

Oncoplastic Breast Surgery Fellow

Sutton

Candidate information pack

Date – October 2018

PRIVATE AND CONFIDENTIAL



Contents

1. Introduction to The Royal Marsden from Director of Education, Dr Gary Wares
2. About The Royal Marsden
3. Specific Duties of the post
4. Trust Services
5. Person specification
6. Further information
7. How to apply

1. Introduction to The Royal Marsden from Director of Medical Education, Dr Gary Wares



Dear Colleague

Thank you for your interest in this post. This candidate pack contains all the information you need to apply for the post.

The Royal Marsden has a vital role in championing change and improvement in cancer care through research and innovation, education and leading-edge practice. We are incredibly proud of our international reputation for pushing the boundaries and for our ground-breaking work ensuring patients receive the very latest and best in cancer treatment and care.

At the heart of the hospital is our dedicated clinical staff. Their exceptional commitment and professionalism is commented on by so many of our patients. The work of our locally employed doctors is absolutely central to the quality of care we provide, our delivery of patient treatment and to our research programmes. As an organisation we are committed to delivering the highest quality teaching and learning experience; our locally employed doctors receiving similar educational and training opportunities as our 114 doctors in Deanery supported posts. I would like to extend my welcome to you and encourage you to consider joining our world class organisation.

I wish you every success with your application.

A handwritten signature in black ink, appearing to read 'G Wares', with a long horizontal flourish underneath.

Dr Gary Wares
Director of Medical Education

2. About The Royal Marsden

The Royal Marsden is a world leader in cancer research, treatment and education. Together with our academic partner, The Institute of Cancer Research (ICR), we are the largest comprehensive cancer centre in Europe and the only National Institute of Health Research (NIHR) Biomedical Research Centre specialising in cancer in the UK.

Our mission is to continue to make a national and international contribution to cancer research and treatment, so that more people are cured and quality of life is improved for those with cancer. The Royal Marsden therefore plays an important role in championing change and improvement in cancer care through research and innovation, education and leading-edge treatment.

The Trust's annual budget is £360 million and we employ over 3,500 staff, including 335 medical staff, across two sites located in Chelsea and Sutton (Surrey). Over 50,000 patients attend The Royal Marsden each year. We provide community services across the Borough of Sutton. We have a Chemotherapy Medical Day care Unit at Kingston Hospital.

We have a reputation for delivering high quality performance. We were ranked joint first in the CQC national inpatient survey results, above average in national cancer patient experience survey and ranked first amongst teaching hospitals in the UK for our staff survey results.

Predominantly the Trust's workload is from within the South West and West London Cancer Networks but, as a specialist cancer, the Trust has a high out-of-area referral rate for rare cancers, recurrent disease and treatment-related problems including international referrals. The Trust operates a shared care model with St George's Healthcare NHS Trust for paediatric cancer.

The Royal Marsden NHS Trust has a well-established surgical program across all surgical specialties and this is an excellent opportunity to increase experience in surgical oncology. These appointments offer excellent learning opportunities in units leading national and international research programmes. You will gain experience of working in multi-disciplinary units composed of surgeons, medical and clinical oncologists and specialists in palliative medicine, all working together to provide high quality management of cancer patients.

Education and training

The Royal Marsden has a strong reputation for education and training. This was recognised as an area of outstanding practice in a recent CQC report. The Trust supports a number of junior doctor training programmes and provides core training across a wide range of tumours in oncology and surgery. The Trust also participates in rotations for the training of junior doctors in histopathology, radiology anaesthesia, pain and intensive care medicine.

We are proud of our educational pedigree and understand the role of junior doctors in the care of our patients. As a clinically led organisation we pride ourselves to involve our junior medical staff in decisions and changes that affect their working lives. As an organisation, the welfare and experience of our junior doctors are represented from the ward to the Board.

Study leave applications will be considered through the normal Trust process.

The Royal Marsden NHS Foundation Trust and The Institute of Cancer Research

The Royal Marsden and the ICR work in close partnership and together are rated in the top four cancer centres globally. This unique partnership and 'bench-to-bedside' approach allows The Royal Marsden and the ICR to create and deliver results through translational research in a way that other institutions cannot.

In 2006 The Royal Marsden and the ICR were awarded a grant from The National Institute for Health Research (NIHR) to set up the UK's only designated Biomedical Research Centre for Cancer, which drives pioneering research into the prevention, diagnosis and treatment of cancer, and to translate advances in biomedical research into patient benefits. This acknowledges our position as the leading academic and clinical partnership for cancer in the UK.

