

Consultant Candidate Pack



About us:

North Bristol NHS Trust is a centre of excellence for healthcare in the South-West in several fields and is also one of the largest hospital trusts in the UK. We have links to the University of Bristol, the University of Bath, and the University of the West of England. Our annual turnover is £870 million, and we have 12,000 staff delivering healthcare across Southmead Hospital Bristol, Cossham Hospital, Bristol Centre for Enablement and within the local community of Bristol and South Gloucestershire. We aim to deliver excellent clinical outcomes and a great experience for everyone who uses our services: exceptional healthcare, personally delivered. We treat some of the most difficult medical conditions, in an increasingly complex patient population.



Our vision is to realise the great potential of our organisation by empowering our skilled and caring staff to deliver high-quality, financially sustainable services in state of-the-art facilities. Clinical outcomes will be excellent and with a spirit of openness and candour we will ensure an outstanding experience for our patients.

Our hospitals



- Southmead Hospital Bristol
- Cossham Hospital
- Bristol Centre for Enablement
- Frenchay – Brain Injury Rehabilitation Unit

Our vision, mission, and values

NBT Cares is the focal point for our new Values. Cares stands for Caring, Ambitious, Respectful and Supportive

- Caring – because it underpins everything we do for our patients and the way we care for one another
- Ambitious – because it signals that we always want to improve what we do on behalf of our patients and one another
- Respectful – because every individual has an important role to play
- Supportive – because we're a team and deliver together

Our values:



Our Trust Strategy:

Our new Trust strategy launched in February 2023, and Patient First is the approach we are adopting to implement this strategy. The fundamental principles of the Patient First approach are to:2023 Trust Strategy. The Patient First approach is about what we do and how we do it and for it to be a success, we need you to join us on the journey.

- have a clear strategy that is easy to understand at all levels of NBT
- reduce our improvement expectation at NBT to a small number of critical priorities
- develop our leaders to know, run and improve their business
- become a Trust where everybody contributes to delivering improvements for our patients.



Where are we now

As evidenced by our response to the Covid-19 pandemic we, as a nation, have never been more-proud of the NHS. This pride is very much felt here at NBT, not only in our services but in the high standards of care provided and the staff who deliver them. We launch this Quality Strategy after a period of sustained and widespread improvement. This was highlighted in 2019 when we achieved an overall 'Good' rating from the Care Quality Commission, we were also rated as 'Outstanding' in the Caring and Well Led domains. All our clinical core services are rated as 'Good' with End-of-Life Care rated as 'Outstanding.'

Ratings for the whole trust					
Safe	Effective	Caring	Responsive	Well-led	Overall
Good ▲ Sept 2019	Good ▲ Sept 2019	Outstanding ▲ Sept 2019	Requires improvement ◆◆ Sept 2019	Outstanding ▲ Sept 2019	Good ▲ Sept 2019

The rating for well-led is based on our inspection at trust level, taking into account what we found in individual services. Ratings for other key questions are from combining ratings for services and using our professional judgement.

Our culture of continuous improvement has led to many examples of excellent services and teams and recognition of these are given in many ways, the most prominent of which is our annual Exceptional Healthcare Awards. We will continue to build on our philosophy of sustained improvement and continue to demonstrate high quality, safe care with excellent patient outcomes and feedback. Continuous improvement will be underpinned by an open and fair safety culture in which everyone is comfortable with speaking up when things are not right, learns when things do not go to plan and from practice that results in excellence. Our learning will be strengthened by working in partnership with patients, carer givers and families to reduce any future harm.

Education, training, and development

As a responsible employer we care deeply for the people who work here and are committed to ensuring we have a highly skilled and motivated workforce. Not only is this the right thing to do, but it is also fundamental to our success. We will continue to embrace our responsibility for developing the workforce of the future in collaboration with other local care providers, the Universities and Health Education England. We want this to be the start of an ongoing conversation with our workforce and we will:

- Continue our roles in undergraduate and postgraduate training of health care professionals, providing high quality clinical placements and excellent teaching facilities
- Work with others to establish new roles that increase the opportunities people have, to join the health workforce and make maximum use of available skills
- Expand our excellent apprenticeship programmes
- Support and promote the continuous development of all our staff so that each can maximise their potential

Continuous improvement

We cannot predict all the changes required of our services in the years ahead and so we must continue to invest in the capability of our people to enable them to address new challenges as they arise. We must create an organisation that is agile in responding to new challenges.

