



Mersey and West Lancashire Teaching Hospitals NHS
Trust

Substantive Consultant in Burns & Plastic
Reconstruction Surgery

(Skin Cancer and Head & Neck Oncology Surgery
Interest – TRAC ID 5845863)

This Post

Title	Consultant in Burns & Plastic Reconstructive Surgery
Location	Whiston Hospital
Type of post	New Post
Accountable to	Divisional Medical Director, Mr John McCabe
Reports to	Clinical Director, Mr David Bell

Job Summary

The post is for a Consultant in Burns and Plastic Surgery with a Skin Cancer and Head & Neck Oncology interest. This is an exciting opportunity for a highly motivated surgeon to join a dynamic, rapidly expanding team delivering multidisciplinary care within the Mersey Regional Burns and Plastic Surgery unit based at Mersey and West Lancashire Teaching Hospitals NHS Trust. The post also has a weekly one session peripheral site outpatient clinical commitment attached to it.

Applicants are required to hold Membership of the Royal College of Surgeons (UK or equivalent qualifications), to be fully registered with the General Medical Council. In addition, applicants should have completed at least 4 years full time postgraduate training (or its equivalent gained on a part time basis or flexible basis) at least 2 of which will be in a specialty training programme in burns and plastic surgery at registrar level.

Mersey and West Lancashire Teaching Hospitals NHS Trust

A £338 million (PFI) investment has re-built and modernised both Whiston and St Helens Hospitals, resulting in modern state of the art health care facilities for the treatment and care of patients. St Helens Hospital was completed in 2008 and Whiston Hospital in 2010. The hospitals include 887 inpatient beds with state-of-the-art CT and MRI facilities existing on both hospital sites. CT and MRI scanners at St Helens have also recently been upgraded including installation of a high field 3 Tesla MRI scanner. The DEXA scanner is also located at St Helens Hospital.

The Trust delivers acute hospital care, intermediate care, community, and primary care services to a population of over 600,000 people with a combined workforce of around 9000 dedicated and skilled staff from 17 locations including Whiston, Southport & Formby, St Helens, Ormskirk, and Newton hospitals.

The Trust provides regional services for burns, plastic surgery, and spinal injuries to more than 4 million people across Merseyside, West Lancashire, Cheshire, North Wales and the Isle of Man.

As a Trust, our aim is to provide a high-quality service to all patients. We strive to meet the best standards for professional care whilst being sensitive and responsive to the needs of individual patients. Our valued workforce is recognised for their unique skills and talents with our teams of experts winning national awards on a regular basis.

Whiston Hospital

Whiston Hospital is a busy teaching hospital which provides a comprehensive range of acute Medical and Surgical Services, Emergency Services, Maternity Services, Paediatrics and Medicine for Older People. The Regional Burns and Plastic Surgery Unit is also based on this site. There is a Critical Care Unit consisting of ICU, HDU, CCU and an onsite Cardiac Catheter Laboratory. The stroke consultants deliver 24/7 thrombolysis to eligible patients presenting with acute stroke. There is a 30-bed Stroke Unit which accommodates both acute stroke patients and those with rehabilitation needs.

St Helens Hospital

St Helens Hospital is an Ambulatory Care Centre providing Intermediate Care and Day Surgery. Ophthalmology, Rheumatology, Dermatology and Diabetes services are based on this site and are within easy reach of other acute specialties at Whiston Hospital.

Southport Hospital

Southport Hospital is a General Hospital that includes adult's accident and emergency services, intensive care, and a range of medical and surgical specialties. There is also an outpatients' service. The Northwest Regional Spinal Injuries Centre at Southport hospital provides specialist care for spinal patients from across the North West, North Wales, and the Isle of Man.

The hospital, which replaced the Southport General Infirmary and the Southport Promenade Hospital, opened in September 1988.

Ormskirk Hospital

Ormskirk Hospital is a General Hospital and provides women's and children's services, including paediatric accident and emergency services, surgery, and maternity care.

Our Achievements

Mersey and West Lancashire Teaching Hospitals NHS Trust is the only acute Trust in Cheshire and Merseyside, and one of a few in the entire country to achieve the title of OUTSTANDING, rated by the Care Quality Commission.

Our Vision is to deliver 5 Star Patient Care:

- CARE that is evidence based, high quality and compassionate
- SAFETY that is of the highest standards
- COMMUNICATION that is open, inclusive, and respectful
- SYSTEMS that are efficient, patient centred and reliable

- PATHWAYS that are best practice and embedded, but also respect the individual needs of patients

Our achievements include:

- Trust rated Outstanding by CQC Inspection August 2018
- Top 100 places to work in the NHS (NHS Employers & Health Service Journal)
- Awarded National Preceptorship Accreditation (2023) for our Nursing & AHP Preceptorship Programme

Life in Merseyside

Merseyside, which includes the great city of Liverpool, is within easy reach of North Wales, the Lake District and the Peak District and provides an interesting mix of rural and urban life.

