JOB DESCRIPTION

Consultant Breast Surgeon

10 + 0.5 PA
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Introduction

South Warwickshire NHS Foundation Trust is seeking a committed and enthusiastic Consultant Breast Surgeon to replace Mr D Clarke who is due to retire early next year, with the position due to commence on 1st April 2018. The Trust is seeking to appoint a consultant with extensive experience in Oncoplastic surgery.

The Breast Surgery Unit treats over 300 new cases of Breast Cancer per year, including both symptomatic and screening patients. We work closely with the local screening unit based at the University Hospitals Coventry and Warwickshire. Outpatient Oncology (Chemotherapy) services are provided at Warwick and Stratford Upon Avon and Radiotherapy facilities are based in Coventry. Most reconstructive procedures are done at Warwick with a free flap service provided by the Plastics Surgeons in Coventry.

With our central location and great transport links we’re closer than you might think. We are located in the heart of England with easy access to the motorway network and a good railway service. Warwickshire is accessible from a number of nearby cities including Birmingham, Leicester, Northampton, Oxford and Worcestershire.

Surrounded by a collection of picturesque towns and villages, there is always a lot to see and do across the County. Numerous sport and leisure venues, theatres, parks and great shopping facilities make Warwickshire an idyllic place to work and live.

As well as enjoying where you work, we want all of our staff to lead happy and healthy lives. That’s why we offer a number of benefits to support this, such as flexible working opportunities, Childcare Vouchers, and onsite subsidised restaurant at our hospitals in Warwick and Leamington Spa as well as a number of recognition awards.

South Warwickshire NHS Foundation Trust (SWFT)

South Warwickshire NHS Foundation Trust provides acute and maternity services for the people of South Warwickshire and community services for the whole of Warwickshire, covering a population of 536,000. The Trust includes Warwick Hospital which is the main inpatient acute facility for South Warwickshire and community hospitals also based in the south of the county. The Trust is a CHKS top 40 hospital and consistently scores highly in the National Staff Survey.

The Trust runs community services for the whole county including a number of community and rehabilitation hospitals in Warwickshire. These hospitals see day patients and also offer inpatient care for those patients where a stay in an acute hospital is not necessary. The hospitals also play a role in providing rehabilitation for patients who have long-term conditions or are recovering from major operations or acute medical episodes.

These hospitals are:

- Stratford Hospital
- Warwick Hospital
- Ellen Badger Hospital
- Leamington Spa Hospital - Central England Rehabilitation Unit

Stratford Hospital also has a nurse-led minor injuries unit, an outpatients department and local surgery unit used by various medical and surgical specialties. Both Diabetic and Endocrine outpatient clinics are held at the hospital.
20m building programme has recently been completed and offers further services including, ophthalmology and cancer services.

There is an 18 bedded inpatient facility; the Nicol Unit, also based at Stratford, which accepts step-up patients, referred from GPs in the community, transfers from acute hospital for rehabilitation and a small number of palliative patients.

**Warwick Hospital** - Warwick Hospital – This site houses the majority of the Trust’s acute services including; Accident and Emergency services, Diagnostic and Pathology departments, Maternity and Special Care Baby Unit, Main and Day Surgery Theatres together with an Intensive Care Unit and Coronary Care Unit.

**Ellen Badger hospital** is a 26 bedded community hospital based in Shipston Upon Stour in the south of Warwickshire and is clinically managed by local GPs.

**Leamington Spa Hospital** - The Central England Rehabilitation Unit is located on this site and is a leading provider for Neurological Rehabilitation in the Midlands. It has achieved a designation of Major Trauma Rehabilitation Provider and is designated as a level 1 service i.e. Regional Rehabilitation Provider. It has a structured Multidisciplinary team. The Trust has developed and rebuilt the unit to provide 42/44 inpatient Rehabilitation beds in order to meet the demand on its Neurological Rehabilitation service and provide further capacity for major trauma and musculoskeletal Rehabilitation. It is the Trust’s vision for the hospital to develop both clinically and academically and continue to provide a leadership role for Rehabilitation Medicine.

In addition to the rehabilitation service, the CERU is also developing a county wide Community Neurological Rehabilitation Team. There are three wards, which provides outpatient physiotherapy, occupational therapy and other medical services.

