MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST

SURGERY & CANCER DIVISION

JOB DESCRIPTION

Post: Consultant Breast Surgeon (7 Programmed Activities)

Responsible to: Clinical Lead for General Surgery

Accountable to: Chief Executive Officer

Base: Leighton Hospital, Crewe

THE POST

This is a permanent part time post based at Leighton Hospital, Crewe. It is a replacement post, and the post holder will join the existing two full-time breast surgeons in running the Breast Symptomatic and Screening Service at Mid Cheshire Hospitals NHS Foundation Trust (MCHFT). There is no requirement to participate in the general surgery on-call rota.

THE APPOINTMENT

The successful candidate will be based at Leighton Hospital, Crewe in the General Surgery Department, Surgery and Cancer Division.

The successful candidate will be responsible for out-patient clinics, screening services, operating lists and participation in the weekly MDT.

The post is offered on a part time basis at 7 Programmed Activities. The job plan is intended for a part time appointment, but there will be the opportunity to modify this if the post is offered on any other basis.

The successful applicant must have full registration with the GMC and continue to hold a Licence to Practise. The applicant must also be on the Specialist Register or be within six months of obtaining their Certificate of Completion of Training.

THE GENERAL SURGERY DEPARTMENT, SURGERY AND CANCER DIVISION

The General Surgery service provides acute services for Mid Cheshire Hospitals NHS Foundation Trust, with a catchment population of around 290,000. The Breast service is part of the General Surgery Sub-Division, along with the Colorectal, Upper GI and Vascular sub-specialties.
There are 3 Consultant Breast Surgeons supported by 1 Specialty Doctor, 1 Specialist Registrar and 1 Junior Doctor.

Miss V Pope  Consultant Breast and Onco-plastic Surgeon/
Clinical Lead for Breast Surgery
Miss S Hignett  Consultant Breast Onco-plastic Surgeon
Vacant (this post)  Consultant Breast Onco-plastic Surgeon (part-time)
Mr A Hamad  Specialty Doctor, Breast Surgery

There are 10 Consultant General Surgeons, an Associate Specialist and 4 Specialty Doctors with special interests as follows:

Mr D Corless  Associate Medical Director, Surgery and Cancer Division
Consultant General / Upper GI Surgeon
Mr A Chilie  Consultant General / Upper GI Surgeon
Mr A Shabbir  Consultant General / Upper GI Surgeon
Mr M Hanafy  Consultant General and Paediatric Surgeon
Vacant post  Consultant General / Upper GI Surgeon
Mr S Chaudhry  Associate Specialist – General / Upper GI Surgery
Mr Zuberi  Specialty Doctor, General / Upper GI Surgery
Vacant post  Specialty Doctor, General / Upper GI Surgery

Mr A Khan  Consultant General / Colorectal Surgeon
Mrs C A Bruce  Consultant General / Colorectal Surgeon
Mr J Hardman  Consultant General / Colorectal Surgeon
Mrs C Nockolds  Consultant General / Colorectal Surgeon
Clinical Lead for General Surgery
Mr L Vitone  Consultant General / Colorectal Surgeon
Mr A Kazem  Specialty Doctor, General / Colorectal Surgery
Mrs E Paul  Specialty Doctor, General / Colorectal Surgery

In addition the General Surgery Service is supported by 6 Senior Trainees, 1 GP Trainee, 2 CSTs, 3 Trust appointed Junior Doctors for service and 6 F1 doctors.

All Consultants are based at Leighton Hospital with some having additional outlying clinics and endoscopy sessions at the Victoria Infirmary in Northwich.

Vascular out-patient and day case services are provided on-site by Consultants appointed jointly between MCHFT and the University Hospital of North Midlands NHS Trust. These are:

Mr S Rajagopalan  Consultant Vascular Surgeon
Mrs L Corfield  Consultant Vascular Surgeon
Mr L Papp  Consultant Vascular Surgeon

THE BREAST SERVICE

The Breast service serves a population of almost 290,000. It deals with 2,500 new referrals and 250-300 new cancers per year. One third of the new cases come through the screening programme. The symptomatic and screening services are fully integrated.
There is a weekly Breast Multi-Disciplinary Team (MDT) meeting on a Friday afternoon, organised by the MDT Coordinator. There is good attendance by surgeons, pathologists and radiologists, and video links to clinical and medical oncology.

The Breast Out-patient Services are based in the MacMillan Cancer Unit and in the Main Out-patient Department at Leighton Hospital. Clinics are held every weekday. The Service meets the 2 week national targets for seeing new referrals and aims to see urgent referrals within 1 week. A one-stop service is provided ensuring that patients receive imaging and any biopsies on the same day of attendance.

