



# **Locum Consultant in Oncoplastic Breast Surgery**

**1 Post (10 PAs)**

**Job Description**

**May 2024**

**Medical Workforce: ☎ 01582 718222**

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## **1. Job Description – General Details**

<b>Title:</b>	Locum Consultant in Oncoplastic Breast Surgery
<b>Location:</b>	Based at Luton & Dunstable University Hospital
<b>Post:</b>	1 post (10 PAs)
<b>Accountable to:</b>	Chief Executive – Mr David Carter
<b>Professionally Accountable to:</b>	Medical Director - Mr Paul Tisi
<b>Responsible to:</b>	Clinical Director of Breast Surgery – Dr Katharine Kirkpatrick General Manager – Mr Graham Straughair

### **1.1. Key tasks of the Post:**

- Undertake regular new patient and follow up clinics at the Luton and Dunstable University Hospital
- Provide surgical treatment to patients with malignant benign breast disease.
- Preparation for and contribution to the weekly Breast Cancer Multi-Disciplinary Meetings
- Maintenance of the highest clinical standards in the management of breast patients.
- To work closely with Breast multi-disciplinary team to manage the Breast patients in their pathway.
- Teaching and training of intermediate grade and junior medical staff, nursing staff and medical students.
- Contribute to the future development of the joint working strategy of the Unit across the Bedfordshire Hospitals Trust.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.
- To have responsibility for and actively participate in continuing professional development (CPD).

## 2. Person Specification

	ESSENTIAL	DESIRABLE
<b>Registration</b>	<p>Entry on GMC Specialist Register in General Surgery (subspecialty Breast) or be currently processing applications to this registration via:</p> <ul style="list-style-type: none"> <li>• CCT or CESR(CP) – proposed CCT/CESR(CP) date must be within 6 months of eligibility</li> </ul>	
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MB ChB or Equivalent.</li> <li>• FRCS (General Surgery) or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• Post graduate qualification MSc, MD, PhD, MA, Masters in Education</li> </ul>
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of thorough and broad training and experience in Breast Surgery including formal training in Oncoplastic Breast Surgery.</li> <li>• Comprehensive knowledge in breast Surgery and ability to offer expert clinical opinion on range of breast problems.</li> <li>• Able to take full and independent responsibility for delivering service without direct supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of subspecialty training or fellowship out of region</li> </ul>
<b>Clinical Governance</b>	<ul style="list-style-type: none"> <li>• Able to demonstrate a broad understanding of the principles and elements of clinical governance.</li> <li>• Knowledge of the principles of evidence-based practice</li> <li>• Knowledge of the principles of clinical audit and direct experience of audit.</li> <li>• An interest which improves the Breast Surgery pathway in all aspects</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of implementing relevant evidence-based medicine.</li> <li>• Implementation of evidence-based guidelines.</li> <li>• Participation in relevant national audits.</li> </ul>
<b>Research</b>	<ul style="list-style-type: none"> <li>• Knowledge of the principles of research and ability to interpret and apply clinical research.</li> <li>• Ability to apply research outcomes to clinical and surgical problems</li> </ul>	<ul style="list-style-type: none"> <li>• Recent published clinical research in peer reviewed journal.</li> <li>• Ability to supervise postgraduate research</li> </ul>
<b>Teaching</b>	<ul style="list-style-type: none"> <li>• Knowledge and ability to teach all grades of trainees and medical students.</li> </ul>	<ul style="list-style-type: none"> <li>• Completed a Teaching the</li> </ul>

	ESSENTIAL	DESIRABLE
	<ul style="list-style-type: none"> <li>• Understands learner centered teaching.</li> <li>• Interest in teaching medical, nursing and other groups of staff</li> </ul>	Teachers or similar course.
<b>Communication and language skills</b>	<ul style="list-style-type: none"> <li>• Excellent verbal and written skills in English.</li> <li>• Ability to communicate effectively with clinical colleagues, other specialties and support staff</li> <li>• Good knowledge of and ability to use spoken and written English</li> <li>• Ability to present effectively to an audience, using variety of methods and to respond to questions</li> </ul>	
<b>Management and Administrative Experience</b>	<ul style="list-style-type: none"> <li>• Evidence of management experience or training.</li> <li>• Ability to advise on efficient and smooth running of specialist service</li> <li>• Ability to manage and lead department</li> <li>• Ability to organise and manage out-patient priorities and waiting lists</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to share departmental management duties e.g. staff rotas.</li> </ul>
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• Ability to develop effective working relationships on an individual and multi-disciplinary basis with all levels of staff</li> <li>• Able to organise and prioritise workload</li> <li>• Ability to adapt and respond to changing circumstances</li> <li>• Ability to work under pressure and cope with setbacks</li> <li>• Willingness to undertake additional professional responsibilities at local, regional or national level</li> <li>• Caring, honest and reliable.</li> <li>• Able and willing to work with consultant colleagues in equitable sharing of clinical, non-clinical and on-call duties</li> <li>• Have a commitment to CME/CPD</li> <li>• Possess an enquiring and critical approach to work</li> <li>• Ability to present effectively to an audience, using variety of methods and to respond to questions</li> </ul>	

