

JOB DESCRIPTION

1. POST TITLE Clinical Fellow – Plastic Surgery ST3+ equivalent

2. BASED AT Bradford Teaching Hospitals

3. PROFESSIONAL ACCOUNTABILITY

The post-holder is managerially accountable to the Clinical Service Unit Clinical Director and professionally accountable to the Chief Medical Officer.

This post is not recognised for training.

4. DESCRIPTION OF MAIN DUTIES

The job will cover ward, out-patients and theatre duties including an out of hour's on-call. The post is educationally sound and well supported with excellent opportunities for gaining experience in Plastic Surgery. Where possible, candidates will be encouraged to attend meetings and courses. Candidates will be assigned an educational supervisor and expected to complete logbooks and ISCP etc. There are opportunities in research, audit and quality improvement projects. The post holders Supervising Consultant will be allocated upon job commencement.

Learning Objectives:

The successful applicant will be exposed to elective and emergency plastic surgery patients. He/she will gain experience in how to approach clinical situations in plastic surgery starting from the initial consultation, making the diagnosis, to clerking and preparing the patients for theatre, post-operative management, and short, medium and long term follow-up in outpatient clinics. Experience will be gained in handling of tissue and managing wounds as well as performing basic plastic surgical procedures. There will be exposure to the team approach within the specialty as well working as part of a multi-disciplinary team. This will include attending specialist clinics, assisting in theatre, and liaising with other specialties.

Clinical experience:

The post provides good experience in management of wounds, tissue handling, suturing techniques, and excision of benign and malignant skin lesions. The post also provides exposure paediatric and adult plastic surgery emergencies including hand injuries, facial trauma and skin cancer. The successful candidate should have a logbook and portfolio which demonstrates their previous experience commensurate with the skills required to practice at this level.

Health and Safety/Risk Management

The jobholder must comply at all times with Bradford Teaching Hospitals NHS Trust Health and Safety policies, in particular by following agreed safe working procedures and reporting incidents using the Trust's Risk Incident Reporting System.

Equality and Diversity

The jobholder is required to abide by the Trust's policies and procedures and to actively support the Trust's commitment to equality and diversity in both employment and the delivery of services. All patients, staff and visitors must be treated equitably, with dignity and respect taking into account their race, gender, ethnic origin, age, disability, sexuality etc".

Training and Personal Development – Continuous Professional Development

The jobholder must take responsibility in agreement with his/her line manager for his/her own personal development by ensuring that Continuous Professional Development remains a priority. The jobholder will undertake all mandatory training required for the role.

Patient and Public Involvement

All staff will be expected to comply with S.242 of the NHS Act 2006.

Respect for Patient Confidentiality

The jobholder should respect patient confidentiality at all times and not divulge patient information unless sanctioned by the requirements of the role.

Environment and Sustainability

All employees have a responsibility to promote sustainability and carbon reduction within the Foundation Trust adhering to our Sustainable Development Strategy and therefore ensuring that all our business is conducted in a sustainable manner.

Infection Prevention and Control

All employees have a personal responsibility to comply with Trust and departmental Infection Prevention and Control policies to protect their own health, the health of patients, visitors and other employees and to prevent health care associated infections. This includes a requirement to maintain a safe, clean and tidy work environment and to complete mandatory Infection Prevention and Control Training as provided by the Foundation Trust. All clinical staff must ensure rigorous and consistent compliance with standard infection control precautions including Hand hygiene, dress code and use of personal protective equipment and other clinical care policies and protocols applicable to infection prevention and control. Employees are required to challenge poor performance or poor practice in relation to infection prevention and report any breaches using relevant Trust procedures such as the Incident reporting system.

Safeguarding Children and Adults

All employees have a responsibility to safeguard and promote the welfare of children and adults. The postholder will be responsible for ensuring they undertake the appropriate level of training in accordance with the safeguarding policy training strategy and that they are aware of and work within the safeguarding policies of the Trust

5. OUT OF HOURS WORKING

The post holder will participate in a 1 in 6 on call rota and additional hours, night hours, weekend banding and availability allowance will be paid as appropriate.

