Job Description

CONSULTANT BREAST SURGEON

GENERAL SURGERY & UROLOGY DIRECTORATE

Based at Kettering General Hospital NHS Trust
APPOINTMENT OF CONSULTANT BREAST SURGEON

1.0 INTRODUCTION

1. The Position
This post is for a Consultant Breast surgeon. The appointee will join the Breast Service, which at present is supported by 2 consultant surgeons.

1.2 Kettering
Kettering is situated in the North of Northamptonshire and the surrounding area includes the market towns of Corby, Rushden and Wellingborough, together with a variety of smaller towns and attractive villages. Northamptonshire, sometimes called the “Rose of the Shires”, lies in the heart of England between the industrial Midlands and East Anglia. The A14, which links the M1 and A1, passes close to the hospital and provides easy access to London, Leicester, Birmingham and Cambridge. There is a frequent fast train service to London and there are three international airports within an hour’s drive.

The Kettering area is well supplied with leisure facilities (sailing, riding, fishing swimming etc), Rutland Water and Pitsford reservoir are within easy reach. Wicksteed Theme Park is a magnet for small children. There is a good selection of both state and private schools within easy reach.

1.3 Kettering General Hospital NHS Foundation Trust
The hospital is a medium sized District General Hospital (DGH), situated on the western outskirts of Kettering and has 583 beds. It serves a rapidly expanding population of over 320,000, to the north and east of the county and has all the acute services expected of a medium sized DGH.

There have been a number of recent key developments:

- Kettering NHS Trust was granted Foundation Trust Status in 2008.
- The hospital opened a new £4.7 million Cardiac Catheter Laboratory in 2008 providing regional 24/7 services for people having heart attacks.
- The Prince William Education Centre had a recent £2 million upgrade to become an Integrated Learning Centre, as well as containing a Clinical and Dental Skills laboratory which opened in May 2005.
- In April 2007 a new £12 million pound Treatment Centre (TC) opened on site at the hospital. Facilities over 3 floors include a large reception area with a small café on the ground floor where a large new self contained Breast Unit is situated.
- There are 4 operating theatres (3 endosuites), a 20 bed Day case Unit, and treatment areas on the first floor and on the second floor is a 20 bed 48 hour inpatient facility. The TC handles over 75% of the elective surgical workload for the hospital.
- Pathology services are comprehensive and have been completely refurbished this year. Radiology includes two CT Scanners, a purpose-built MRI suite, a suite for diagnostic and therapeutic vascular imaging, and a department of Nuclear Medicine.
- The A&E Department saw in the region of 80,000 patients in 2011. There is also a minor injuries unit at Corby.

As part of East Midlands Healthcare, Kettering is an affiliated teaching hospital with Leicester University Medical School, receiving medical students and junior medical staff on a regular basis. Specialist surgical registrars rotate between Leicester and Northampton.
2.0 THE BREAST SERVICE

2.1 Introduction
Breast Screening was established at KGH in 1990. A dedicated Breast Service followed in 1995, supported by three consultant surgeons including this post. The service has rapidly developed and expanded since then. During 2013 there were 2715 new breast referrals, 283 new breast cancers diagnosed and 2900 follow-up cases. 10,800 women were screened, of whom approximately one third were screened directly through the breast unit, in the Treatment Centre and the remainder were screened on the `van.

All patients undergoing surgery for breast cancer or breast reconstruction have their surgery in the Treatment Centre. Almost all breast conservation cases, with or without sentinel lymph node biopsies are done as day cases & most mastectomies are discharged either as a day case surgery or one night stay. Discharge of these cases is nurse-led.