	ESSENTIAL	DESIRABLE
	<ul style="list-style-type: none"> <li>Competent in all relevant IT packages, including Microsoft and patient administration systems.</li> </ul>	
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Knowledge and Experience of Safeguarding for Children and Adults.</li> </ul>	
<b>Standards</b>	<ul style="list-style-type: none"> <li>Has a thorough knowledge and understanding of Good Medical Practice set out by the GMC</li> <li>Confirmation of satisfactory appraisal signed off by Responsible Officer</li> </ul>	
<b>Domicile</b>	<ul style="list-style-type: none"> <li>Residence within 10 miles by road or up to thirty minutes travelling time of the hospital for purposes of on-call emergencies.</li> </ul>	
<b>Police check</b>	<ul style="list-style-type: none"> <li>Satisfactory DBS check.</li> </ul>	
<b>General Health</b>	<ul style="list-style-type: none"> <li>Satisfactory Trust health screening prior to appointment.</li> </ul>	

### 3. Duties of the Post – Locum Consultant in Breast Surgery General

This is a well-established post and is part of a dynamic and enthusiastic team of 4 Consultants delivering safe and effective care for Breast Surgery patients. This post was established to support the increasing number of breast cancer referrals and to meet the demand for immediate breast reconstruction and oncoplastic surgery. The appointee will be based at the Luton & Dunstable University Hospital and run a busy, highly organised breast service with the support of Consultant breast radiologists, pathologists, oncologists and breast care nurses. The breast service is supported by a number of associate specialists and a nurse practitioner.

There are three rapid diagnosis breast clinics a week, three consultant led and one breast care nurse led breast follow up clinics, one follow up mammogram clinic and a cancer results clinic every week. Approximately 350 breast cancers are treated per year and the numbers are increasing. There are weekly screening and symptomatic multi-disciplinary meetings. It is anticipated that the appointee will work flexibly within the week to meet the demands of the service. The appointee will be expected to do rapid diagnosis breast clinics, follow up clinics, cancer results clinic and operating lists. The symptomatic breast service works in close conjunction with the Bedfordshire and Hertfordshire Breast Screening Service.

The appointee will be encouraged and supported in developing their own specialty interests in breast surgery within the overall job plan and to improve the pathway, depending on the interest of the candidate and the needs of the service. The department enjoys a very close working relationship and all clinical issues are openly

discussed at formal and informal meetings. In addition to the fixed clinical sessions necessary to provide clinical expertise, flexible session/s that include time for teaching, administration, management and clinical governance will be discussed and agreed.

Appointee will be required to attend scheduled multi-disciplinary departmental meetings and will advise and support with clinical issues and development of the department.

Regular attendance at the monthly clinical service line meeting and bimonthly clinical governance meeting is essential. Audit will be a mandatory part of the role.

### **3.1 Job Plan for 10 Programmed Activities (PAs)**

The job plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will provide a clear schedule of commitments, both internal and external. In addition, it will provide personal objectives, including details of links to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

A 10 PA week divides into a maximum of 8.5 PAs for clinical activity (including admin time) and a minimum 1.5 PAs for Supporting Professional Activity (SPA) in agreement with the Clinical and Divisional Directors. The Academy of Medical Royal Colleges estimates that 1.5 SPAs per week is the minimum time required for a consultant to meet the needs for CPD for revalidation purposes. CPD activities encompass clinical, personal, professional and academic activities. If required and agreed additional SPA time above 1.5 should be linked to organisational objectives, such as research, clinical management or medical education roles. The Job plan allocation for Clinical Activity and SPA will be reviewed three months after appointment. A diary exercise will provide evidence of activities. Thereafter review will be annual.