As part of its expansion programme The Trust is currently building a 3 storey ward block, which will allow reconfiguration of services on the Warwick Site.
The Trust’s Vision

“Our vision is to provide high quality, clinically and cost effective NHS healthcare services that meet the needs of our patients and the population that we serve.”

The Trust’s Values

Safe - We put safety above everything else

• Keep patients, service users and staff safe
• Take personal responsibility
• Deliver high quality care
• Listen, value and support our staff

Effective - We will do the right thing at the right time

• Proactively seek to make improvements
• Work in partnership
• Deliver evidence based care
• Engage and involve

Compassionate - We offer compassionate care to everyone

• Friendly, helpful and courteous
• Sensitive to individual needs
• Respect privacy, dignity, diversity and choice
• Offer care we would want for ourselves and our loved ones

Trusted - We will be open and honest

• Treat everyone with openness, honesty and respect
• Decisions driven by our local communities and a public service ethos
• Commitment to excellence
• Maintain professional standards
**Specialty Structure at SWFT**

Currently the Trust clinical management structure is based on 4 divisions:

- Elective Division
- Emergency Division
- Integrated Division
- Support Division.

Acute Medicine is in the Emergency Division. The clinical management of the Division is headed by an Associate Medical Director, supported by a small support structure of Clinical Directors.

The Trust supports the following inpatient services:

- Paediatrics (including adolescent beds)
- ENT
- Maxillo-facial
- General Medicine (including Care of the Elderly)
- Chest Medicine
- Gastro intestinal Medicine
- Haematology
- Dermatology
- Diabetes & Endocrinology
- Rheumatology
- Breast care
- Orthoptics
- Orthodontics
- Endoscopy suite with 3 rooms
- Orthopaedics
- General Surgery
- Vascular Surgery
- Breast Surgery
- Urology
- ITU
- CCU
- Accident and Emergency
- Cardiology with Catheter Lab
- Stoma care
- Day Surgery Unit with 4 theatres
- Pain
- Main operating suite with 5 theatres
- Ophthalmology

A range of additional specialist services are provided on an out-patient basis from visiting Consultants within Coventry and Warwickshire.

These are all supported by:

- Imaging Department (including conventional and contrast radiology, ultrasound, C/T and MRI).
- Pathology Department (including Bacteriology, Biochemistry, Haematology and Histopathology).
- Physiotherapy
- Occupational therapy
- Chiropody
- Speech therapy
- Dietetics
- ECG
- Social services
**Elective Division Management Structure at SWFT**

Recently the Trust has adopted a management structure comprising 4 clinical divisions (“Elective”, “Emergency”, “Women & Children” and “Out of Hospital Collaborative”)

The Elective Division has an associate director of operations, Simon Illingworth, and a general manager for each of the 5 groups:

- Critical Care – Fiona Stevens
- Surgical Services – Scott Bahrawy
- Cancer Services – Steph Connell
- Orthopaedics – Tamara Harries
- Ophthalmology – Alison Price

The elective division Associate Medical Director is Dr Emert White, consultant anaesthetist, Obstetrics.

**Breast Department**

Mr Simon Harries- Consultant breast surgeon  
Mr Dayalan Clarke- Consultant breast surgeon  
Miss Lucie Jones- Consultant breast surgeon  
(Due to retire 31\textsuperscript{st} March 2018)

These positions are supported by: 2 consultant radiologists, 4 consultant histo-pathologists, 2 Consultant Oncologists and 4 breast care nurses. There is a senior surgical registrar and a Trust grade Registrar, along with 1 SHO and 1 FY1.

**General Surgical Service**

Mr Martin Osborne–Consultant General Surgery and Colorectal  
Mr Paul Murphy- Consultant General Surgery and IBD  
Mr James Francombe –Clinical Director Consultant General Surgery/Colorectal  
Mr Michael Stellakis – Consultant General Surgery  
Miss Karen Busby – Consultant General Surgery/Colorectal  
Fekry Younan – Associate Specialist General Surgery  
Dan Higman – Consultant General Surgery/Vascular/Paediatric  
Deborah Markham – Consultant General Surgery/Endocrine/Paediatric  
Mr Sean Ramcharan – Consultant General Surgery/Colorectal  
Mr Trifonas Papettas – Consultant General Surgery/Colorectal  
Mr Paul Marriott – Consultant General and Upper GI Surgery  
Mr Vasileios Charalampakis – Consultant General and Upper GI Surgery

The successful applicant will have the support of the medical secretarial service.