We are proud of our culture which encourages our workforce to continually improve and expect to continuously innovate what we do in the years ahead. Effective working in complex teams is a core reason for our recent successes at NBT. We will continue to develop team working capabilities using our award winning Perform methodology.

We intend that this will be embedded in every part of our organisation. We will develop high levels of capability by using data to identify challenges that require action and to support effective change. We will bring together the change management expertise in the Trust to maximise the transformation resource available to our services.

The capability in the Programme Management Office and the Quality Improvement team will be continuously reviewed to ensure that we have the correct mix of skills for delivering the improvements we need.

Research & Digital Transformation

We are a well-established research centre with a multidisciplinary infrastructure that supports a broad range of clinical research. Working collaboratively with care providers across the geographical areas, we seek to ensure that everyone we meet has equal access to research, conscious of inclusivity, minimising environmental impact, developed, and delivered by a highly skilled, committed workforce. Delivering excellent clinical research is important for us as it supports improving patient outcomes as well as attracting and retaining talented staff. We will continue to:

- Increase our capability to deliver research that is important to, and prioritised by, patients
- Continue to be a key contributing member of Bristol Health Partners and the West of England Clinical Research Network to enhance our combined strengths.
- Ensure access to cutting-edge treatments with appropriate safeguards that improve patient outcomes
- Provide support and expertise for clinicians who wish to develop their own research

Improve patient safety and care by rapidly adopting evidence-based research outcomes Innovation and technology in the future the adoption of technology and digital solutions will be fundamental to our transformation. The road to embracing digital since has seen us:

- Remove digital friction, implement enabling technologies, ensure technology is aligned to roles, and enable high quality data at the point of care.
- Digitise patient interactions, and the automation of related processes, enabling the sharing our data across the system.
- Reflect our growing wealth of data back to decision-makers at all levels of the Trust through self-serve Business Intelligence.

A huge amount has been delivered, notably the launch of CareFlow Connect & Vitals in 2020, and a CareFlow Patient Administration System in July 2022 – all which support a new electronic patient record for NBT. With the Trust recently approving a 2-year extension of this strategy, the immediate future is likely to be as momentous as we launch a joint single digital maternity system with University Hospitals Bristol & Weston Foundation Trust (UHBW), and also introduce CareFlow Medicines Management which will bring many safety benefits through electronic prescribing.

This transformation is enabled by the Trust's IT Division, but clinically led – in particular, through NBT's four senior informatics officers. This ensures that clinicians both understand and embrace digital innovation, whilst ensuring it's informed and driven by the needs of staff and patients with a focus on standardisation, integration, and interoperability.

Longer term, our digital transformation will be defined through Bristol's two acute Trusts working to a single vision – an 'Acute Provider Collaborative' - led by the Joint Chief Digital Information Officer for both NBT and UHBW.

Employer of choice

There is no part of society that the NHS does not reach, and we should never underestimate the responsibility we have to the people we serve and care for. At the same time, we are nothing without the people who work for us. Without the vast array of skills and capabilities of our staff we would not be able to provide the very personal care we do or achieve the bold ambitions we have set out in our strategy. We can only be successful by continuing to employ talented people with a commitment to providing excellent care. We need to recognise that

working in a busy hospital can be tough and the wellbeing of the people who work here can be challenged. If we want our staff to feel healthy, happy, and well, we need to be totally committed to creating an environment for work that allows our people to thrive and deliver their very best for our patients.

As a large and established employer, we seek to provide a great place to work. To achieve that it is important we recognise that people are leading increasingly busy lifestyles with many conflicting demands. People want to work more flexibly and the idea of a set working base with set working patterns is increasingly outdated.