In addition to the fixed clinical sessions necessary to provide continuous cover in the clinical area, flexible sessions that include time for teaching, administration, management and clinical governance will be discussed and agreed.

The Trust may wish to contract for up to one further PA to support the provision of extended clinical cover and other supporting professional activities. This will be discussed with the appointee.

A job plan will be agreed by the General Manager and Clinical Director for Breast Surgery on behalf of the Chief Executive. This plan will be reviewed annually. This also provides an opportunity for constructive debate about the individual's personal development plan including CPD and any evolving special interests which the appointee may wish to pursue.

Schedule 10 fee Paying Services (as per Terms and Conditions – Consultants (England) 2003) work may be undertaken within the Terms and Conditions of Service and may be discussed and revised at time of review

We welcome applications from candidates who wish to work less than full time.

### 3.2 Proposed timetable for this 10 PA post (Based on 42 working weeks a year)

Day	Session	Activity	No of weeks	PAs
Monday	AM	Follow up Clinic	42	1.0
	PM	Rapid Diagnosis Clinic SPA/admin	6 36	1.25
Tuesday	AM	Rapid Diagnosis Clinic SPA/admin	6 36	1.0
	PM	Rapid Diagnosis Clinic	42	1.25
Wednesday	AM	off		
	PM	off		
Thursday	AM	Theatre SPA/Admin	21 21	1.25
	PM	Theatre	42	1.5
Friday	AM	Ward round/MDT/Admin	42	1.5
	PM	Results Clinic	42	1.25
<b>TOTAL</b>				<b>10</b>

The Department works to ensure flexible cover for specialty theatres and the appointees will be expected to work according to timetables, which are confirmed 6 weeks in advance. The job plan will be reviewed after 3 months and, if necessary, additional PAs allocated accordingly. The detailed job plan will be agreed in consultation with the General Manager, and with the approval of the Job Plan Approval Review Group (JPARG). Annual review meetings will take place in line with the new Consultant Contract, Job Planning and Appraisal arrangements.

Where possible, the post-holders will be encouraged to develop a research interest, compatible with the background of the department and its facilities. Audit will be a mandatory part of the role.

The pattern of work may change in the future to meet changing needs, with the opportunity to increase clinical sessions.

### 3.3 On Call & Emergency Duties

All breast emergencies out of hours are currently covered by the on-call general surgical team consisting of an FY1, FY2, a middle grade (SpR or clinical fellow) and a general surgical consultant.



There is no formal on call commitment associated with this post. However, the unit considers it is good clinical practice that the operating breast surgeon is informed when there is a surgical problem with their own post-operative patients out of hours, and whenever feasible, the surgeon who did the operation will review and take appropriate action or inform the on-call general surgical team the correct action to take.

### **3.4 Administrative**

The appointee will be encouraged to take an active role in any relevant committees or sub-committees approved by the Trust.

They will be asked to help produce, maintain and update departmental clinical management guidelines in line with evidence based best practice.

The successful candidates will have designated desk space, within shared office accommodation, with an internet enabled computer and shared secretarial support.

### **3.5 Surgical Specialties**

The Surgical specialties include;

- Upper GI surgery
- Lower GI (colorectal) surgery
- Breast surgery
- Urology
- ENT
- Ophthalmology
- Trauma and Orthopaedics
- Oral and Maxillofacial Surgery
- Orthodontics
- Restorative Dentistry
- Anaesthetics
- Plastic Surgery
- Vascular surgery

The surgical specialties provide a high level of care, with advanced diagnostic and treatment facilities. The central location of the hospital allows for a high proportion of short stay and day-case treatment. Both inpatient and outpatient services are based at the Luton and Dunstable University Hospital. There is a 7-bedded Intensive Care Unit and 7-bedded High Dependency Unit.

Particular areas of expertise include malignancies of the head and neck, and skin and hand surgery. We are a regional centre for maxillofacial surgery and bariatric surgery. The hospital is a sub-regional unit for ophthalmic and ENT surgery.

There are 12 elective operating theatres with an additional 4 for Trauma, Emergencies and Maternity. There are 120 surgical inpatient beds and a 13 bedded private patient facility within the Surgical Block. There are specific outpatient areas available for ENT, Ophthalmology, OMFS, Trauma and Orthopaedics and Urology.

The Trust rewards and invests in departments with a clear strategy and cohesive team ethos. As such we have developed the country's busiest bariatric service, a well-regarded Holep service and One stop clinic in Urology, and refurbished and expanded the OMFS department.