6. DEPARTMENT PROFILE

- The successful candidate will be part of an extensive team consisting of Consultants, StRs, Core Trainees, Foundation Year Trainees, ANPs and Pas all who work closely with the multidisciplinary team and other specialities. Reputation – The reputation of the service is excellent and you would be expected help further develop this. Plastic surgery has some reputational kudos from the treatments provided after the Bradford City Fire Disaster. There is a strong research component - which has brought in Fellows and gives the service a national and international image. Our 5 hand consultants work closely with other units in the region and provide training in hand therapy. Registrars are keen to work at BTHFT and there are opportunities around free flap surgery. Patients do come to BTHFT for second opinions and the perception is that other surgeons have a high opinion of the BTHFT service. Trainees often want to come back to BTHFT as consultants.
- Interdependencies: The service has close interdependencies with Breast Surgery, Orthopaedics, the Hand Service, Head and Neck cancer, Dermatology (skin cancer), Oncology, Care of the Elderly, OMFS and ENT. However the service has strong bilateral relationships with a full range of services across the Trust. The specialty also provides some services across the region – taking in hand patients from CHFT and AFT. There is a dependency on other regional units for the treatment of Melanoma, Sarcoma, Burns, Cleft Lip & Palate and Paediatric Urology.
- There is a Trauma Clinic area which also accommodates a Dressing Clinic and separate Outpatient Theatre.

Medical Staff

Medical Staff

Clinicians in Post

Specialty Lead for Plastic Surgery: Mr S Al Ghazal - Consultant Plastic Surgeon

Mr A Mahajan – Consultant Plastic Surgeon - Hand Surgeon

Mr D Watt – Consultant Plastic Surgeon - Head and Neck Cancer Surgeon

Mr I Foo – Consultant Plastic Surgeon

Mr A Williams - Consultant Plastic Surgeon – Breast Reconstruction

Mr Z Sharif - Consultant Plastic Surgeon – Hand & Paediatric

Mr F Ashfaq – Locum Consultant Plastic Surgeon - Hand & Skin Cancer

Mr Adeyinka Molajo – Consultant Plastic Surgeon – Breast Reconstruction

Miss Stephanie Young - Consultant Plastic Surgeon – Breast Reconstruction

The Consultants operate a 1:8 on call rota for the Plastic Surgery Service.

Junior Medical Staff

The department has:

6 Specialty Registrars

3 Junior Posts

2 ANPs

Ward cover is also provided on a rotational basis when the above are not available for ward duties by cover from the ward based junior doctors on the shared ward at the BRI

Nursing Staff

There is the following nursing team support:

1 Band 7 – supports Plastic and Trauma & Orthopaedic OPD

1 Band 6

5 Band 5

3 HCA

Allied Health Professionals

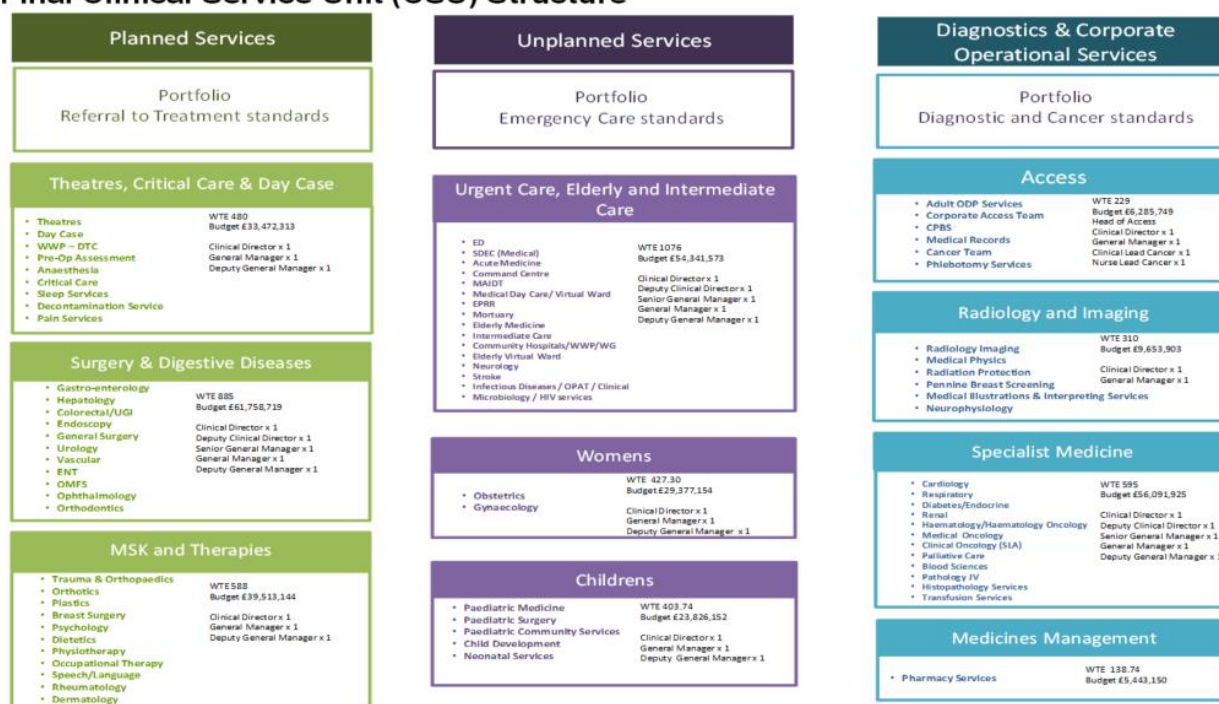
The department has 1 Physician Associate

