults who Work with Children and Young People, Nov 2007 can be found at www.everychildmatters.gov.uk/resources-and-practice/IG00311/

SECTION 7 – DETAILS FOR VISITING

Informal enquiries regarding the post may be made by contacting:

- ❖ The current junior doctors in post via switchboard
- ❖ Mr Sherif Wilson on 0117 4147633

SECTION 8 - REFERENCES

Please give the names and addresses of three referees, one of whom should be your present employer or most recent employer. It is our normal practice to contact your present, or most recent employer, and we would automatically do so if you are shortlisted.

SECTION 9 – PROPOSED TIMETABLE

SMW – Mr S Wilson
PJ – Miss P Jackson
GA – Mr Guirgis Awad

	AM	LUNCHTIME	PM
Monday	GA (weeks 2&4) GA list - Microsurgical Breast Reconstruction		GA (weeks 2&4) GA list - Microsurgical Breast Reconstruction
Tuesday	PJ GA list - Microsurgical Breast Reconstruction		PJ GA list - Microsurgical Breast Reconstruction
Wednesday	Study/ Research PJ OPD		SMW / GA Breast OPC
Thursday	SMW/PJ GA list - Microsurgical Breast Reconstruction		SMW/PJ GA list - Microsurgical Breast Reconstruction
Friday	PJ (weeks 1&3)/GA (weeks 2&4) SMW Breast reconstruction clinic	Breast Oncoplastic MDT (weeks 1&3)	PJ (week 1)/GA (weeks 2&4) GA list - Microsurgical Breast Reconstruction

SECTION 10 – PERSON SPECIFICATION

Category	Essential	Desirable
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<u>Qualifications And Registration</u>	<p>MBBS, FRCS (Plast)</p> <p>ATLS current</p> <p>Maintain Full registration with the GMC, with a licence to practice.</p>	Higher academic qualification (e.g. MD or MS).
<u>Training And Experience</u>	<p>Recent experience and familiarity of UK hospital systems and practices (or equivalent).</p> <p>Minimum of 7 years postgraduate experience including 2 years as SHO in an approved training post, or equivalent. Part of this period may be in a post of equivalent responsibility and training potential.</p> <p>Training in diagnosis and treatment of complex reconstruction conditions</p>	<p>Training in Microsurgery</p> <p>Proven track of interest in Breast Reconstruction shown in CV</p>
<u>Further Training, Management, Audit</u>	<p>Evidence of recent CME/ reasonable training progression at this stage of career.</p> <p>Experience in audit project and written up</p>	
<u>Research, Teaching, Publications</u>	<p>Proven teaching ability.</p>	<p>Proven track record in research</p> <p>Evidence of relevant publications in peer reviewed journals.</p> <p>Demonstration of involvement in clinical directorate management</p>
<u>Personal Requirements (eg. Communication Leadership Skills, Flexibility)</u>	<p>Good written communication skills.</p> <p>Evidence of the ability to communicate with patients, colleagues and staff at all levels.</p>	
<u>Assessment at Interview stage</u>		
<u>Further Training, Management, Audit</u>	<p>Experience in audit project and written up.</p> <p>Knowledge of contemporary NHS management issues.</p> <p>Knowledge of political context within which we operate.</p>	<p>Completion of a general management course or programme.</p> <p>Interest in medical management.</p>
<u>Research, Teaching, Publications</u>	<p>Proven teaching ability.</p> <p>Willingness to undertake teaching of medical under-graduates & postgraduates.</p> <p>Evidence of relevant publications in peer reviewed journals.</p>	<p>Willingness to undertake further research.</p> <p>Ability to gain the trust and confidence of colleagues and patients.</p> <p>Ability to teach effectively.</p> <p>Demonstration of involvement in clinical directorate management.</p>

<u>Personal Requirements (eg. Communication, Leadership, Skills, Flexibility)</u>	<p>Ability to lead a team and form effective working relationships within a team.</p> <p>Ability to inspire, motivate and develop junior medical staff.</p> <p>Ability to work independently as well as part of the Surgical Directorate. To balance individual requirements against those of the Directorate and Trust as a whole.</p> <p>Good verbal communication skills.</p> <p>Evidence of the ability to communicate with patients, colleagues and staff at all levels.</p>	
<u>Any other General Requirements</u>	<p>Ability to fulfil all the duties of the post, including on-call commitments.</p> <p>Must be mobile.</p> <p>Be in good health.</p>	