There is an excellent dedicated Breast Imaging Centre. Three of the Consultant Radiologists have a major commitment to breast care services. The Breast Screening Unit is a well-run unit with a high attendance rate, and screening is offered to an age-extended population. There is an equipment replacement plan which will occur during 2016/2017 and 2017/2018. The Family History Clinic is run by a radiographer with links to Central Manchester for high risk patients. There are CT, Breast MRI and DEXA scans on-site.

There are dedicated clinical oncology sessions twice a week, with visiting clinical and medical oncologists from the Christie Hospital in Manchester. Breast chemotherapy is given on site.

Patients are supported throughout their journey by 3 Macmillan Breast Care Nurses (BCN). There are BCN-led clinics for wound checks, seroma aspiration, drain removal and inflation of tissue expanders twice a week, and a Holistic Needs Assessment clinic.

The breast service is supported by research nurses and actively recruits into several national and local trials.

The Unit has embraced enhanced recovery for breast patients. Most breast patients have day-case surgery, and are seen pre-operatively in the Surgical Admissions Lounge, adjacent to theatres. In-patients go to Ward 12 (female surgical ward) after surgery. A new ultra-clean theatre block recently opened, providing state-of-the-art facilities. Facilities are also available for stereo-localisations, ultra-sound localisations, dual technique sentinel lymph node biopsy and nipple tattooing. There is a bank of breast implants, tissue expanders and Acellular Dermal Matrix. Implant cases are performed in a laminar flow theatre. The existing Consultants offer a wide range of breast and onco-plastic operations including implant based reconstructions, latissimus dorsi flaps, breast reduction, lipomodelling and symmetrizing surgery.

There are links to the plastic surgeons at the University Hospital of South Manchester for free flaps.

The General Surgery / Breast Department is based around 3 in-patient wards:

Ward 11 - Surgical Admission Unit / Surgical Ambulatory Care Unit
Ward 12 - Female Surgical Unit (shared with Gynaecology)
Ward 13 - Colorectal / Gastro-Intestinal Surgical Unit

The Department has access to beds on the Child and Adolescent Unit, where acute general surgical admissions are managed in close co-operation with the paediatricians.

The Trust has undergone a major rebuild of its operating theatres and Critical Care Unit. This has provided 8 new theatres (4 ultra clean and 2 integrated) and 14 Critical Care beds. Implant
cases are done in a theatre with laminar flow. The Treatment Centre is on site and is equipped with 4 day case operating theatres and 5 endoscopy rooms, one of which has x-ray screening facilities.

Nursing services for the Surgical Department are under the management of a Modern Matron.

The post holder will be provided with secretarial support, office facilities and a computer with appropriate IT support and Internet access.

**JOB PLAN**

A formal job plan review will be undertaken between the appointee and the Clinical Lead, three months after the commencement date of the appointment. This job plan will be agreed by the Associate Medical Director and the Medical Director.

The job plan will be reviewed at least annually by the Clinical Lead. The job plan will be a prospective agreement that sets out the Consultant’s duties, responsibilities and objectives for the coming year. It will cover all aspects of the Consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities.

It will also include a schedule of commitments both internal and external in addition to personal objectives. These will correlate to the wider service objectives.

Information from the job plan is passed to the Associate Medical Director and Medical Director as per Trust policy. If a Consultant fails to agree their annual job plan with the Clinical Lead, the Trust does have a formal appeals mechanism in place.

The job plan for the first 3 months will be based on the timetable shown below:

<table>
<thead>
<tr>
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<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
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</thead>
<tbody>
<tr>
<td>AM</td>
<td>OFF</td>
<td>Admin 1:2 (0.5 PA) OPD cover 1:2 (0.5 PA)</td>
<td>Theatre 1:2 (0.625 PA) OPD 1:2 (0.5 PA)</td>
<td>OFF</td>
<td>OPD New 1:2 (0.5 PA) SPA 1:2 (0.5 SPA)</td>
</tr>
<tr>
<td>PM</td>
<td>OFF</td>
<td>OPD Follow-Up (1 PA) Admin (0.25 PA)</td>
<td>Theatre 1:2 (0.625 PA) SPA 1:2 (0.5 SPA)</td>
<td>OFF</td>
<td>MDT/Admin (1 PA) SPA (0.5 SPA)</td>
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The above is a guide only, and it may be possible to work different sessions based on the needs of the department.