7. OPERATIONAL MANAGEMENT:

New operational management structures have been introduced at Bradford Teaching Hospitals from 5th September 2022. The new arrangements have enabled the consolidation of patient services with clinical, diagnostic and clinical support services into 3 Service Areas – Planned Services, Unplanned Services and Diagnostics & Corporate Operational Services. Each service area is made up of Clinical Service Units bringing together related clinical specialties.

The structure is summarised below

Final Clinical Service Unit (CSU) Structure



8. BACKGROUND

Bradford District and Craven Health and Care Partnership:

At Bradford Teaching Hospitals, we are proud to be part of the Bradford District and Craven Health and Care Partnership (BDCHCP)¹. In our local HCP we have a joint vision to ***act as one to keep people Happy, Healthy at Home.***

We try to ***meet people where they are and work with them to access the tools and opportunities they need to enable them to live longer in good health.*** Everyone in this partnership has a role to play in delivering this vision.

As a provider of hospital care and a large research and teaching organisation, we have a complementary vision at the Trust ***to be an outstanding provider of healthcare, research and education and a great place to work.***

Through the delivery of this vision and by working with our local HCP partners to nurture our workforce and manage our finances and resources wisely, we can provide new and innovative services to address inequalities.

¹ Bradford District and Craven Health and Care Partnership (HCP) is our local integrated care system, it is a partnership of local health and care organisations working together and acting as one to develop and deliver health and care services in a coordinated and coherent way. It is made up of Airedale NHS Foundation Trust, Bradford Care Alliance, Bradford Care Association, Bradford District Care Foundation NHS Trust, Bradford Teaching Hospitals NHS Trust, Bradford District Voluntary and Community Sector Assembly, City of Bradford Metropolitan District Council and Primary Care Providers.

