

JOB DESCRIPTION

CONSULTANT BREAST SURGEON WITH AN ONCOPLASTIC AND RECONSTRUCTIVE BREAST SURGERY INTEREST

Job Title:	Consultant Breast Surgeon
Reports to:	Head Of Department
Accountable To:	Divisional Director
Key Relationships:	Divisional Director Schedule Care Deputy Director of Operations (SACCT) Head of Department Breast Surgery Consultant Colleagues within the Surgical Directorate Directorate Management Team Clinical Administration Team Clinical and non clinical colleagues within the trust
Key External Relationships:	General Practitioners Integrated Care System Integrated Care Body

Introduction

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to Values Based Collaborative Leadership and being a 'Great Place to Work'.

Blackpool Teaching Hospitals NHS Foundation Trust was established on 1st December 2007. The Trust gained Teaching Hospital status and became Blackpool Teaching Hospitals NHS Foundation Trust in 2010. In April 2012 the Trust merged with community health services from NHS Blackpool and NHS North Lancashire as part of the Transformation of Patient Pathways Programme. We are now a Vanguard site with Extensive Care Services provided for the complex elderly population within Blackpool, Fylde and Wyre.

Caring • Safe • Respectful

Chairman: Steve Fogg

Chief Executive: Trish Armstrong-Child

RESEARCH MATTERS AND SAVES LIVES – TODAY'S RESEARCH IS TOMORROW'S CARE

Blackpool Teaching Hospitals is a Centre of Clinical and Research Excellence providing quality up to date care. We are actively involved in undertaking research to improve treatment of our patients. A member of the healthcare team may discuss current clinical trials with you.



The Trust serves a population of approximately 440,000 residents across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. It comprises Blackpool Victoria Hospital which is a large busy acute hospital and two smaller community hospitals – Clifton Hospital and Fleetwood Hospital and the National Artificial Eye Service. The Trust is also responsible for the provision of Community services such as District Nursing and Midwifery to a large geographical area, extending from Lytham St Annes in the South to Morecambe and Carnforth in the North. The Trust provides Tertiary haematology services for Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

The Trust is highly active in clinical research. We are the highest recruiting centre for many clinical trials for commercial and non-commercial sponsors; and have recruited the first global, European and UK patients across a number of specialities. The Clinical Research Centre is the dedicated facility for use by researchers, where patients can participate in research. We have high calibre staff with long track records of being research active, staff who are enthusiastic to get involved in research for the first time and staff who support research through their role

Post

The successful candidate will be based at Blackpool Teaching Hospital working within a dedicated Breast Care Unit and within the Trust's Surgical Unit, comprising in-patient and day-case theatre and elective wards. The new appointee will join a team of two Breast surgeons to provide a comprehensive breast service for the Blackpool, Fylde and Wyre population. Approximately 3400 referrals are received per annum with on average 280 cancers diagnosed.

There is a weekly Breast MDT meeting, which is attended by all the core members of the MDT.

The successful candidate will join a multi-professional team based at Blackpool Victoria Hospital which includes 4 full time Breast Care Specialist nurses. Full secretarial support will be provided along with a designated desk in the Surgical office block.

The post holder will be employed by Blackpool Teaching Hospitals NHS Foundation Trust.

The clinical commitments of this post will include responsibility for undertaking elective Breast surgery at Blackpool Victoria Hospital. The post holder will be expected to perform a range of Oncoplastic and Reconstructive breast procedures.

Indicative Work Plan

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Admin	OPC ALT	SPA	Theatre	MDT
PM	SPA	OPC	OPC	Theatre	Results
Total	2	1.5	2	2.5	2

The theatre schedule has a full day extended theatre session. Where practicable, the same anaesthetist is scheduled to work with the same surgeon for a full day theatre list. Operating theatre lists start at 8.00am and are scheduled to finish at 6.00pm. Radiological support is available when required.