We will continue to work with our staff to ensure an appropriate balance between flexibility in employment options and the need to provide 24/7 services. We strive to support our staff to make working at NBT fit well with their lives, be that by:

- Providing onsite childcare services
- A comprehensive travel to work offer
- Onsite facilities for staff including catering and fitness classes
- Hospital Arts and Sustainability programmes

Our ambition is to become a truly inclusive Trust, where people feel a sense of belonging and identity. To achieve this, we have adopted an approach called Valuing You through which we will create equality of opportunity for all. We will provide a broad training and development offer for all our staff, so they are supported in their continuous development. Our comprehensive health and wellbeing offer is key by supporting our staff to be fit and healthy themselves, so we can provide better care for our patients. We recognise the pressure inherent in providing health care and we will continue to improve the support we provide for our staff's health and wellbeing, building on the programmes we have already established

As a new consultant within NBT will ensure that you receive a comprehensive induction and onboarding programme which will include access to a mentor, and our New Consultant Programme, where we will give you the opportunity to network with other consultants who are new to the Trust, meet and develop key working relationships with members of the Office of the Medical Director as well as other Executive members.



In addition, we offer all our consultants a generous study leave package comprising of up to 30 days over three years and up to £1000 per year study leave budget.

Job Description

Job Title: Consultant Oncoplastic Breast Surgeon

Pay Scale: Medical and Dental Consultant

No of PAs: 8.6 PAs (6.1 DCC)

Responsible to: Ms Michelle Mullan, Consultant Oncoplastic Breast Surgeon - Specialty Lead

Professionally accountable to: Mr Andrew Smith, Consultant General Surgeon - Clinical Director for ASCR

Base/Department: Southmead Hospital or Weston General Hospital

Locations: Clinical sessions delivered across both Southmead and Weston General sites

Job Plan: An indicative job plan is contained below

Successfully appointed candidates should expect to work flexibly to fulfil high professional standards and contribute to Departmental and Trust priorities

Summary of the role:

(i) Clinical Duties

- Diagnosis and management of Breast patients at NBT (Southmead Hospital and Weston General Hospital).
- Continuing responsibility for the care of patients in partnership with consultant colleagues and the MDT.
- The postholder will be expected to take part in the proactive management of the operating sessions in the timetable to minimise the loss of operating capacity across the department
- There is no out of hours on-call commitment however there is an in-week on-call, essentially a hot clinic between 8am-6pm at Southmead site. There is an expectation that all new appointees will partake in this roster.

(ii) Teaching and Supervision of Junior Medical Staff & Students

- Professional supervision and management of junior medical staff. If appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.
- Teaching, examination, and accreditation duties as requested by the Director of Postgraduate Medical
- Education are required, as is a contribution to undergraduate, postgraduate, and continual medical education activity locally.

(iii) Study & Research

- The postholder will be entitled to 30 days study leave within a 3-year period (pro rata for part-time posts) as stated in the Terms and Conditions of Service.
- The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and surgical colleges and is committed to providing time and financial support for these activities. The postholder will be required to fulfil the requirements laid down by the relevant Royal College, and to fulfil the requirements for revalidation laid down by the General Medical Council.
- The postholder will not necessarily be expected to undertake research however opportunities do exist, and encouragement is given to develop collaborative projects with other departments within Trust or with the University of Bristol and the University of the West of England. The post-holder will be required to submit all research development plans which have resource implications to the Clinical Director prior to implementation.
- There are professionally staffed Medical Libraries in the Medical Postgraduate Centre at both Weston General Hospital and Southmead Hospitals, with a rapid service between these and the University Library situated in the centre of Bristol city. A computer literature search facility is available, and the library has links with other networks. The libraries are at the forefront of developments in electronic knowledge delivery.

(iv) Revalidation

- The Trust has the required arrangements in place to ensure that surgeons have an

- annual appraisal with a trained appraiser and supports surgeons going through the revalidation process.

(v) Support and Office Facilities

- The new post holder will have access to a “hot-desk” in the Breast Unit, an office in WGH and full support from a team of admin and clerical staff.