**Outpatient Service**
The department performs its outpatient functions in the Helen Clarke suite and Aylesford Unit. The Helen Clarke suite is a purpose built breast unit housing mammography, breast ultrasound and the breast care nurses office.

The new breast clinic sees both screening and symptomatic cancers.

**Inpatients**

A significant number of breast cancer procedures are now performed as day case surgery. Patients needing admission are admitted to 23 hour ward.

**The Principal Elements of the Post Will Be:**

1) To support the inpatient and day case service in Breast at Warwick Hospital
   a. Ward round and post-operative care
   b. Average of 2 operating lists per week

2) Outpatient workload
   a. Average of 2.5 breast OPD per week
   b. Weekly Breast MDT

3) Research, Education, Audit and Continuing Professional Development
   a. To take responsibility for continuing professional education in accordance with guidelines set out by the appropriate college/faculty/professional body. The trust is committed to providing the necessary conditions for CPD and revalidation.
   b. To initiate and participate in research and audit programmes in accordance with Trust policies and procedures.
   c. To work in collaboration with colleagues in developing skills to provide new ways of working across different professions, organisations i.e. community/primary care.
   d. To participate in the annual appraisal process and job planning process, and where necessary appraise others.
   e. To participate in the teaching of Medical Students from Buckingham Medical School who will be part of the breast team for 2 out of every 7 weeks.

4) Clinical Governance
   a. In conjunction with colleagues, ensure that the requirements of clinical governance are met and regularly attend the Trust Committees supporting the clinical governance structure.

5) General elements
   a. To participate in clinical and other service activities with the object of ensuring a high standard of patient care.
b. To take on appropriate management responsibilities, and lead in developments appropriate to interests and experience of the new appointee.
c. To be able to work flexibly, and cross cover for colleagues.
d. To take an active part in undergraduate and postgraduate teaching and training.
e. To contribute to the management of the clinical service and service development.
f. To contribute to the research and development of the department.
g. To provide cover for colleagues as appropriate and in accordance with local Trust arrangements and Trust Policy.
h. To observe the Trust’s agreed policies and procedures
i. To take responsibility for your own health and safety complying with any safe working arrangements, policies and procedures which are in place.
j. To accept a duty to other staff and patients to ensure that any hazards are reported and managed appropriately.
k. To ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact you when necessary

The South Warwickshire NHS Foundation Trust is committed to continued support for professional development, with study leave provided within budget.

The mortality and morbidity meeting is held once a month on Friday afternoons.

The appointment will be 10.5 PA’s and will be based at Warwick Hospital Warwick

**Mentoring of the New Appointee**

Support for the new appointee will primarily be from within the Department with Mr Simon Harries being the named mentor for this post. The new appointee will be encouraged to participate in on going audits and to submit work for presentation and publication at local and national meetings. The Trust has a supportive environment and is still small enough for personal contact with colleagues from a wide variety of disciplines.

**Clinical/Medical Secretarial Support and Facilities**

The successful applicant and colleagues will have the support of a medical secretarial team. He/she will have a computer and access to E-mail, the Intranet and Internet and have access to office accommodation.

**Hours of Duty**

This job plan will be worked subject to the needs of the service and subject to annual review via the job planning process.
## Indicative Job Plan

<table>
<thead>
<tr>
<th></th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AM</strong></td>
<td>TH 2:8</td>
<td>OPD</td>
<td>TH 3:8</td>
<td>OPD 7:8</td>
<td></td>
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<tr>
<td><strong>0.25 PA</strong></td>
<td></td>
<td><strong>1.25 PA</strong></td>
<td><strong>0.375 PA</strong></td>
<td><strong>1.09 PA</strong></td>
<td></td>
</tr>
<tr>
<td>Preop</td>
<td></td>
<td></td>
<td></td>
<td>TH 1:8</td>
<td></td>
</tr>
<tr>
<td><strong>0.5 PA</strong></td>
<td></td>
<td></td>
<td></td>
<td><strong>0.125 PA</strong></td>
<td></td>
</tr>
<tr>
<td><strong>PM</strong></td>
<td>OPD 1:2</td>
<td>Teaching</td>
<td>TH 2:8</td>
<td>TH 6:8</td>
<td>Admin</td>
</tr>
<tr>
<td><strong>0.5 PA</strong></td>
<td></td>
<td><strong>0.875 PA</strong></td>
<td><strong>0.25 PA</strong></td>
<td><strong>0.75 PA</strong></td>
<td><strong>1 PA</strong></td>
</tr>
<tr>
<td>MDT</td>
<td></td>
<td>(2:8 all day)</td>
<td>(1:8 all day)</td>
<td>Ward round</td>
<td></td>
</tr>
<tr>
<td><strong>0.5 PA</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td><strong>1 PA</strong></td>
</tr>
</tbody>
</table>