Morning OPD clinics start at 9am, finishing at 1pm. Afternoon OPD clinics start at 1.30pm finishing at 5.30 pm.

The job plan has 10 programmed activities inclusive of direct clinical care and supporting professional activities. Non-fixed half days include clinical assessment of ward referrals / administration / audit / CME / research and teaching.

No emergency general surgery on-call is required as part of this post. There is no dedicated rota for breast surgery. Breast abscesses are dealt with by the general surgical team on-call. Post breast surgery emergencies are usually dealt with by the individual breast surgeons, in conjunction with the on-call surgical/registrar team, if necessary.

Paediatric breast referrals (particularly older children and teenagers) are usually seen by the Breast surgeons, if necessary in liaison with the Paediatricians (particularly young children).

The breast service are looking to introduce a community bases breast pain pathway.

Programmed Activities

Ward Round	0.5
Inpatient theatre	2.5
OPD	2.5
Clinical Administration	1.0
Flexible cover	0.5
MDT/Audit/Research	1.0
Supporting Professional Activities*	2.0

Total 10.0

Please note that of the 2 SPA allocation, 1.5 SPA is for general personal development and 0.5 SPA for service development and fulfilling training needs of other junior doctors, increasing the service's involvement in clinical trials and raising the profile of the unit, for example through increasing the output of publications by the Breast Unit. Ward rounds and flexible cover for

patients post reconstructive surgery will bring up the PA allocation to 10. Further increase may be negotiable depending upon the service needs and on job plan review annually.

Job plans will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity. All consultants will be allocated 1.5 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit. Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed and made clear within the Consultant Job plan.

Additional SPA time will be made available to Consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the Job Plan review session. Additional (non- core) SPA time will be undertaken within the Trust or at other agreed NHS sites or academic institutions during the normal working day.

TEACHING

Blackpool Teaching Hospital has a faculty of engaged, motivated and enthusiastic Trainers to support the students and trainees that we host. We promote a multidisciplinary approach to education and training and the successful candidate would be fully supported by the Medical Education team. The team are keen to develop and support their trainers to enable us to deliver training to the standards required by the GMC.

The Trust is a teaching hospital for the University of Liverpool Medical School and we host 4th and 5th year students in most specialities. We also have students from UCLAN and Lancaster University who do various placements throughout the trust. The successful candidate will participate in undergraduate teaching within the sessions allocated to support professional activities.

There will also be the opportunity to participate in the supervision and training of Postgraduate trainees. The Trust hosts Junior Doctors in training placements in all specialities, working in collaboration with Health Education England North West. This includes Foundation Doctors, Core Trainees and Specialist Trainees at all levels. There are extensive opportunities for teaching all grades of doctor.

Other opportunities are available for committed and engaged trainers with our postgraduate trainees from Buckingham University, trainee Physician Associates and various other educational programmes.

Facilities available at Blackpool for both trainers and trainees are exemplary and include the Health Professionals Education Centre with 24 hour library facilities as well as a clinical skills department and a full simulation suite. The accredited simulation based training unit has various high fidelity training manikins as well as state of the art A/V feedback capabilities. A faculty development programme is available for those trainers that would like to utilise the facilities available. The resources available from our library services are constantly reviewed and include access to a wide range of journals as well as Up to Date and Clinical Key. A clinical librarian is also available and utilised by existing trainers.

CLINICAL AUDIT

The appointee will be expected to carry out an ongoing programme of clinical audit and participate where appropriate in regional and national audit.

RESEARCH AND DEVELOPMENT

Research is considered core Trust business, with a separate Research, Development and Innovation Division. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in house studies. The Trust is a member of the CLAHRC North West (Collaborations for Leadership in Applied Health Research and Care), and the NW Coast CRN and AHSN. The Trust works closely with the Lancaster Health Hub and there are opportunities for honorary academic appointments with Lancaster University, a top ten university in the UK, to recognise research contributions including supervision of PhD and MSc students.