**CLINICAL DUTIES**

Clinical duties include new and follow up clinics, theatre, MDT attendance, administrative time and pre and post-operative ward visits each week. There may also be ward referrals.
The post is offered at 7 PA but under the terms of the 2003 Consultant Contract, candidates who wish to conduct private practice would be required to offer an additional programmed activity.

a) **Direct Clinical Care**

5.5 PAs (DCC) on average per week. Each theatre session accounts for 1.25 PAs

b) **Supporting Programmed Activities**

1.5 SPA PA per week – 1 PA of which is “core activity” (private CPD, audit, appraisal and research). The additional 0.5 PA will be reviewed annually.

**MENTORING SCHEME**

A mentoring programme is in place to provide newly appointed Consultants a confidential source of knowledge, advice and support to help them find their way in the Trust and become effective in their new job as quickly as possible.

**CLINICAL RESPONSIBILITIES**

The post holder will be expected to:

- Be actively involved in the leadership, management and decision making within the General Surgery Department
- Be readily available during the working week so that medical and nursing staff can communicate and consult freely
- Ensure that management plans are clearly displayed in the notes of patients with complex needs
- Liaise closely with the Divisional and Service Managers, and the Associate Medical Director, to ensure that waiting list targets are achieved.
- Share with Consultant colleagues the responsibility for providing clinical services for the local population
- Foster relationships between staff within the organisation, and also with the local Clinical Commissioning Groups
- Work flexibly to achieve high quality care
- Ensure the policies for communication with General Practitioners, Trust staff and patients are followed
- Ensure that optimal use is made of all resources allocated to the post
- Cover Consultant colleagues during periods of leave.
QUALITY IMPROVEMENT
The Trust has a monthly rolling half day for quality improvement. The post holder will be expected to participate in the Departmental Quality Improvement Programme and time and facilities will be made available as required.

EDUCATION AND TRAINING
The post holder will be required to undertake Continued Professional Development (CPD). The Trust supports the requirements for continuing education as laid down by the Royal College, and is committed to providing time and financial support for these activities. In addition the post holder will be required to attend mandatory and essential training in line with the Trust policy.

In conjunction with colleagues, the appointee will share teaching, assessment and supervision of junior medical staff, medical students on secondment, and nursing staff. There are close links with Health Education England (North West) for postgraduate training, and with Manchester and Keele Universities for undergraduate training. The appointee will be expected to participate in continuing medical education and professional development.

The successful candidate will be required to participate in the formal junior medical staff teaching programme and informal teaching as time permits.

It is anticipated that the successful candidate will participate in teaching the SPRs and junior medical staff in clinic, theatre and ward settings.

INTEGRATED GOVERNANCE
The post holder will be expected to:

- Contribute to the management of clinical risk by reporting clinical incidents and near misses
- Contribute to achieving CQC standards where appropriate
- Ensure that record-keeping of medical staff meets both the Trust’s and the Division’s standards

HEALTH & SAFETY
The post holder will be expected to:

- Attend Occupational Health for health surveillance / vaccination following accidents as laid down by Trust policies.
- Attend health and safety training as required
- Contribute to the delivery of the organisation’s health and safety responsibilities to staff, patients and others where appropriate.
• Ensure that the post holder’s practice and practice of junior staff complies with health and safety guidelines and that any deficiency in health and safety systems or documentation are reported to the manager of the area concerned

APPRaisal

The Trust has arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser and are supported through the revalidation process.

The post holder is responsible for ensuring that he / she has an annual appraisal in accordance with the Trust Policy.

GEneral Management / Administration

The post holder will be expected to:

• Provide leadership / direction within the specialty.

• Deliver a team approach to care through the establishment of explicit lines of communication, ensuring that the roles and responsibilities of doctors and nursing staff are clearly defined and recorded to ensure clarity

• Participate in multidisciplinary forums to ensure that patients receive care appropriate to their needs.

Equality & Diversity

The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

Infection Control

All staff within MCHFT are required to comply with Infection Prevention and Control (IP&C) policies and procedures as appropriate to their role and responsibilities in their individual work setting. Staff are required to be personally accountable for their actions and be responsible for their own compliance in relation to IP&C policies, protocols or advice.

Terms and Conditions

The successful appointee will be employed by Mid Cheshire Hospitals NHS Foundation Trust (MCHFT), subject to national Terms and Conditions as per the Consultant Contract (England) 2003 as amended from time to time. Any changes to National Terms and Conditions determined at a local level are subject to the Trust’s collective bargaining arrangements, which include the Trust’s Local Negotiating Committee for medical staffing issues.
Basic Salary
The salary scale is as per the Terms and Conditions of Service as set out in the Consultant Contract (England) 2003. The current salary scale is £76,761 rising to £103,490 per annum pro rata. Any agreed extra-programmed activities will be paid in addition to the basic salary.

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 (England) 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.