MAIN CONDITIONS OF THE POST

The appointee will be expected to work within the facilities available to the Group and any new service developments are subject to the provision of necessary resources within the Trust. There is an active appraisal and development programme, and all consultant staff will take part in this process.

The post holder must be fully registered with the General Medical Council with a licence to practise and is advised to maintain up to date membership of a recognised medical defence organisation. The Trust has arrangements in place to ensure that all Medical staff receive an annual appraisal with a trained appraiser and supports all Medical staff through the revalidation process.

The Trust has a list of identified Mentors which is used to allocate a suitable support to new consultants during the first year in post

The appointee will be required to live within a distance that allows safe discharge of all clinical commitments and no more than a 10-mile distance from the base (unless there is prior agreement with the Medical Director) or 30 minutes travelling of your base hospital.

An applicant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed with the Trusts on a personal basis in consultation with Consultant colleagues.

The successful candidate is expected to be aware of local policies and procedures and comply with the standing orders and standing financial instructions of the Trusts.

Consultant appointments are made to North Bristol NHS Trust as services are developed and changed, the base of posts may alter and any employee of the Trust will be expected, within an agreed clinical strategy, to move his/her sessions as the service requires.

Your attention is drawn to the confidential nature of information collected within the NHS. The unauthorised use or disclosure of patient or other personal information is a dismissible offence and in the case of computerised information, could result in a prosecution for an offence or action for civil damages under the Data Protection Act 1998.

The appointment is subject to pre-employment health screening

All consultants in the department will offer clinical and professional support to the appointee and decision making is supported through an oncology MDT and an oncoplastic MDT. A professional mentor will be provided for the appointee as part of our local induction and orientation.

The Department:

The Bristol Breast Care Centre was created in 2013 by the amalgamation of all breast services for the whole of Bristol onto one site. Furthermore, in April 2020 the Unit also amalgamated with the breast services in Weston General Hospital and it is now one of the biggest units in the country serving a population of approximately 500,000 people, diagnosing around 1000 breast cancers per annum, operating on approximately 1200 patients per year.

Referrals are received from General Practitioners across the BNSSG CCG patch as well as tertiary referrals from other units.

The breast unit moved into a new building, after a £5 Million refurbishment of Beaufort House, in July 2014 which provides a fantastic environment both for patients and staff with almost all facilities our patients need, other than theatres, MRI and CT, all in 1 purpose-built space away from the hustle and bustle of the main hospital.

We are lucky to be able to offer stereo core and localization services (wires and radiofrequency tags), as well as MRI breasts and MRI biopsies and VAB all on site. We have a modern MDT suite with video conferencing equipment. The MDM is very well supported by oncology services from Bristol Haematology Oncology Centre.

The unit aims to provide access to all patients within 2 weeks of referral and offers a high quality, integrated, oncoplastic service to all patients. It caters for both men and women, with both benign and malignant breast conditions, recently being recognised as a finalist in the 2023 HSJ awards.

The breast Screening Service is co located within the Bristol Breast Care Centre enhancing patient pathways. The multidisciplinary team is highly motivated, very effective and has an excellent working relationship between members. The extended MDT includes

a dedicated specialist nursing service who co-ordinate care pathways for patients diagnosed with metastatic breast cancer, as well as a plastic surgery team and a specialist breast psychology team. We have 2 Advanced Nurse Practitioners who are able to see new patients in clinic.

Team structure:

Consultant Breast Surgeons

Miss Michelle Mullan- Clinical Lead

Miss Rachel Ainsworth

Miss Isabella Dash

Miss Sasirekha Govindarajulu

Professor Shelley Potter – Clinical Academic

Mr Nick Gallegos – retiring August 2024

Miss Rebecca Llewellyn-Bennett

Miss Alice Chambers

Mr Noyko Stanilov (Locum)

Associate Specialist Breast Surgeon

Mr James Cook

Specialist Doctor in Breastcare

Dr Alice Moody

Breast Clinicians

Dr Clare Asby

Dr Sarah Agombar

Consultant Radiologists

Dr Alexandra Valencia

Dr Rebecca Geach

Dr Alice Pocklington – Director of Breast Screening

Dr Helen Massey

Dr Katherine Klimczak

Dr Anjum Mahatma

Dr Helen Burt

Dr Doreen Cox (Locum)