Bradford District and Craven in numbers²

Population	Deprivation	Lifestyle Choices	Health Inequalities
Bradford District has a population of 648,030 – the 5 th largest metropolitan district in the country	Bradford ranks as the 21 st out of 317 most deprived local authority in England	Data shows that 63.7% of adults in the district are obese and that 20% of all adults are smokers	There are, on average, 4,400 deaths per year in Bradford District and Craven
Our population is growing quickly. We think that the over 65 population will drive this growth – increasing by 40,000 people by 2041.	A third of Bradford District and Cravens LSOAs ³ fall within the 10% most deprived areas in England	In 2016-17, 22.5% of 4-5 year olds in Bradford and 37.9% of 10-11 year olds were overweight or obese.	Circulatory disease is the main cause of death although the proportion of deaths due to this is falling (to 27.8% in 2017) partly due to fewer deaths from stroke.
Our population is young – we have the 4 th highest proportion of residents under 16 in the country and 12.7% of our population is under 10 years old	Bradford is the 5 th most income deprived and 6 th most employment deprived local authority in England	We estimate that 92,000 people in the district drink alcohol to dangerous levels and 18% of these people are drinking at levels harmful to their health	Life expectancy for a Bradford man 77.8 years (the England average is 79.6 years). A Bradford woman can expect to live for 81.6 years (England average of 83.2 years).
Infant mortality rates in Bradford District and Craven are higher (at 5.9 deaths per 1,000 live births) than the England average (3.9)	13% of working age people have no qualifications and 11% of the working age population claim an out of work benefit	Bradford has the fourth highest concentration of fast food outlets in the Yorkshire and Humber region with 142 outlets per 100,000 of the population.	However the number of years a man can expect to live in good health in Bradford is 60.1 years (England average of 63.3 years), for a woman it is 60.0 years (England average 63.9 years).
Bradford is ethnically diverse - 32.6% of our population describe themselves as being of BAME origin.	15% of the district's households are in fuel poverty		

Bradford is the fifth largest metropolitan district in England. Social deprivation, ethnicity, lifestyle and a large proportion of the population at each end of the age spectrum combine to give Bradford a set of circumstances that create health inequalities. In Bradford these inequalities often result in the earlier development of multiple illnesses which ultimately lead to decreased life (and healthy life) expectancy.

Our main focus will be to act as one with our partners in our Bradford District and Craven place based partnership. However, we recognise that we are part of a wider partnership across West Yorkshire and that actions to develop services locally will always be taken within a framework that aims to improve health and care provision and reduce health inequalities across the whole of West Yorkshire.

² All data taken from the City of Bradford MDC Public Health Joint Strategic Needs Assessment; <https://jsna.bradford.gov.uk/>

³ LSOA – Lower layer Super Output Area, a geographic area designed to improve the reporting of small area statistics in England and Wales, they typically have a population of 1,500 people or 650 households

The West Yorkshire Health and Care Partnership (WYHCP) is built from the bottom up using plans developed in the 5 local “Places” that make up the region.

Bradford Teaching Hospitals NHS Foundation Trust is also part of the West Yorkshire Association of Acute Trusts (WYAAT).

WYAAT is the acute sector arm of the WYHCP and is a collaborative of the NHS hospital trusts from across West Yorkshire and Harrogate working together to provide the best possible care for our patients.

By bringing together the wide range of skills and expertise across West Yorkshire and Harrogate we are working differently, innovating and driving forward change to deliver the highest quality care. By working for Bradford Teaching Hospitals NHS Foundation Trust this is your opportunity to be a part of that change.

Bradford Teaching Hospitals NHS Foundation Trust:

Bradford Teaching Hospitals NHS Foundation Trust is one of only two teaching hospital trusts in West Yorkshire and has a turnover in excess of £400m per annum and employs over 6,400 staff. The Foundation Trust provides a comprehensive range of acute services, supported by an extensive community service offer, offering a range of care provision to almost all patients

We have two main hospital sites: Bradford Royal Infirmary and St Luke’s Hospital. Maternity Services are centralised at the maternity unit on the Bradford Royal Infirmary site which includes our neonatal unit. The main theatres and emergency admissions are located at Bradford Royal Infirmary while St Luke’s Hospital provides a large outpatient facility and wards for therapy and rehabilitation. In 2021/22 our Trust services delivered 5,525 babies, performed 13,102 operations in theatre and handled 423,154 outpatient appointments. We had 108,503 attendances at our Emergency Department.

We also have four community hospitals; Westwood Park, Westbourne Green, Shipley Hospital and Eccleshill Community Hospital. Our community services include Dietetics, Therapy Services, Child Development and Clinical Psychology. These services, and some of our acute services, are provided in the community, with a range of outreach services being available including renal and cardiology.

All main specialties are represented in Bradford and the Foundation Trust is a specialist centre for a number of specialties; including upper gastrointestinal cancer, urology and head & neck cancer, with a tertiary service for hand trauma. We also host the Yorkshire Cochlear Implant Centre and provide services to neighbouring Trusts in many areas including ophthalmology, ear nose & throat (ENT), plastics, renal medicine and medical oncology. The Trust is also the west of West Yorkshire specialist hub for Vascular Services.