Liverpool is a vibrant, music city which has undergone a renaissance in recent years and has recently been named European City of Culture.

High quality schools are available in and around Merseyside and West Lancashire. The area has many sports facilities including championship golf courses, several sailing clubs and one of the finest windsurfing venues in Britain.

People from Merseyside and West Lancashire are renowned for their friendliness and quick-witted humour and the region sports two of the finest football teams in the Premier League.

The town of St Helens is renowned for its glassworks and rugby. The district has a population of around 340,000 and is of mixed residential, industrial and rural character. It is situated on the edge of Merseyside, between the open countryside of Cheshire to the south and Lancashire to the north.

Southport is a seaside town and has a population of around 90,000. Southport lies on the Irish Sea Coast and is fringed to the north by the Ribble Estuary. Town attractions include Southport Pier, the second largest seaside pleasure pier in the British Isles and Lord Street, an elegant tree-lined shopping street. Southport today is still one of the most popular seaside resorts in the UK and hosts various events including an annual air show on and over the beach, the largest independent flower show in the UK and the British Musical Fireworks Championship.

Ormskirk is an historic market town surrounded by beautiful countryside and wildlife reserves. Ormskirk has quaint village streets, award winning restaurants and farm shops and is also home to the award-winning Edgehill University.

Distance to Liverpool City Centre:

From Whiston Hospital – 13.3 miles

From St Helens Hospital – 15 miles

From Southport Hospital – 19.9 miles
 From Ormskirk Hospital – 18.1 miles

Distance to Manchester City Centre:

From Whiston Hospital - 26.6 miles
 From St Helens Hospital – 27.7 miles
 From Southport Hospital – 42.4 miles
 From Ormskirk Hospital – 35.4 miles

Surgical Care Group

The Surgical Care Group at Whiston and St Helens Hospitals is made up of all Surgical Directorates including anaesthesia. The Clinical Directors report to Mr John McCabe, Divisional Medical Director for Surgery. The Clinical Directorates have Directorate Managers who report to the Assistant Director of Operations.

Trauma & Orthopaedics - Clinical Director, Mr N Emms

Urology – Clinical Director, Miss K Hughes

Burns & Plastics – Clinical Director, Mr D Bell

ENT – Clinical Director, Mr V Nandapalan

General Surgery – Clinical Director, Mr A Khan

Obstetrics & Gynaecology – Clinical Director, Mr T Idama

Theatres & Anaesthetics – Clinical Director, Mr P Singh

Ophthalmology – Clinical Director, Mr I Akram

Vascular Surgery – Mr D Jones (Liverpool Endovascular and Vascular Service-RLBUHT)

Department Facilities

The burn and plastic surgery unit is situated at Whiston Hospital. The unit has its own dedicated burns, plastics, laser and day case theatres and a dressing clinic. The consultants have access to 28 plastic surgery beds and a plastic surgery trauma assessment unit opposite to the plastic surgery ward.

There are 27 Consultant Plastic Surgeons in the Mersey Regional Plastic Surgery Unit.

Name	Special Interest
Mr A Benson surgery (Assistant Medical Director)	Skin cancer, facial palsy, general plastic, AWR & paediatric

Mr P McArthur	Hand surgery including congenital hand surgery
Mr P Brackley	Skin cancer surgery
Mr D Bell (Clinical Director)	Trauma & hand surgery
Mr A Iqbal	Hand, breast reconstruction & trauma surgery
Mr I Khan	Trauma & hand surgery
Prof K Shokrollahi	Burns, laser & general plastic surgery
Mr S Liew	Skin cancer & laser surgery
Mr C Jones	Skin cancer & head & neck surgery
Mr H Tehrani	Mohs surgery, skin cancer & laser surgery
Prof R Pritchard-Jones (Regional Medical Director)	Skin Cancer, research, general plastic & AWR surgery
Mr O Koshy	Breast reconstruction & microsurgery
Mr Z Hassan	Hand, trauma & paediatric surgery
Mr C West	Hand, AWR & trauma surgery
Miss R Taghizadeh	Breast reconstruction & microsurgery
Mr J Barnes	Breast reconstruction & microsurgery
Mr S Bennett	Breast reconstruction & microsurgery
Mrs C Defty (Programme Director)	Mohs, Skin cancer & laser surgery
Miss A Harper-Machin	Head & neck, skin cancer & facial palsy surgery
Miss R Nayar	Mohs surgery & trauma surgery
Mr N Hamnett	General plastic surgery & skin cancer surgery
Miss P Gill	Mohs, skin cancer & laser surgery
Miss M Nagarajan	Trauma, orthoplastic & general plastic surgery
Mrs K Hamnett	Trauma & general plastic surgery