Clinic = 2.84 PA  
Theatre = 1.75 PA  
Ward round = 1 PA  
Preop = 0.5 PA  
Admin = 1 PA
SPA = 2.5

Teaching = 0.875 PA

Total = 10.5 PA

The exact job plan will be agreed in conjunction with the post holder following appointment.
General Information

Quality Governance

Quality and patient care is at the core of the organisation. To ensure we deliver services with quality we have quality governance processes in place. The day-to-day management of quality governance is the responsibility of everyone in our organisation. The identification and management of it requires the active engagement and involvement of staff at all levels. Our staff are best placed to understand the quality governance relevant to their areas of work, and must manage it, within a structured framework. The Trust recognises that quality governance cannot be simply attributed to one person but is an integral part of the normal management processes.

The Board of Directors are ultimately responsible for managing the organisational quality, using risk management processes to monitor it. The Board of Directors utilise the Board Assurance Framework (BAF) and the Trust Risk Register provide additional evidence that the appropriate quality governance arrangements and risk management policies are operating effectively. The Board of Directors are responsible for determining the governance arrangements of the Trust, including risk management and agreeing the necessary policy framework and for monitoring performance within these areas. The Audit Committee is responsible for providing independent assurance on the robustness of governance and risk management, including internal controls, in the Trust to the Board of Directors. The Committee primarily utilises the work of Internal Audit and External Audit but are not limited to these audit functions. It will also seek reports and assurances from Directors and Managers, as appropriate, concentrating on the over-arching systems of integrated governance, risk management and internal control, including evidence that the BAF is effective.

The Clinical Governance Committee, chaired by a Non-Executive Director, provides assurance to the Board of Directors that the Trust is fulfilling its statutory duties, and complying with national standards and achieving its own objectives in respect of the provision of clinical care. It takes into account national best practice guidelines, including National Service Frameworks and associated improvement strategies, NICE and NPSA guidance. The Committee also consider the implications arising out of national reports and enquiries, including the National Confidential Enquiries, and consider the outcome of national audits. The Committee is responsible for implementing the governance agenda to ensure that there is continuous and measurable improvement in the quality of the services and for providing assurance to the Board of Directors that the risks identified are appropriately managed. An operational structure alongside a medical leadership structure is also in place to strengthen the quality governance for the organisation.

Patient Safety and Risk Management

Patient safety is fundamental to the services provided by the Trust and is critical for ensuring patients receive safe and quality care. To ensure Patient safety is monitored closely, the Trust’s Patient Safety Surveillance Group has continued through 2013/14. The group co-ordinates, supports and monitors the implementation of the work programmes and initiatives focussed on the improvement of patient safety. The group also monitors the implementation of patient safety alerts and provides assurance to the Clinical Governance Committee that necessary actions have been taken.

The patient safety team continued to review medical records on a twice monthly basis using Global Trigger Tool methodology. This method identifies triggers during a patient’s hospital stay (e.g. blood transfusion). Once the reviewer has recognised a trigger, they then determine if this trigger has caused the patient any harm. The harm events range from temporary harm, to contributing to patient’s death.
The team also coordinate the mortality reviews undertaken by consultants, noting any comments made, and identify any trends or patterns that may arise. The team also conduct mortality reviews in relation to any outliers from statistics produced by CHKS. The Trust had implemented a vast array of initiatives to ensure patient safety and to drive up standards of quality.