The Foundation Trust recognises that it must continue to invest in and redevelop its facilities. In recent years we have undertaken much work to improve and future-proof the built environment. A substantial part of this programme is the new hospital wing at BRI, which has been operational since spring 2017. This wing contains state of the art facilities for Critical Care, Elderly Medicine and Paediatrics as well as a brand new retail complex for patients, staff and visitors. The Foundation Trust has further invested in its infrastructure and launched the new electronic Patient Record (a joint project with Calderdale and Huddersfield NHS Foundation Trust) in September 2017.

You can find out more information about the Trust and read our Corporate Strategy; Our Patients, Our People, Our Place and Our Partners at <https://www.bradfordhospitals.nhs.uk/our-trust/strategy/>

Bradford Institute for Health Research (BIHR)

The Foundation Trust is rightly proud of its reputation with regard to research. We have invested heavily in the capital development of the Bradford Institute of Health Research (BIHR). The BIHR is a unique partnership of primary and secondary care and universities, established to promote the faster translation of health research to patient benefit.

In November 2020, the BIHR was recognised by the National Institute for Health Research as one of its five new National Patient Recruitment Centres (NPRCs). We now wish to take our ambitions further so that we Act as One with research functions across our local HCP to truly turn Bradford into a “City of Research”.

Over 50,000 Bradford citizens are involved in our research programmes which include the internationally acclaimed Born in Bradford and Better Start Bradford studies.

The Born in Bradford research study is one of the largest research studies in the World, tracking the lives of over 30,000 Bradford people to find out what influences the health and wellbeing of families. Born in Bradford is beginning a new and exciting research project called “Age of Wonder” following the lives of 13,500 children within the study that were born between 2007 and 2011 to explore why some families stay healthy and others remain or become ill.

No other city in the country can boast the same number of research participants as Bradford. We are a leading city in the UK with regard to the depth and scope of research involvement. It is this superb and unparalleled infrastructure that we intend to use as a platform to continue to promote our concept of the “City of Research”.

Over 30,000 Bradford people are currently involved in our research programmes that include the internationally acclaimed Born in Bradford and Better Start Bradford studies. All 88 General Practices are involved in our Connected Bradford programme that harnesses data linkage to redesign care pathways. Over 100 primary schools are involved in our Starting Schools programme.

No other city in the UK has such deep and wide research involvement. Our City of Research programme will build on this city wide partnership to embed research and innovation into everything that we do to underpin our work to reduce health inequalities and improve the health of the people. The City of Research programme will support evaluation of new interventions, quality and safety improvement initiatives as well as wider social and public health initiatives.

We further extended our state of the art facilities, through joint work with the Universities of Leeds and Bradford, to create a new Wolfson Centre for Applied Health Research on the BRI site. This centre provides a creative space to co-locate innovators and practitioners from different institutions and disciplines.

Clinical Entrepreneur Programme

In 2022, Trust was chosen to be one of only 10 national test and evaluation sites for the NHS Clinical Entrepreneur Programme (NHS CEP).

First launched in 2016, the purpose of the Clinical Entrepreneur Programme is to understand how the NHS can better adopt and spread entrepreneur-led health and care innovations across NHS providers. It aims to remove barriers and accelerate the introduction of new ground-breaking treatments and diagnostics which have the potential to transform care.

As a test and evaluation site we can review a range of innovations, choosing to be involved with those clinical entrepreneurs and innovations that we think will most benefit our patients and the Trust. We will work with them to refine and develop their innovation, improving patient care.

As part of our work with NHS CEP we are also looking to develop processes to encourage and support our own clinicians develop their own innovations designed to improve the care of our patients.

9. APPRAISAL

The Trust will have in place formal arrangements for annual appraisal and job plan review for all Trust Doctors and supporting personal development plans.

10. EDUCATION AND SUPERVISION

The Bradford Teaching Hospitals NHS Foundation Trust has been awarded teaching hospital status, and education and training is now regarded as a core activity alongside service provision. Bradford has a very strong reputation for high quality teaching and this led to the University of Leeds Medical School expansion into Bradford. As a consequence the number of undergraduate medical students has risen dramatically and there are a number of innovative teaching programmes in place and being developed.