2.2 Staffing for Breast Service at KGH

Mr S Musa  Consultant Oncoplastic Breast Surgeon/Lead Clinician Breast service
Mr G Wilson  Consultant Oncoplastic Breast Surgeon
Mr M Dakka  Locum Consultant Breast Surgeon
Mr Ennio Agabitti  Trust Grade Registrar in Breast surgery
Mr T Sankar  Consultant Plastic surgeon
Dr S Pascaline  Consultant Breast Radiologist
Jane Haris  Consultant Radiographer
Dr N Gorgees  Consultant Pathologist
Dr D Milanovic  Consultant Clinical Oncologist & Radiotherapist
Mrs Anne Jasper  Lead Breast Care Nurse
Mrs A Donnelly  Support Breast Care Nurse
Mrs Michelle Wright  Surgical care practitioner
Amanda Walker  Surgical care practitioner
Mrs T Vanni  Breast Service Co-ordinator
Miss D Brown  Clerical Officer

2.3 Oncology / Radiotherapy
Dr. Dusan Milanovic sees all breast cancer patients at KGH clinics. Almost all chemotherapy is now administered at KGH, in the Centenary Wing; some are given at the Oncology Unit on Talbot Butler ward at Northampton General Hospital. All patients requiring Radiotherapy are treated at Northampton General Hospital.

2.4 Familial Breast Cancer
Dr Susan Price and Dr Lucy Side, both consultant clinical geneticists, with the Department of Genetics, Churchill Hospital, Oxford, hold clinics in the Treatment centre to support this service and there is a clear pathway regarding these patients with significant risk and plans regarding early screening. All patients in need for risk reducing surgery will be seen by the surgeons at the unit and operated on with two teams at site.

The local clinics are held on a weekly basis with a range of prophylactic risk reducing surgery and immediate reconstruction which is currently recruiting patients for related trials. The appointee will be expected to participate in delivering this service and any further service developments.

2.5 Breast Reconstruction
We have a fully established unit with a range of breast reconstruction provision, whether an immediate or delayed choice. Since 2008, the types of reconstruction provided at KGH have included different therapeutic mammoplasties and local flaps, sub-muscular expanders and
implants, autologous LD reconstruction whether with an implant or extended one, nipple reconstruction and pedical abdominal flaps and lipofilling.

There is also a plan to expand this service further in the near future in terms of offering free abdominal flaps. This service is currently delivered by all the Oncoplastic surgeons with the support of the plastic surgeon whenever needed. Delayed reconstructions are currently referred to the plastic surgeon and free abdominal flaps are organised between the Oncoplastic surgeon and the plastic surgeons at Leicester hospital.

2.6 Palliative Care
Patients needing palliative care may be seen at Cransley Hospice and there is also a Lymphoedema service with a Lymphoedema Nurse Specialist who regularly visits and sees patients in the Breast Clinic at this hospital.

2.7 Audit, CME and Study Leave
Data for the breast service is at present collected on the Somerset database which was installed in the Trust early in 2012. Data for over 20,000 patients is available on BASO database for both audit and research.

Audit/research projects are undertaken within the department, which also participates in the ‘academic half day’, this takes place each week and is attended by all the consultant surgeons and junior staff. The Trust supports applications for appropriate study leave, which is granted on the basis of 30 days in any three-year period.

3. DUTIES AND RESPONSIBILITIES

Provision of support to a comprehensive breast service at KGH together with three existing breast consultants and the breast team. Responsibilities for the management of all elective and emergency breast patients under his/her care. There is no on call and no general surgery commitments in this job. Out of hours cover for the breast patients is provided by the on call surgical team.

4. JOB PLAN THIRD BREAST SURGEON

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<td>Am</td>
<td>One stop breast clinic</td>
<td>Breast Clinic (one stop)</td>
<td>Operating theatre TC</td>
<td>SPA</td>
<td>Result Clinic</td>
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<td>Pm</td>
<td>Follow up clinic</td>
<td>Admin</td>
<td>Breast MDM</td>
<td>Theatre</td>
<td>Academic 1/2 day, &amp; Research</td>
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10 PAs, (7 direct clinical care, 1 Clinical admin work and 2 SPA)

The job plan will be agreed with the successful candidate prior to commencement and reviewed annually thereafter.