Registration
You are required to have continuous full registration with the GMC and to continue to hold a Licence to Practise. In addition, you are required to be on the Specialist Register.

Tenure
The appointment is a substantive, part time position, which unless terminated, will be held until retirement. The notice period is three months by either party. The appointment is subject to the provisions of Schedule 14 of the Terms and Conditions.

Annual Leave
Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. Approval for annual leave will be sought in writing providing at least 6 weeks notice before the first day of proposed annual leave.

Consultants on the 2003 Terms and Conditions are entitled to leave as follows (exclusive of Bank Holidays) pro rata:

| Consultants who have undertaken up to, and including, 7 years service as a Consultant | 32 days (including 2 statutory days) |
| Consultants who have undertaken more than 7 years service as a Consultant | 34 days (including 2 statutory days) |

Residence
Removal expenses shall be re-imbursed in accordance with the Trust Policy.

Successful candidates are advised not to enter into contractual arrangements for the removal of their home until such time as the formal approval of the Trust is confirmed in writing.

Travelling Expenses
Travelling allowances are paid in accordance with the Terms and Conditions for Consultants 2003. Your car must be insured for business use.
FURTHER ENQUIRIES

Further enquiries or informal visits can be arranged by contacting:

Miss Vanessa Pope  
Clinical Lead for Breast, and Consultant Breast Surgeon  
Telephone No: 01270 612064  
Email: vanessa.pope@mcht.nhs.uk

Miss Susan Hignett  
Consultant Breast Surgeon  
Telephone No: 01270 612064  
Email: susan.hignett@mcht.nhs.uk

Miss Claire Nockolds  
Clinical Lead for General Surgery and Consultant Colorectal Surgeon  
Telephone No: 01270 612397  
Email: Claire.nockolds@mcht.nhs.uk

Mr David Corless  
Associate Medical Director and Consultant Upper GI Surgeon  
Telephone No: 01270 612344  
Email: david.corless@mcht.nhs.uk

Mrs Suzanne Findler  
Service Manager, Breast and General Surgery  
Telephone No: 01270 278302  
Email: suzanne.findler@mcht.nhs.uk
### MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST
### CONSULTANT BREAST SURGEON (PART-TIME)
### PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Full GMC Registration and a Licence to Practise</td>
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<td></td>
<td>Entry on the GMC Specialist Register via:</td>
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<td>• CCT (proposed CCT date must be within 6 months if interview)</td>
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<td>• CESR or</td>
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<td></td>
<td>• European Community Rights</td>
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<td></td>
<td>An appropriate higher surgical (breast / oncoplastic) qualification</td>
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<tr>
<td><strong>Experience</strong></td>
<td>Training in a recognised breast surgery post at registrar level or above for at least 2 years</td>
<td>Onco-plastic fellowship</td>
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<td>Working knowledge of NICE and ABS guidelines</td>
<td>Managerial experience</td>
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<td></td>
<td>An understanding of departmental management</td>
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<tr>
<td><strong>Ability</strong></td>
<td>Proven ability in breast surgery.</td>
<td>Evidence of personal outcome data related to breast surgery</td>
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<td>Evidence of ability to lead a team effectively</td>
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<tr>
<td><strong>Audit and Research</strong></td>
<td>Interest and knowledge of audit</td>
<td>First author published research relevant to breast surgery</td>
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<td></td>
<td>Evidence of completion of audits</td>
<td>Presentations of research</td>
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<td></td>
<td>Published research in peer reviewed journals</td>
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<tr>
<td><strong>Teaching and Education</strong></td>
<td>Evidence to allow accreditation as a Consultant Clinical Supervisor for trainee doctors with the GMC</td>
<td>Evidence to allow accreditation as a Consultant Educational Supervisor for trainee doctors with the GMC</td>
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</table>
### NOTE FOR POTENTIAL CANDIDATES WITH DISABILITIES

Consideration will be given to making reasonable adjustments to working arrangements/ personal specification requirements as appropriate.

Mid Cheshire Hospitals NHS Foundation Trust is an Equal Opportunity Employer.

This role is defined as regulated activity as set out in Schedule 4 of the Safeguarding Vulnerable Groups Act 2006, as amended by the Protection of Freedoms Act 2012.

<table>
<thead>
<tr>
<th>Other</th>
<th>Effective communication skills</th>
<th>Ability to work flexibly to meet departmental targets</th>
<th>Up to date knowledge of NHS and future challenges</th>
</tr>
</thead>
</table>

**Other**

- Effective communication skills
- Highly motivated and innovative
- Ability to work flexibly to meet departmental targets
- Up to date knowledge of NHS and future challenges