Funded through the Biomedical Research Centre for Cancer, the Centre for Molecular Pathology is enhancing the capacity to deliver personalised, targeted treatments by bringing together research teams and clinicians from The Royal Marsden and the ICR in one state-of-the-art facility. This partnership will help to rapidly translate basic research discoveries into benefit for cancer patients.

Private Care at The Royal Marsden

At The Royal Marsden we have a unique partnership between our NHS and Private Care services which ensures we can offer all patients the highest standard of environment and facilities and continue to be world leaders in the field of cancer care.

The private service has grown at The Royal Marsden over the past five years, and this has seen many benefits for the whole hospital – from our patients to our staff. Revenue generated by Private Care is reinvested into the hospital and allows development in leading-edge services, for example the hospital's robotic surgery programme and the extension of the radiology service's opening hours, both of which benefit all patients enormously.

The Breast Unit at The Royal Marsden

The RMH breast unit (Sutton and Chelsea) is the largest cancer service in the trust and one of the largest breast units in the UK treating over 1000 new breast cancers per annum. We provide one of the UK's most comprehensive breast services both as a secondary and tertiary provider, with all the usual core services as well as additional services including secondary care specialist nurses, psychological medicine and a regional genetics service. RMH has a 40% primary post-mastectomy reconstruction rate and a mature oncoplastic team with fortnightly oncoplastic MDMs.

The Sutton oncoplastic team consists of 3 WTE breast surgeons (4 individuals, 3 of whom provide tertiary level oncoplastic services). We manage approximately 500 new cancers, 150 of which are screen-detected. We work in close collaboration with our plastic surgical colleagues, 3 of whom have clinics and operate in Sutton.

At the Sutton site there are 7.5 sessions of oncoplastic breast surgery each week and 5 rapid diagnostic clinics. There are also 3 plastics lists (predominantly breast reconstruction) each week. There is a parallel plastics clinic alongside one of the breast clinics. We have a large Open Access Follow Up service to better meet the needs of our growing numbers of survivors.

3. Specific Duties of the Post

This post is intended for senior trainees who wish to dedicate further time to training in specialist breast diagnostics, oncology, surgery and reconstruction and oncoplastic techniques. The job plan and training will be tailored to the needs of the individual.

The breast surgery service in Sutton is delivered by 3 WTE consultant surgeons, an oncoplastic specialist registrar and this post holder together with 2 experienced nurse practitioners, 3 breast clinical nurse specialists and an SHO. The educational supervisor is Miss Jennifer Rusby.

The post will be based at the Royal Marsden site in Sutton.

Training

This list is an example of opportunities and is not exhaustive

Clinics

Rapid diagnostic, oncoplastic, surgical results, surgical oncology follow-up, second opinion and high-risk/family history clinics as well parallel oncology and plastic clinics.

Theatres (NHS and Private)

Operative experience will be supported and supervision will be appropriate to level of competence. There will be opportunities to assist and operate in the private sector at RMH and elsewhere.

MDM

Attend and present cases at the weekly oncology MDM and arrange fortnightly oncoplastic MDM

Academic/Research/Audit/Teaching

Contribute to current departmental research, audit and teaching as well as lead research projects under the supervision of Consultants.

- Participate in weekly journal club
- Plan and arrange informal and ad-hoc teaching sessions for juniors
- Attend/present at the bi-monthly surgery audit meetings
- Attend the yearly NHSBSP (London) meeting
- Attend the annual Association of Breast Surgeons' conference

Visits to other units and attendance at local, national and international meetings will be actively encouraged to ensure suitable exposure to the breadth and range of modern breast oncology and surgery.

Duties:

- To work with the other trainees and staff in clinic, in theatre and on the wards to facilitate smooth and continuous service delivery as well as maximise training.
- To keep up to date with relevant administration work.
- To deputise from time to time for absent colleagues.
- Exceptionally to perform additional duties in occasional emergencies and unforeseen circumstances and to be available for such irregular commitments as are essential for continuity of patient care.

There are no on-call commitments but there may be scope for individual arrangements.

Main Conditions of Service:

This appointment is subject to the Hospital Medical and Dental Staff Terms and Conditions of Service.

Tenure: 11.5 months fixed-term appointment, beginning January 2019

4. Trust Services:

Surgical and High Dependency Unit Services

There are eight operating theatres in Chelsea and two in Sutton.

The provision of surgical capacity is under ongoing review.

In-Patient Facilities

Sutton: 72 inpatient medical & surgical (excl. day units).

Fulham Road: 73 inpatient medical & surgical beds (excl. day units). 19 bed critical care.