5. DIRECTORATE OF GENERAL SURGERY AND UROLOGY

The Directorate of General Surgery/Urology is a Clinical Directorates within the Surgery Clinical Management Team (CMT), one of four CMTs in the Trust. The other CMTs are Medicine, Women’s and Children and Clinical Services. The Surgery CMT includes the
following directorates: Trauma and Orthopaedics; General Surgery and Urology; Head and Neck (ophthalmology; ENT and Maxillo-Facial) and Anaesthetics/Intensive Care Unit.

At present the Directorate of General Surgery and Urology has 7 General Surgeons and 4 Consultant Urologists.

**General Surgeons**

- Mr O M Taylor: General/Upper GI, Clinical director for surgery and urology, Lead Clinician Upper GI Cancer
- Mr S Al-Hamali: General/Endocrine
- Mr S Ei -Rabaa: Colorectal Lead Clinician, Clinical Tutor General Surgery
- Mr M Rashed: Colorectal/Breast Lead Clinician for breast
- Mr A Kelkar: Colorectal Surgeon
- Mr S Musa: Consultant Breast Oncoplastic Surgeon, Lead for breast services
- Mr G Wilson: Consultant Oncoplastic Breast Surgeon
- Mr M Dakka: Locum consultant Oncoplastic Breast Surgeon (The current vacant post)
- Mr H Ebdewi: Consultant General Surgeon

**Urologists**

- Mr R England: Consultant urologist and Lead Clinician
- Mr M Al-Sudani: Consultant Urologist and MAC/MSC Chair
- Mr Z Khan: Consultant Urologist
- Mr D Payne: Consultant Urologist
- Mr Z Alkassim: Locum Consultant Urologist

**Junior Staff**

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<tr>
<th>Specialty</th>
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<td>General Surgery:</td>
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<td>Breast surgery</td>
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<td>Urology:</td>
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**Surgical & Urology Wards**

- Deene A: 24 beds
- Deene B: 24 beds
- Deene C: 17 beds
- Skylark Ward (Paediatric): 17 beds
- Day Case Unit in TC (mixed surgical specialties): 20 beds
- Geddingston in TC (mixed surgical specialties): 19 beds

**Outpatients**
General Surgery & Urology out-patient clinics are held in the main hospital block.

Peripheral clinics are held in the surrounding towns of Corby (Corby Diagnostic Centre) Wellingborough (Isebrook Hospital) and the newly opened Nene Park Out-patient Facility at Irthlingborough.

Breast clinics are all held in the Breast Unit in the TC. Oncology clinics are held in the new Centenary Wing in the main block.

6. CONDITIONS OF SERVICE

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

6.1 Residence
The successful candidate will be required to maintain his/her private residence in contact with the public telephone service and to reside within 30 minutes travelling by road from base hospital unless specific approval for greater distance is given by the Trust.

6.2 Medical Excellence
The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure.

6.4 Mentoring
Mentoring is available for all new consultant staff, this is designed to help and assist new appointees to settle into working at Kettering General Hospital as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.

6.5 Appraisal
The National Appraisal Scheme for Consultant Medical Staff Department of Health Circulars AL9MD) 6/00 applies to your post.

6.6 Job Planning
Job Plans will be subject to annual re-negotiation with Clinical Director and any changes mutually agreed with the post holder and the trust representative for the benefit of the Trust. Three months into the post, job plan will be reviewed.

6.7 Annual Leave
The post holder will be entitled to 32 days per annum, after 7 years service you will receive an additional 2 days.

6.8 Study Leave
A maximum of 30 days study leave with pay and expenses can be taken over a three-year period, or ten days each year.