Cancer Patient Survey

Warwick Hospital received excellent results in the Cancer Patient Experience Survey 2012/13, which was released in August 2013, with 93% of patients rating their care as excellent or very good and many other answers being in the top 20% of results from across England. In total 361 patients responded to the survey. Patients were asked to complete this survey to evaluate all areas of their care ranging from waiting times to clinical advice. Results from the survey show that:

- 70% thought hospital and community staff always worked well together
- 96% of patients felt the Cancer Nurse Specialist listened carefully the last time they were spoken to
- 76% thought hospital staff definitely gave patient enough emotional support
- 86% of patients agreed hospital staff gave information about support groups
- 79% of patients agreed they were given written information about their operation
- 85% of patients agreed they were given written information about side effects
- 86% of patients agreed hospital staff told patients they could get free prescriptions
- 61% of patients agreed hospital staff gave information on getting financial help

All of these areas have seen improvements since the 2011/12 results.

Friends and Family Test

The Trust believes that patient experience is an important measure of quality and the Trust is fully committed to the Friends and Family Test (FFT). The Friends and Family Test is a simple, comparable survey which, when combined with follow-up questions, provides a mechanism to identify poor performance and encourage staff to make improvements where services do not live up to the expectations of our patients. Patients are asked;

“How likely is it that you would recommend this NHS service to friends and family if they needed similar care and treatment?”

To date, a 10,351 patients have participated in the survey and provided their valuable feedback. The Trust has worked in partnership with iWantGreatCare, who is assisting to collate and analyse patient responses to the NHS Friends and Family to drive improvements and fulfil this mandatory requirement. The Trust has surpassed the mandatory requirement set by NHS England to ensure at least 20% of all eligible inpatients participate in the survey and is working intensively to further increase patient participation in the FFT across all other areas where the survey is conducted.

Data evidences that since the introduction of the FFT in April 2013 at South Warwickshire NHS Foundation Trust, a substantial proportion of our patients have participated in the FFT and provided valuable feedback on their experience. The trust has seen a notable increase in patients partaking in the survey with inpatient responses increasing from 22.9% to 58.7% (at its highest) and A&E 0.1% to 16.8% (at its highest). In addition to the notable response rate performance, since its implementation the Trust has achieved an average FFT score of 80, which was
considerably higher than the national average of 63. This score is on par with last year’s performance which placed the trust in the top quartile of NHS Trusts.

The results come a year after Warwick Hospital was rated as the 4th most recommended NHS acute hospital in the country by the Dr Foster Hospital guide. These results were calculated by the responses left by patients on the NHS Choices website and consistently, Warwick Hospital continues to be rated ‘4 out of 5 stars’. This survey will be ongoing and each month the results will be analysed by the external company iWantGreatCare.

Promoting Equality and Diversity

Promoting equality and diversity are at the heart of the Trust’s values. We ensure that fairness is exercised in all that we do whether that is in our employment practices or the services we deliver. We will not discriminate on grounds of gender, race, ethnic origin, nationality, national origin, disability, sexual orientation, religion or age. Our patients, their carer’s and our staff deserve the very best we can give them in an environment in which all feel respected, valued and empowered. This includes supporting our staff to focus on delivering high quality accessible services that are responsive to each individuals needs.

What we have done with our staff....

• The Trust provides annual training to staff which highlights the importance of recognising and appropriately addressing stereotyping, direct and indirect discriminatory behaviour, as well as acknowledging and valuing difference.
• Staff are being provided with information through a staff handbook about what support is available to them; including how to access the confidential self referral counselling service for staff.
• The Trust continues to develop local policies, procedures and guidelines for staff in partnership with the local trade unions.
• The Trust continues to raise awareness amongst staff on ‘Dignity at Work’ issues and the ‘Whistle Blowing Policy’ through internal communication channels and training sessions.
• The Trust has undertaken a number of staff awareness campaigns in relation to promoting health and well being and highlighting equality issues. Campaigns are seasonal and linked into Public Health priorities and national awareness days.

Current Developments

Stratford Hospital

A business case to build a new Stratford Hospital was approved in February 2014. The first phase of this development will include the provision of cancer and ophthalmology (eye) services. The new hospital will be built separately to the existing one and all current services will be maintained throughout the build period. The new hospital will be approximately twice the size of the current one.

The cancer services unit will follow the same model as the award winning Aylesford Unit at Warwick Hospital which has seen a high increase in demand since it opened in 2008. Since March 2013 alone we have seen a 17% increase above our planned demand for cancer services. There are many people right now who don’t have accessible cancer services. The new cancer unit in Stratford will have 12 treatment chairs and 2 side rooms, doubling the Trust’s capacity to provide cancer services.
The new unit will also house an outpatient facility for cancer services including counselling rooms, and a Multi Disciplinary Team room. Demand for our ophthalmology services is also growing each year and this new facility will provide an outpatient suite which includes examination, treatment and injection rooms. There will also be an operating theatre, providing easier access to patients from Stratford and surrounding areas.