There is a significant increase in the number of academic appointments and research activity linked to the medical school expansion.

Educational Facilities

The Postgraduate Centre is in Field House along with the Medical Library. Postgraduate facilities are also available at St Luke's Hospital. A recently unified Department of Medical Education, based in the Field House Teaching Centre, supports both Undergraduate and Postgraduate activities.

Study leave

This post does not attract an automatic entitlement to study leave, though applications will be considered on individual merit by the Clinical Director.

11. RESEARCH AND AUDIT

All staff are encouraged to play an active role in audit. Bradford Teaching Hospitals NHS Foundation Trust manages all research in accordance with the requirements of the Research Governance Framework. As an employee you must comply with all reporting requirements, systems, Policies, Procedures and Protocols (including in particular the Code of Conduct for Research involving Human Participants) put in place by the Trust to deliver research governance.

12. FACILITIES

Doctors Mess

The Doctors' Mess at Bradford Royal Infirmary includes kitchenette, shower facilities and television room.

Car parking

There are designated staff car parks at both hospital sites which allow staff to park through a parking permit system.

Library facilities

The MEDLINE, CINAHL, Cochrane and BookBank databases are available on microcomputer, as is A.D.A.M. (Animated Dissection of Anatomy for Medicine), and the staff also have access to other subject indexed databases including ASSIA (Social Sciences). Individual or small group tuition is available for anyone wishing to learn how to search on these databases. In addition to lending books there are nearly 300 current subscriptions to journals available.

Staff gymnasiums

These are available at both St. Lukes Hospital and Bradford Royal Infirmary. A nominal charge is made for the use of these facilities through deduction from monthly salary.

13. QUALIFICATIONS/EXPERIENCE

These are stated in the accompanying person specification.

14. REGISTRATION REQUIREMENTS

It is a condition of employment that the post holder is, and remains, a fully registered medical practitioner and continues to hold a licence to practice. The post holder must comply with the GMC's *Good Medical Practice*.

15. TERMS AND CONDITIONS OF SERVICE:

Grade: Clinical Fellow

Description	Grade Code	Basic Annual Salary (Pay Circular M&D 3/2022)
Nodal Point 1 (FY1 equivalent)	MT01	£29384
Nodal Point 2 (FY2 equivalent)	MT02	£34012
Nodal Point 3 (CT / ST 1-2 equivalent)	MT03	£40257
Nodal Point 4 (CT3 / ST3-8 equivalent)	MT04	£51017

Salary : Payable monthly by Bank Credit Transfer

Hours of work : As per rota template

Pension Scheme: New starters to the Foundation Trust will be auto-enrolled into the NHS Pension Scheme subject to qualifying criteria at the appropriate contribution rate. Contribution rates can be found at www.nhsbsa.nhs.uk/member-hub/cost-being-scheme

The employer contribution rate is 20.68%.

Employees who are not eligible to join the NHS Pension Scheme will be auto-enrolled into an alternative scheme subject to qualifying criteria.

Annual Leave: You will be entitled to annual leave with full pay (pro rata for fixed term or part time appointments) at the rate of:
a) On first appointment to the NHS: 216 hours*
b) After five years' completed NHS service: 256 hours**

Public holiday entitlement is additional to annual leave entitlement.

Medical staff should ensure that annual leave is coordinated through the relevant Rota Coordinator.

Health Screening: The post is subject to health screening, as appropriate to the post.

Special Conditions: The post holder may be required to work irregular hours on occasions in order to satisfactorily fulfil the requirements of the post.

Sickness absence: Employees absent from work owing to illness should refer to the Management of Attendance Policy, available on the HR intranet pages.

Data Protection

All members of the staff are bound by the requirements of the UK Data Protection legislation and any breaches of the legislation regarding confidential nature of the work of this post could lead to disciplinary action that could result in dismissal.

* 5 weeks and 2 days converted to hours, based on a standard working week of 5 days / 40 hours

** 6 weeks and 2 days converted to hours, based on a standard working week of 5 days / 40 hours