Mr D Gurusinghe	Burns & general plastic surgery
Mr A Mandal (Locum)	Skin cancer, general plastic and burn surgery
Mr K Shoukier (Locum)	Skin cancer & trauma surgery

The consultant team are supported by eleven specialist registrars, five senior clinical fellow posts, three specialty doctors, one hand fellow, one Mohs TIG fellow, four core trainees, one BRNO (F2) and four clinical fellow posts.

The Consultant predictable non-resident emergency on-call commitment is currently 1 in 25, 5pm to 8am on weekdays and 5pm Friday to 8am Monday on weekends at category 3%. This is under review due to volume of Consultants soon to be on the rota. Any unpredictable emergency work will be remunerated at premium rate pay. Any elective patient post operative complications are managed by the on-call teams.

Additional Clinical Departments

The burns and plastic surgery department at Whiston is supported by a medical photography service, on-site radiology and the provision of a mobile x-ray facility appropriate for hand surgery. The LRS at the Royal Liverpool University Hospital and the Plastic Surgery Department have developed close links. The Mohs service has a TIG fellow, and the Hand Fellow post is part of the Plastic Surgery Hand service spending six months within the unit. The Department, along with the Breast Unit is recognised as a national centre for breast onco-plastic training. A Breast Surgery Fellow spends six months with the reconstructive breast surgeons. The Prosthetic Department is part of the B&P directorate and offers patients viable and safe alternatives to surgery to enable them to maintain their dignity and their place in society.

The Work of the Unit

The Mersey Regional Burns and Plastic Surgery Unit comprises of a 28 bedded plastic surgery ward (including 12 en-suite cubicles), 5 assessment cubicles in its plastic surgery trauma unit, and a prosthetics department. The separate burn ward has 12 beds and is in close proximity to critical care and the burn theatre. The unit has 3 theatres for plastic surgery, 1 for burns and 1 for day case skin work on the Whiston site and 7 day case theatre sessions per week in the main theatre suite on the St Helens site along with 2 day case theatres in the Plastic Surgery Day Case Unit (PSDU) on the St Helens site. Our Mohs Suite is also situated within the PSDU. Our laser service is based at the St Helens hospital site. Whiston hospital houses most other surgical and medical specialities occasionally needed by plastic surgery patients.

We have excellent pathological and radiological departments on site with recently enhanced MRI facilities. The service delivered by the burns and plastic surgery team is of high volume and high complexity; they manage a varied mix of cases referred to them both from within the region and nationally and have excellent outcomes as identified during the last GIRFT report.

Burns & Plastic Surgery Activity 2021/22

Elective 1,247
 Day case 9,839
 Non-Elective 3,315
 OP 1st & F/Up seen 45,188 (exc. satellite activity)

Burns & Plastic Surgery Activity 2022/23

Elective 1,197
 Day case 11,801
 Non-Elective 3,314
 OP 1st & F/Up seen 48,485 (exc. satellite activity)

Job Plan

Draft Job Plan (subject to review to include 7 day working/evening session commitment, to be discussed & agreed with CD & DM on appointment)

DCC & other = 8.5
 SPA = 2
 Total = 10.5 PAs

Monday	Tuesday	Wednesday	Thursday	Friday
09:00 – 13:00 Off	09:00 – 13:00 H&N OP Clinic Whiston	08:00 – 13:00 Pre-Op Ward Round GA Theatre Whiston	08:00 – 13:00 Pre-Op Ward Round LA Theatre St Helens	09:00 – 13:00 Admin
13.30 – 17.30 OP Clinic Peripheral Site	13:00 – 17:30 Skin MDT SPA (Core)	13:00 – 17.30 GA Theatre Post OP Ward Round Whiston	13:00 – 17:00 SPA (core & non- core)	13:30 – 17:30 OP Clinic St Helens

This job plan is a basic 10.25 PA job plan with an additional 0.25 PA for on-call, the PA's include SSMDT prep time, travel time and a monthly Consultant meeting, in addition travel expenses will also be paid. SPA time for this post is 2 PA's per week for professional revalidation, personal appraisal, personal job planning, mandatory training, participation in departmental and governance meetings.