**New Ward Block**

To meet the demand for our services now and in the future, the Trust board has approved building a new two-storey ward block at Warwick Hospital. To facilitate the new ward block there is a site reconfiguration plan, which includes a new office block on Lakin Road.

**Project 2020**

Project 2020 is the Trust’s vision for achieving Electronic Patient Records (EPR). The aim is that by 2020 we will have access to integrated electronic health care records wherever and whenever they are required.

Project 2020 is the overriding vision for the organisation to achieve a full EPR, however within Project 2020 there are a number of different components. Lorenzo is an electronic patient record system that will be a key element to Project 2020. In time it will provide one complete patient record that can be accessed across all care settings within the local health economy, helping to support the Trust’s vision of providing an integrated health care system.

Lorenzo will enable the Trust to provide a faster, more responsive service, as well as optimising resources and financial performance. It will help in improving clinical outcomes as a result of informed clinical decisions through the use of shared records and standard protocols. The decision to use Lorenzo was the result of detailed analysis into the suitability of the system for the organisation.

Project 2020 is going to be a big organisational change and there are going to be a number of stages involved before the Trust achieves the Project 2020 vision. Therefore the Trust has begun engaging

**Study and Library Facilities**

There is a library based in the Medical Education Building together with a number of computer terminals to support study. The Trust also subscribes to a number of medical journals and online information resources.

**Conditions of the service**

The appointment will be made on Trust terms and conditions, which presently reflect the terms and conditions of the service for consultants (England) 2003, as amended from time to time.

**Residence**

The successful candidate will be required to maintain his/her private residence in contact with the public telephone service and to reside 10 miles by road from base Hospital unless specific approval for greater distance is granted by the Trust.
Annual Leave and Study Leave

Annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks notice is required before taking annual leave.

<table>
<thead>
<tr>
<th>Year</th>
<th>Numbers of Years of Completed Service as a Consultant</th>
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<tr>
<td></td>
<td>Up to Seven Years</td>
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<tr>
<td>Until 31 March 2004</td>
<td>Six weeks</td>
</tr>
<tr>
<td>1 April 2004 – 31 March 2005</td>
<td>Six weeks</td>
</tr>
<tr>
<td>From 1 April 2005</td>
<td>Six weeks</td>
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The potholder will be entitled to thirty-two days annual leave per year, after seven years service additional 2 extra days are added. Annual leave must be requested and authorized in line with Trust guidance.

A maximum of thirty days study leave with pay and expenses can be taken over a 3 year period, or ten days each year. The current method for taking study leave is under review and advice should be sought from the Medical Workforce Team.

Notice period

The employment is subject to three months’ notice, subject to the provision of paragraphs 190 to 198 of the Terms and Condition of the Service of the Hospital Medical and Dental Staff.

Salary

*The starting salary of the appointment (exclusive to any distinction and meritorious service award payable to you) will be the appropriate point on the Consultant pay scale.*

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which he / she feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment.

Superannuation

This post is superannuable under the Health Service Superannuation Scheme.

Health and Safety

The Trust fully recognizes its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the healthy, safety and welfare at work of all its employees and, in addition, the business of the Trust shall be conducted so as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Hospital premises and facilities are not exposed to the risk to their health and safety.
The list of duties and responsibilities given above is not an exhaustive list and the consultant may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

All consultants are expected to contribute to the smooth running of their clinical service as required; in particular, to comply with the policies and procedures, Standing Orders and Financial Regulations of both Trusts.

**Health and Wellbeing**

Recognise the importance of adopting healthy lifestyles and are aware of local health and wellbeing initiatives. Recognise that the organisation is committed to a healthy working environment and that jobs will be designed with this in mind.

Staff will adhere to the Smoke Free Policy and know how to signpost staff, patients and visitors into smoking cessation services.

Know which senior manager is responsible for their health and wellbeing in the workplace.