Outpatient Facilities

These large and patient-friendly facilities enable a large number of patients to be seen in the clinics at both sites. The hospital is heading towards a paperless system and has a state-of-the-art electronic patient record system (EPR) which includes details of all treatments (all operations are dictated and recorded electronically), outpatients visits and investigations. The facilities also include counselling rooms. The radiological departments and wards are in close proximity to the clinics.

Medical Oncology

Patients receive chemotherapy as an in-patient or as an out-patient.

Radiation Therapy

There are state-of the art facilities including three bunkers, selectron machines and one of the operating theatres is equipped to deliver intra -operative radiation therapy. There is a very comprehensive team of radiation therapy nurses, physicists and clinical oncologists.

Radiology Services

On the Chelsea site the facilities include a spiral CT scanner, the latest MRI machine, ultrasound and Doppler imaging, and routine radiological investigations and interventional radiology. A PET/CT scanner is on-site in Sutton in addition to Nuclear Medicine, and fully computerised radiological system (PACS) has been installed.

5. Person specification

Personal Specification	Qualities & Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none">Fellowship of Royal College of Surgeons or equivalent	✓	
	<ul style="list-style-type: none">Higher Medical or Surgical Degree		✓

	<ul style="list-style-type: none"> • Possession of CCT or date within 3 months 		✓
Experience	<ul style="list-style-type: none"> • Experience in Breast Surgery in relation to surgical oncology including complex case management • Evidence of working in a multi-disciplinary team • Experience in cancer management 	✓ ✓	✓
Skills	<ul style="list-style-type: none"> • Professional skills of a high standard • Evidence of commitment to teaching • IT skills • Undertaken research in relevant field • Management experience 	✓ ✓ ✓	✓ ✓
Personal Qualities	<ul style="list-style-type: none"> • Commitment to achieving and maintaining national targets • Approachability • Team player • Commitment to and enthusiasm for service improvement and development at the Royal Marsden NHS Trust • Excellent interpersonal skills • Experience in developing effective and collaborative working relationships 	✓ ✓ ✓ ✓ ✓ ✓	✓

6. Further Information

Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Scheme is available from the Workforce department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

Occupational Health Clearance

All appointments are conditional upon prior health clearance by the Trust's Occupational Health Service.

Disclosure and Barring Service (DBS)

Applicants for posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to a criminal record check from the DBS before the appointment is confirmed. All doctors who are offered employment will be subject to an enhanced disclosure check by the DBS before the appointment is confirmed. This includes details of cautions, reprimands, final warnings, as well as convictions. Further information is available from the DBS website at www.gov.uk/disclosure-barring-service-check/overview

Work visa/Permits/Leave to remain

If you are a non-resident of the United Kingdom or European Union, any appointment offered will be subject to the Resident Labour Market test (RLMT). The Trust is unable to employ or

continue to employ you if you do not obtain or maintain a valid Right to Work (leave to remain).

Health and safety

To be aware of the responsibilities placed upon all employees under the Health and Safety at Work Act 1974, to ensure the agreed safety procedures and understood and carried out to maintain a safe environment for employees and visitors.

Smoking policy

It is the policy of the Trust to promote health. Smoking is actively discouraged and is prohibited in most areas of the Hospital, including offices, with the exception of designated smoking areas on all sites.

Equality and diversity policy

The Royal Marsden NHS Foundation Trust is committed to eliminating all forms of discrimination on the grounds of age, disability, gender reassignment, marriage / civil partnership, pregnancy / maternity, ethnicity religion or belief, gender and sexual orientation.

Safeguarding Children and Vulnerable Adults

All staff must be familiar with and adhere to the Trust's child protection and safeguarding adult policies and procedures. All staff are required to attend child protection and safeguarding adults awareness training, additional training and supervision regarding child protection relevant to their position and role

General Data Protection Regulation

You will familiarise yourself with the Trust's data protection policy which sets out its obligations under the General Data Protection Regulation and all other data protection legislation. You must comply with the Trust's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation. The Trust will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Trust's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Trust's Data Protection Officer.

7. How to apply

Please apply via NHS jobs. For further information or for an informal discussion please contact:

Ms Jennifer Rusby, Consultant Oncoplastic Breast Surgeon, Jennifer.Rusby@rmh.nhs.uk
or

Leisa Spink, Assistant Clinical Business Unit Manager, leisa.spink@rmh.nhs.uk

There is a requirement for all search and recruitment organisations to verify the identity of individuals, to confirm their right to work in the UK. This is a legal requirement placed on us which we are required to comply with.

http://www.legislation.gov.uk/ukxi/2003/3319/pdfs/ukxi_20033319_en.pdf

Recruitment timetable	Event date
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Closing date: as advertised