CONTRACTUAL COMMITMENT

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department. Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

APPRAISAL

The Trust has the required arrangements in place to ensure that all surgeons have an annual appraisal with a trained appraiser and supports surgeons going through the revalidation process. You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the Trust study leave policy.

LEADERSHIP DEVELOPMENT

The Trust is committed to being a clinically led organisation which espouses and embodies our values of 'People Centred, Positive, Compassion and Excellence'. There is evidence that organisations which are clinically led and have high levels of clinical engagement produce better outcomes for patients. In order to support this commitment we offer a range of leadership and development programmes for both new and senior Consultants employed by the Trust. All new consultants will be automatically invited to attend a New Consultant and Senior SAS Doctor Induction programme which takes place over 4 months and includes action learning as well as taught interactive modules. The programme is designed to equip you with sufficient knowledge, information and support to enable you to undertake your new role more confidently and effectively. We place great value on coaching and mentoring and encourage all new consultants to access our trained in-house coaches and mentors.

ANNUAL LEAVE

It is recognised that annual leave has an important role in maintaining doctor's health and wellbeing. We therefore expect that time will be taken as leave and not used for additional work

ASSOCIATED DUTIES AND RESPONSIBILITIES

i) Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

ii) Associated duties

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include amongst other things a requirement to:- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.

- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged. Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Surgeons and is committed to providing time and financial support for these activities.

iii) Objectives

Agreed personal objectives will form part of individual job plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual’s clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

DIVISIONAL /DEPARTMENTAL TEAM

Director of Operations Mrs P Garstang
Clinical Divisional Director Miss L Douglas
Divisional Director of Nursing Mrs J Marshall
Breast Surgeon Vacant post
Breast Surgeon Mr P Kiruparan
Breast Surgeon Mr A McKenna
Breast Surgeon Miss S Makkiyah
Head of Department Mr J Islam
Matron Mrs J Rankine
Breast Care Nurse Mrs L Bracegirdle
Breast Care Nurse Mrs L Carter
Breast Care Nurse Mrs S Wilkinson
Breast Care Nurse Miss H Podesta
Directorate Manager Breast Ms K Mahdi
Assistant Directorate Manager Mr C Kirkland
Directorate Support Manager Miss L Kelsall
Medical Secretary Mr S Mina
Medical Secretary Ms G McKinnon

TRUST LEADERSHIP

Non-Executive Director

Mr Alan Roff

Mr Tony Shaw
Mr Jim Edney
Mrs Michele Ibbs
Dr Malcolm McIlmurray

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Executive Directors

Chief Executive	Mrs Trish Armstrong-Child
Deputy Chief Executive	Mr Steven Christian
Medical Director	Dr Chris Barden
Director of Nursing & Quality	Mrs Bridget Less
Chief Operating Officer	Ms Chrisella Morgan
Director of Finance	Ms Saba Sadiq
Director of Workforce and OD	Mr Paul Renshaw

Surgical Anaesthetics and Critical Care Directorate

Head of Department – Urology	Mr J Islam
Head of Department – General Surgery	Mr. A Blackmore
Head of Department – ENT and Maxilla Facial	Vacant Post
Head of Department – Orthopaedics	Mr A Javed
Head of Department – Breast	Mr J Islam
Head of Department – Ophthalmology	Mr A Khalil
Head of Department – Critical Care	Dr R Thompson

HEALTH & SAFETY

The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

RISK MANAGEMENT

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

CLINICAL GOVERNANCE

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust has adopted an approach to Clinical Governance which draws together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

CLINICAL RESULTS

The post holder will be expected to contribute to the ongoing quality improvement of clinical services.



**Blackpool Teaching
Hospitals**
NHS Foundation Trust

RESOURCE MANAGEMENT

The post holder will be expected to ensure that services are delivered within agreed parameters.