Consultant Radiographers

Elizabeth Preston

Claire McLachlan

The breastcare department is supported by a full staff of administrators and operational managers. The lead operational managers are:

Performance & Operations Manager – Jessica Smith

Avon Screening Programme Manager – Anna Mankelow

Communications and Relationships:

The post holder will be expected to have excellent communication skills, both written and verbal, to enable effective communication about medical topics with patients and colleagues. The post holder will be empathetic and sensitive to patients needs and able to explain things clearly – particularly complex or sensitive information. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service. The post holder will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.

Key working relationships:

Internal: Clinical, administrative and professional colleagues within the department and trust

External: External clinical professionals including those in primary care or other secondary care providers, occasional contact and collaboration with commissioners

Responsibility for Patient Care:

The post holder will have continuing responsibility for the care of patients in his or her charge and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.

Responsibility for financial / physical resources and policies:

The post holder will be expected to adhere to Trust policy and procedures as well as contributing to policy and service development. The post holder should have enough understanding of NHS financial management to provide the best service possible. They will minimise waste, improve services, and promote effective use of resources available.

The Post holder should understand the roles and policies of local and where relevant national agencies involved in healthcare.

Responsibility for People Management:

The Post Holder will be expected to provide compassionate leadership to their clinical teams. This may include multi-agency teams within Primary and Secondary Care. They will be responsible for the supervision of junior staff within their team and will lead by example and with compassion.

Teaching and Supervision of Junior Medical Staff & Students:

We aim to support the development of all our doctors, whilst maintain an environment where patient and staff safety is paramount. A key element of that is ensuring high quality clinical and educational supervision. The postholder will be responsible for the professional supervision and management of junior medical staff. Where appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers. Time will be allocated within job plans to support this activity.

Partnership working:

The post holder will be required to work in partnership with colleagues of all disciplines, external stakeholders, and service users, to ensure the creation of a quality service. They will commit to shared goals in the department by building effective teams, valuing the roles and contribution of others.

Equality and Diversity:

At NBT our culture is one of true inclusivity and aims to positively eliminate discrimination by promoting a diverse and inclusive culture. As a minimum the post holder will ensure that their own actions support diversity and equality and they will comply with policies, accept differences, and treat all with dignity and respect.

Personal Development:

At NBT we are committed to supporting all staff with their personal and career development and developing our aspiring leaders. Access to relevant study leave will be available, subject to discussion and agreement of the department clinical lead.

Main conditions of service:

This appointment is subject to the terms and conditions – Consultants (2003) and any current amendments. The post holder will be expected to be aware and comply of local policies and procedures as well as comply with all Trust standing orders and standing financial instructions. All offers of employment are subject to pre-employment clearances.

Job Plan:

A formal job plan will be reviewed between the Post Holder and Specialty Lead within three months after commencement in post. The exact timetable will be flexible, arranged in discussion with the Specialty Lead.

The job plan will be reviewed prospectively and at least annually. This will be a positive agreement that sets out a consultant's duties, responsibilities, and objectives for the coming year. An indicative job plan is included in this document:

Pre-interview visits:

Prospective candidates are encouraged to visit the Trust and meet members of the management team prior to interview (subject to Covid restrictions). Appointments can be made for a visit at any point prior to the date of interview.

Please contact:

Department contact details:

Miss Michelle Mullan – Consultant Oncoplastic Breast Surgeon, Clinical Lead for Breastcare

Dr Alice Pocklington – Consultant Breast Radiologist, Director of Screening

James Taylor – Assistant General Manager for Breast Services

Miss Isabella Dash - Consultant Oncoplastic Breast Surgeon, Specialty lead for Weston General

Via the Breastcare number: 0117 414700

Michelle.Mullan@nbt.nhs.uk

Alice.Pocklington@nbt.nhs.uk

James.Taylor@nbt.nhs.uk

Isabella.Dash@nbt.nhs.uk

Indicative job plan – Consultant Oncoplastic Breast Surgeon

(to be confirmed with post holder within three months after commencement)

The Breastcare rota is on an 8 week rolling rota, therefore the sessions below are indicative.