SPA activity must be relevant to the Trust and Individual's needs and must be agreed at the job planning session.

The post holder will work as part of a team of Consultants within the Department and shall in every regard be equal to other Consultants within the structure. This is demonstrated in the illustrative Job plan above.

Leave and Cover Arrangements

Any annual leave or study leave should be applied for with at least 6 weeks' notice and the local senior medical staff leave policy should be adhered to.

Management, Professional Development and Mentorship

The appointee will have a responsibility for the running of their clinical service, integrating this with the department as a whole and ensuring appropriate communication with general practitioners, managers, and hospital committees. The appointee will be responsible for contributing to the achievement of relevant aspects of the Trusts contractual obligations and business plans.

The appointee will be expected to ensure their clinical service is in accordance with the principles of Clinical Governance which must include appropriate clinical audit, clinical targets, key performance indicators (KPI's), evidence-based practice, continued personal educational and professional development. The post holder will also be expected to comply with existing appraisal procedures, job planning and revalidation procedures.

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Surgeons and is committed to allocating time and financial support accordingly for this.

The Trust has the required arrangements in place as laid down by the Royal College of Surgeons to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

The successful candidate will be offered the option of having a senior consultant colleague as a mentor for the first year or, longer, if required.

Development and Support

Full secretarial support, dedicated office space with a desk and personal computer will be provided for the post holder. The successful candidate will be appointed a mentor. The post holder will be expected to act as clinical/educational supervisor for one or more trainees.

It is a requirement of the post that post-holders comply with Trust policies and procedures, have (and maintain) GMC registration / licensing and participate in a formal CPD programme

(The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Surgeons and is committed to providing time and financial support for these activities).

The post-holders must also participate in regular medical audit and in annual appraisal and job planning with the Clinical Director or one of the other qualified appraisers within the Trust.

The post holder will have access to the trust mentoring scheme and this has been developed in line with the NHS North West Mentoring Scheme network. Newly qualified consultants will have access to mentoring from existing senior clinicians across the hospital.

Audit and Education

The hospital has a clearly defined programme of medical audit to which the appointee will be expected to contribute. All specialities spend one half day per month on audit and clinical governance. This occurs at the same time for all specialties, allowing an exchange of views between specialties and encourages multi-disciplinary audit. The audit NHD occurs on a different half day each month, rotating from Tuesday morning to Thursday afternoon.

The hospital has a weekly grand round held in the Postgraduate Centre on Tuesday lunchtime. All disciplines take part on a rotational basis. The Centre has a purpose-built lecture theatre, 3 seminar rooms and a library, including electronic databases and internet access. There is a varied programme of lectures and seminars and sub-specialty educational meetings.

The Trust has for decades been one of the three major providers of clinical training for undergraduate medical students from the University of Liverpool.

Location

Your principal place of work will be on either the Whiston Hospital or St Helens Hospital site however there will be a peripheral site clinical commitment attached to this post.

Visiting

Candidates may meet prior to interview and by arrangement with Mr David Bell (Clinical Director and Trauma Lead) who can be contacted on 0151 430 1262.

General Duties of All Employees

- To observe the provisions of and adhere to all Trust policies and procedures.
- To actively participate in annual performance review to identify personal development needs.
- To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.

- To fully comply with the relevant sections of the Health and Safety at Work Act. The post holder must also understand and implement Mersey and West Lancashire Teaching Hospitals NHS Trust's "Statement of Policy on Health and Safety at Work" and the Trust's corporate "Health and Safety Policies and Procedures". The post holder is required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions.
- To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the confidentiality of information about service user staff and organisational business in accordance with the General Data Protection Regulation 2018 (GDPR) and Caldicott principles
- To ensure that when creating, managing and sharing information records, it is done in an appropriate way, subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for implementing and maintaining data quality, ensuring that records are legible and attributable and that their record keeping is contemporaneous.
- To be aware of the confidential aspects of the post. Breaches of confidentiality will result in disciplinary action that may involve dismissal. The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.
- All employees will be treated with respect by managers, colleagues, patients and visitors and equally employees will treat managers, colleagues, patients and visitors with the same level of respect. Employees will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.
- To be responsible for the prevention and control of infection within their own area. To attend infection control induction training and subsequent mandatory infection control training. To follow all Trust policies, procedures and guidelines relating to infection control.
- To adhere to relevant Code of Practice of Professional body (if appropriate)
- The duties contained in this job description are not intended to be exhaustive. The duties and responsibilities of this post are likely to evolve in line with the Trust's continued organisational development.
- The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be across sites.