**Conditions of employment**

The following conditions must be met before the Trust will confirm an offer of employment:

**Verification of ID and right to work**

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- 2 forms of photographic ID plus 1 document confirming your address, or
- 1 form of photographic ID plus 2 document confirming your address
- Plus any current permit documentation issued to you by the Home Office

**Criminal convictions and police checks**

Employees must declare full details of all criminal convictions or cautions under the Rehabilitation of Offenders Act, 1974. The information given will be treated in the strictest confidence and taken into account only where the offence is relevant to the post applied for.

Successful applicants for posts will be required to give permission in writing for a police check to be done by the Criminal Records Bureau

**Employment References**

It is a condition of employment that three satisfactory references are provided which are acceptable to the Trust, one of which must be from your current or most recent employer. The Trust requires references to be obtained from your last three years of employment.

**Occupational Health Screening**
It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates. To avoid unnecessary delay, health screening interviews are arranged, wherever possible, for the same date as the Advisory Appointments Committee.

**Professional registration**

The successful candidate is required to be registered with the General Medical Council and be on the Specialist Register of the GMC for Respiratory Medicine. Membership of an approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advised.

**Tenure**

This is a 1.0 WTE appointment and is based on a total of 10.5 PAs. This is a permanent position from date of commencement of employment.

**Application process**

Applications should be made through our website [www.jobs.nhs.uk](http://www.jobs.nhs.uk) and enter the Job Reference number.

**Informal/Formal visits**

Applicants wishing to visit the department can do so by prior arrangement with Mr Simon Harries, Consultant Breast Surgeon, using the following contact details:

Telephone: 01926 495321 ext 4325  
Email: simon.harries@swft.nhs.uk

To contact the Medical Workforce Department telephone: 01926 495321 Ext 4307/4674

**Travelling Expenses**

Traveling allowances are paid in accordance with the Terms & Conditions for Consultants 2003.

Potential applicants wishing to visit the Trust will be reimbursed for two preliminary visits (one informal visit prior to application and one for the formal visit before interview) plus actual interview expenses. If a post is offered and subsequently refused, expenses will not be reimbursed.

Interviewed candidates traveling from outside the UK (this includes Republic of Ireland) will be entitled to traveling and subsistence expenses, but only in respect of the journey from the point of entry to the UK to the interview location.
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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</thead>
<tbody>
<tr>
<td><strong>Physical requirements</strong></td>
<td>Satisfactory Occupational Health Clearance</td>
<td></td>
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<tr>
<td><strong>Professional Experience</strong></td>
<td>Eligible for the specialist register in Breast Surgery or within 6 months of CCT Date</td>
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<tr>
<td></td>
<td>Expressed interest in undergraduate and postgraduate education</td>
<td></td>
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<tr>
<td></td>
<td>Oncoplastic training/fellowship</td>
<td></td>
</tr>
<tr>
<td><strong>Academic achievements</strong></td>
<td>FRCS General Surgery or equivalent</td>
<td>Research experience and/or higher qualifications</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Additional Relevant Qualifications e.g. Medical education</td>
</tr>
<tr>
<td><strong>Research, Audit and Clinical Governance</strong></td>
<td>Proven experience in undertaking Clinical Audit and Governance</td>
<td>Research experience and/or higher qualifications</td>
</tr>
<tr>
<td></td>
<td>Demonstrate skills in Audit and Clinical Governance activities</td>
<td>Publications for Breast Surgery</td>
</tr>
<tr>
<td><strong>Disposition</strong></td>
<td>Good verbal and written communication</td>
<td>Innovative</td>
</tr>
<tr>
<td></td>
<td>Good team leader and player</td>
<td>Able to plan a new service and developments in service delivery</td>
</tr>
<tr>
<td></td>
<td>Good interpersonal skills</td>
<td>Willingness to work unsocial hours</td>
</tr>
<tr>
<td></td>
<td>Reliable</td>
<td>IT skills</td>
</tr>
<tr>
<td></td>
<td>Able to work under pressure</td>
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</tr>
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<td></td>
<td>Able to work flexibly</td>
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<tr>
<td></td>
<td>Willingness to work with colleagues</td>
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<tr>
<td></td>
<td>Willing to travel to the different hospitals in the Warwickshire area</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Demonstrate skills in Audit and Clinical Governance activities</td>
<td></td>
</tr>
<tr>
<td><strong>Personal circumstances</strong></td>
<td>Willing to live within 10 miles of Warwick Hospital or 30 minutes travelling distance</td>
<td>Car owner and driver</td>
</tr>
</tbody>
</table>