Flexible sessions include opportunity to operate or undertake clinics depending on caseload

Wednesday Flexi sessions – on average will be 1 full day operating every 2 weeks in Weston or Southmead depending on availability & casemix

Clinics in Southmead when not operating. On calls are in Southmead.

Day	Time	Location	Work	Categorisation	No. of PAs
Monday					
Tuesday					
Wednesday	AM & PM	Southmead/ Weston	In hours on call 1/4 Flexi session	Direct Clinical Care	
Thursday	AM PM	Weston/ Southmead	MDT Weston Clinic In hours on call 1/8	Direct Clinical Care	
Friday	AM & PM	Weston	Weston Clinic	Direct Clinical Care	
Total PAs					6.1

<u>Programmed activity</u>	<u>Number</u>
Direct clinical care	6.1
Supporting professional activities	1.5
Other NHS responsibilities (to be discussed with Clinical Director)	
External duties (to be discussed with Clinical Director)	
Total Programmed Activities	8.6

PERSON SPECIFICATION

Assessment at Shortlisting stage

Category	Essential	Desirable	Scoring Matrix
<u>Qualifications And Registration</u>	FRCS(Gen) or equivalent Maintain full registration with the GMC. Training / experience in oncoplastic breast surgery (Logbook) Must have CCT relevant clinical area and have been entered on the GMC Specialist Register at the time of the appointment. Specialist registrars that do not hold a CCT must be due to be awarded one within 6 months of the interview date.	Higher academic qualification (e.g., MD or MS). Oncoplastic breast fellowship	Qualifications
<u>Training And Experience</u>	Recent experience and familiarity of UK hospital systems and practices (or equivalent). Wide experience in all aspects of breast disease management, with a validated surgical logbook of index breast procedures. Experience in independent oncoplastic breast surgery (evidenced by surgical logbook) Trained to perform NHSBSP operative cases. Training in diagnosis and treatment of benign and malignant breast disease. Ability to offer expert clinical opinions on a range of breast problems, both elective and emergency.	Specialist Oncoplastic breast Fellowship Experience in breast ultrasound Experience in mammographic interpretation	Experience
<u>Further Training, Management, Audit</u>	Evidence of recent CME/ reasonable training progression at this stage of career. Experience of audit projects (completed closed audit loop) Completion of a general management course or programme.	Demonstration of involvement in clinical directorate management. Knowledge of contemporary NHS management issues. Knowledge of political context within which we operate.	Knowledge
<u>Research, Teaching, Publications</u>	Proven teaching ability. Willingness and ability to undertake teaching of medical undergraduates & postgraduates. Knowledge of clinical breast trials Understanding the principles of research governance framework.	Proven track record in research. Experience of active recruitment to clinical trials. Willingness to undertake further research. Evidence of relevant publications in peer reviewed journals in the last 5 years	Skills
<u>Leadership and Teamwork</u>	Proven ability to build and maintain effective teams Have a positive attitude towards members of the wider healthcare team Evidence of good organizational and compassionate leadership skills. Evidence of positive development of quality improvement and change management.	Ability to gain the trust and confidence of colleagues and patients.	

	An understanding of positive leadership in the context of healthcare. Demonstrates clear understanding of quality improvement.		
<u>Communication skills</u>	Good spoken and written English Is empathetic and sensitive to the needs of others including patients and colleagues. Must have excellent written and verbal communication skills, evidenced by patient and colleague feedback. An ability to explain complex and sensitive information, sometimes under stressful circumstances to others. Flexible and adaptive attitude. Punctual and reliable.	Presentation skills I.T. skills Willingness to undertake professional responsibilities at a local level	
<u>Other</u>	Must reside within 30 minutes or ten miles from the principal place of work Must hold the appropriate home office work / residence status to provide work in the UK.		

