

## Job Description

**Role Title: Senior Clinical Fellow in Plastic Surgery**

**Grade: Senior Clinical Fellow (MT04)**

**Contract: Fixed Term (12 months)**

**Responsible to: Clinical Director**

**Accountable to: Chief Medical Officer**

**Location: University Hospitals Coventry and Warwickshire**

### Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



### Net Zero and Sustainability

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

### Clinical Fellow Terms and Conditions

Appointments at University Hospitals Coventry and Warwickshire NHS Trust will be made in accordance with the locally agreed terms and conditions for Clinical Fellows. A copy of these terms will be issued to all successful applicants on appointment. The post holder will also be required to act in accordance with local policies agreed by the Trust.

## Job Summary

We are looking to appoint a Senior Clinical Fellow to our innovative and ambitious Plastic surgery department which is expanding both clinically and academically in terms of number of consultants, workload and increasing sub-specialisation for a period of **12 months** from September 2024.

## Main Aims and Objectives of the Post

Regular Plastic outpatient clinics at the Coventry and Warwickshire Hospital, Rugby St Cross and at South Warwickshire NHS Trust under consultant supervision.

- Operating sessions as required
- Working with the consultant to supervise the treatment of patients in The Hospital of St Cross and University Hospital.
- Carrying out regular business or teaching ward rounds as appropriate.
- On-call and trauma duties (1 in 8 rota with non resident on call)
- Participation in clinical audit within the Unit.
- Active involvement in the training and supervision of Junior Medical Staff and medical students on ward rounds, in theatre and in clinics.

As part of our commitment to patients and delivery of a world class service for all we have created the UHCW Improvement (UHCWi) System in partnership with the Virginia Mason Institute in Seattle; this involves a structured approach to removing waste and putting the patient first using a lean management system and methodologies. Our culture and ways of working reflect and embed the practices and methodologies of UHCWi. You are expected, where identified, to attend and complete relevant training and development opportunities to support this. This may include Lean for Leaders, Advanced Lean Training, and the Human Factors Programme, amongst others. Full attendance and completion of identified courses is considered essential and a prerequisite for this post.

University Hospitals Coventry and Warwickshire NHS Trust is one of the UK's largest teaching Trusts responsible for managing two major hospitals in Coventry and Rugby, which between them serve a population of over a million people. We are the principal teaching hospital for Warwick Medical School with whom we work in close partnership to develop innovative medical education programmes and clinical research. The hospitals are: University Hospital, Coventry and Hospital of St. Cross, Rugby.

The Trust was first established in 1992 and expanded to include Rugby in 1998. As one of the largest and busiest NHS teaching trusts in the country, University Hospitals Coventry and Warwickshire NHS Trust's two hospitals care for over 1,000,000 people from across Coventry, Warwickshire and beyond. Every year we provide more than 800,000 episodes of care to patients.

University Hospital in Coventry officially became a Major Trauma Centre (MTC) in March 2012. Major Trauma care is delivered through an inclusive Trauma Network delivery model. A Trauma Network includes all providers of trauma care, particularly: pre-hospital services, other hospitals receiving acute trauma admissions (Trauma Units), and rehabilitation services. The network has appropriate links to the social care and the voluntary/community sector. MTCs sit at the heart of Trauma Networks as the centres of excellence providing multi-specialty hospital care to seriously injured patients, optimised for the provision of trauma care. They are the focus of the Trauma Network and manage all types of trauma but specifically have the lead for managing candidate major trauma patients, providing consultant-level care and access to tertiary and specialised level services. Within the Trauma Network the MTC, Central England's Network covers Coventry and Warwickshire and parts of Northamptonshire. The Central England's adult Major Trauma Centre is the University Hospital in Coventry.

The Plastic Surgery Unit covers the whole of Warwickshire, including Stratford Upon Avon, Warwick, Nuneaton and Rugby for out-patient clinics (there will be expectation to travel to these sites for

clinics) and theatre lists are delivered across 2 sites at UHCW NHS Trust in a dedicated plastic surgery theatre and Rugby St Cross Hospital. Plastics Surgery In-patients are predominantly cared for on ward 52 and 53, the surgical day unit and Rugby surgical Day Unit. The Day Surgery unit provides facilities for day case care. There is also an out-patient department with a dedicated plastics dressing clinic.

The Unit manages Trauma, Congenital Abnormalities, Head and Neck surgery limited to block dissection, skin cancer, facial reanimation, and partial and total Breast Reconstruction including oncoplastic surgery and provides an acute and elective hand service. Microsurgical free tissue transfer is routinely used for breast reconstruction and major trauma. The Department has close links with Dermatology, Maxillofacial Surgery, Orthodontics, Orthopaedics, General Surgery (particularly breast cancer surgery), Paediatrics, Cardiothoracic and Neurosurgery, Occupational Therapy (particularly in relation to hand cases), Physiotherapy, Prosthetic department and Breast Care Nurses. Major burns and cleft lip and palate cases are referred to the Regional Centre at University Hospitals Birmingham and Birmingham Children's Hospital respectively.