6.9 Relocation
Where applicable, removal expenses will be paid to the successful candidate in accordance with the trust policy. It is advised that you seek advice before making any commitments

6.10 Notice Period
The employment is subject to three months notice on either side, subject to the provisions of schedule 19 of the Terms and Conditions of Service for Consultants (England) 2003.
6.11 Rehabilitation of Offenders Act 1974
All medical posts are exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975.

Applicants for this post are therefore not entitled to withhold information about convictions which for other purposes are "spent" under the provisions of the Act, and in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Authority.

The post that you are applying for involves access to children and/or vulnerable adults as defined by the Criminal Records Bureau. It will therefore be necessary to apply to the CRB for a Disclosure check. This post requires a satisfactory Disclosure check of the post holder.

Any information given will be completely confidential and will only be considered in relation to an application for positions to which the Order applies.

6.12 Safeguarding Children & Vulnerable Adults
KG is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work.

To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

6.13 Confidentiality, Data Protection & Data Quality
It is a requirement of employment within Kettering General Hospital NHS Foundation Trust that all staff must comply with the obligation of confidentiality to personal identifiable information.

The Data Protection Act 1974/1998 safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to uphold the principles of the Act, adhere to Trust policies and to maintain strict confidentiality at all times.

Under the fourth principle of the Data Protection Act (1998), all data collection staff has a responsibility to ensure that personal data is accurate. The post holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and integrity in the recording of the Trust's data.

6.14 Criminal Record Bureau Clearance
The post that you are applying for involves access to children and/or vulnerable adults as defined by the Criminal Records Bureau. It will therefore be necessary to apply to the CRB for a Disclosure check. This post requires a satisfactory Disclosure check of the post holder.

Failure to disclose details if you are currently / or in the future are the subject of police investigation / proceedings which could result in a conviction, caution or bind over order is a disciplinary matter, and may result in dismissal.

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6.16 Salary
The starting salary of the appointment (exclusive of any distinction and meritorious service award payable to you) will be pro rata (0.4) to the appropriate threshold on the Consultant pay scale (MC72 - currently £74,504 - £100,446) or the appropriate transition scale threshold on MC51.

7.0 INFECTION CONTROL
The Consultants are expected to provide clinical leadership, which instils a culture of zero tolerance on HCAI across the organisation. The Consultant is also expected to be a champion for HCAI prevention and Improvement by:

- Ensuring every patient is afforded high standards of infection prevention and control and that the primary consideration in delivery of care is safety.
- Ensure delivery of best practice at all times and use KPIs to instil this culture across the organisation
- Specialty and consultant specific data used to improve performance.
- Ensure RCA is undertaken where necessary and act on results
- Undertake regular infection control training
- Review compliance with national policy to ensure high reliability in reducing HCAIs and ensure results are used to inform action e.g. audit of antibiotic use to amend prescribing practice.

8.0 HEALTH & SAFETY
Kettering General Hospital NHS Foundation Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, 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 risk to their health and safety.

The duties of this post may require the post holder to carry out exposure prone invasive procedures on patients of Kettering General Hospital NHS Foundation Trust. In order to protect its patients from acquiring blood borne viral infections from staff it is required that the following conditions be met before appointment to the post is made:

1. The candidate must provide documentary evidence to the Occupational Health Service as part of pre-employment screening of immunity to Hepatitis B infection, either by immunisation or natural immunity. If the candidate is non-immune Kettering General Hospital Occupation Health Department will require a blood test to be carried out for Hepatitis B antigen before appointment. The duties of this post are such that no Hepatitis B antigen positive candidate could be appointed.
2. Any appointee who is not immune to Hepatitis B, but is currently carrying out exposure prone invasive procedures, accepts that regular checks on Hepatitis B markers may need to be carried out by the Occupational Health Service appointed by Kettering General Hospital NHS Foundation Trust.

The tests can be arranged, if the candidate agrees, in confidence through a local consultant microbiologist or the Occupational Health physician. All costs for testing will be borne by Kettering General Hospital NHS Foundation Trust.