#### **The Group Management Team comprises:**

Group Clinical Director	Clare Langley
Group Director of Operations	Juliet Starkey
Deputy Group Director of Operations	Kyle Wood
Group Director of Nursing and AHP's	Sarah Hartley
Plastic Surgery Clinical Lead	Katy Wallis
Associate Group Manager	Thomas Swinley
Modern Matrons	Heidi Neale, Samantha Smith
Group Finance Manager	Daniel Harvey
Human Resources Manager	Louise Vince

#### **Departmental Staffing Structure**

<b>Consultant</b>	<b>Interests</b>
Mr R Das-Gupta	Skin Cancer
Mr J Hardwicke	Skin cancer, SLNB
Mr D Izadi	Upper limb trauma, spasticity
Mr A Park	Breast reconstruction, hypospadias
Ms J Skillman	Breast reconstruction , lower limb trauma, skin cancer
Mr D Wallace	Lower limb trauma, skin cancer
Ms K Wallis	Breast reconstruction, lower limb reconstruction
Mr M Venus	Hand surgery, lower limb trauma
Mr N Rabey	Hand surgery, lower limb reconstruction, skin cancer

#### **Non-Consultant Career Grades and Doctors in Training**

The consultants are supported by 2 Associate Specialists, 2 Royal College of Surgeons Senior Clinical Fellows, 1 specialty doctor, 4 Higher Surgical Trainees on the West Midlands Rotation, and 5 SHO's.

### **Specialist Nursing**

There are 2 advanced clinical practitioners within the group as well as clinical nurse specialists who provide support for specialist dressings clinics of plastic surgery patients. The CNS is supported by specialist healthcare assistants.

### **Teaching**

The post-holder will be required to participate fully in the education and training of medical students, trainee doctors, paramedics, nursing and other appropriate personnel. With the development of the Warwick Medical School, excellent opportunities exist for greater involvement in teaching in many different areas of the undergraduate curriculum. The re-structuring of junior hospital posts to the foundation doctor grade will put a greater emphasis on teaching and training. The Trust is already at the forefront of the scheme with doctors already in post and a training programme underway.

### **Clinical Governance**

The post holder is expected to participate in all aspects of Clinical Governance.

### **Research**

The appointee will be encouraged to undertake appropriate research. There is now the new Clinical Sciences Building on the Walsgrave site, equipped with state of the art lecture theatres, library, seminar rooms and clinical skills laboratories. In line with the new status of the Trust as a University Hospital, there is an increasing focus on Research and Development. All research is undertaken in accordance with the framework for research governance and the Trust Research and Development Department is available to support and facilitate research throughout the Trust. In particular, it can support researchers wishing to undertake commercial or non-commercial multi-centre research.

In line with the revised NHS R&D funding arrangements, the formation of local NHS academic collaborative is being encouraged. Collaborating partners include the University of Coventry, which is strong in Health and Social Sciences, and the University of Warwick, which is particularly strong in biological sciences and statistics, Health Service disciplines and primary care. The University offers a diverse array of professional education. Coventry University also offers professional education in nursing, occupational therapy, physiotherapy, psychology, social policy and social work.

## Person Specification

**Job Title:** Senior Clinical Fellow in Plastic Surgery

### Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Criteria	Essential Criteria	Desirable Level
<b>Qualification/Training</b>	<ul style="list-style-type: none"><li>• MB BS or equivalent</li><li>• MRCS or equivalent</li><li>• Full GMC registration</li><li>• Evidence of experience in plastic surgery at an appropriate level</li></ul>	
<b>Experience</b>	<ul style="list-style-type: none"><li>• Clinical training and experience appropriate to level of training</li><li>• Awareness of multidisciplinary team working</li></ul>	
<b>Skills/Knowledge</b>	<ul style="list-style-type: none"><li>• Awareness of medical audit, medical education, current clinical and medical best practice.</li><li>• Understanding of the Clinical Governance process.</li><li>• Ability to lead, communicate, liaise and negotiate with others.</li><li>• Ability to organise and manage day to day duties</li><li>• Competent in basic information technology</li><li>• Ability to apply research outcomes to clinical practice</li><li>• Knowledge of clinical governance issues.</li></ul>	<ul style="list-style-type: none"><li>• Further skills in information technology</li><li>• Undertaken complete audit cycle.</li><li>• Participated in completed clinical research projects.</li></ul>
<b>Teaching/Education</b>	<ul style="list-style-type: none"><li>• Commitment to continuing medical education</li><li>• Willingness to participate in and evidence of teaching and training</li></ul>	
<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>• Caring attitude to patients.</li><li>• Enquiring, critical approach to work.</li><li>• Excellent inter-personal qualities.</li><li>• Credible and persuasive presence both amongst clinical and management colleagues.</li><li>• Ability to listen and communicate effectively (written, public speaking and presentational).</li><li>• Ability to achieve objectives.</li><li>• Ability to work within a multi-professional and multi-disciplinary framework.</li><li>• Good organisational skills.</li></ul>	

	<ul style="list-style-type: none"> <li>• Excellent personal time and management skills.</li> <li>• Able to participate in on call rota.</li> </ul>	
<b>Commitment to Trust Values and Behaviours</b>	<p>Must be able to demonstrate behaviours consistent with the Trust's values.</p> <p>(As detailed in UHCW's behaviour framework – attached).</p>	

### Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

**The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.**

## Our values in action

We live our values in action in our work with patients, visitors, and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