### **3.6 Clinical Directors within the Surgical Specialties are:**

<b>Name</b>	<b>Title</b>	<b>Specialty</b>
Mr A Saleemi	Clinical Director	Urology
Mr J Gray	Clinical Director	Trauma and Orthopaedics
Dr K Kirkpatrick	Clinical Director	Breast Surgery
Mr R Harvey	Clinical Director	Colorectal
Dr P Jambulingam	Clinical Director	UGI & Bariatrics
Dr H Nicholls	Clinical Director	Theatres, Anaesthetics, Intensive Care Medicine and Pain Management
Mr P Singh	Clinical Director	ENT
Mr R Bunyan	Clinical Director	OMFS, Orthodontics & Restorative Dentistry
Miss S Sarangapani	Clinical Director	Ophthalmology

### **3.7 Diagnostic Support Services**

There are first class support services, including haematology, histology, cytology, clinical chemistry and medical microbiology services.

The Imaging Department currently has 18 Consultant Radiologists, covering all aspects of imaging, including non-vascular intervention. Three radiologists have an interest in Breast radiology. There are also 8 trainee posts (specialist registrars and senior clinical fellows). The department has 2 CT scanners and is currently procuring a third. There are 3 state-of-the art MRI scanners, a SPECT-CT scanner and a new interventional suite, as well as several digital X-ray rooms. The department delivers a 7-day service. This is a progressive unit, with developing interests in future technology and is involved in piloting the use of Artificial Intelligence in imaging.

### **3.8 Information Technology**

The Trust runs an electronic medical records system. The majority of investigations are now ordered through ICE. All radiology operates through PACS. All hospital-typed clinical correspondence (which is dictated electronically) and case notes are held on Evolve as electronic notes. Notes written in outpatients are scanned into

Evolve and destroyed, as are the inpatient clinical records once the patient is discharged. Letters from outside the Trust are also scanned into the relevant section of the notes.

### **3.9 Teaching / Undergraduate/Post Graduate Medical Education**

The Director of Medical Education is Dr Ritwik Banerjee and the College Tutor is Mr R Talwar, Consultant in ENT Surgery.

As the Luton and Dunstable Hospital is a University Hospital teaching is an integral component of the role. The job includes teaching and training on the wards and in outpatients. The successful candidates are expected to share in planning of the department's induction, departmental teaching and training programs for junior medical staff, CNS and medical students. Where a consultant takes part in regular teaching other than "on the job" teaching this will be negotiated as part of the job plan review process and additional PAs allocated.

The department has an active postgraduate teaching programme and the successful candidate will be expected to contribute to the teaching commitment for the junior doctors.

There is a regular induction course for all new junior staff.

There is a continuing responsibility for the teaching and proper training of the junior medical staff.

There are General Surgery teaching sessions for junior staff once in a month. It is expected that the new consultants will take part in a programme of education for pre-fellowship junior staff. In addition, there is an active Post-Graduate Educational programme within the Hospital.

Learning from mortality reviews, incidents, complaints and litigation, along with audit presentations are a key part of the teaching and quality improvement programme. Theatres and clinics are cancelled across the division for a half day every other month to enable all teams to come together. The appointee will be expected to attend and contribute to these meetings.

### **Continuing Medical Education/Continuing Professional Development**

The Trust is committed to supporting CME / CPD for consultants. There is a Training and Education Task Force at which this specific item is discussed in depth. It is expected that consultants will attend meetings and courses in their area of special interest and that the appointee will register for the CME / CPD programme within the specialty.

### **CLINICAL AUDIT**

A programme for clinical audit has been established with regular protected half-day meetings every two months. All medical staff in the department are expected to attend and it is anticipated that the new consultant will contribute on a regular basis.

## **RESEARCH**

Research interests are encouraged and there are facilities for clinical research. There is potential for a session for academic work if desired, provided research and development funding is available. The hospital has academic links with Luton University, but personal academic links would also be encouraged. Mr Muhammad Nisar, Consultant Rheumatologist is the Director of Research and Development. There is also opportunity to link with North Thames CRN.

## **Quality, Governance and Risk**

There is a strong clinical governance system in place in the Surgical specialties. The appointee will contribute to Quality, Risk & Clinical Governance within the department in line with national and Trust strategy/guidance and CQC requirements and based on evidence and best practice.

The locum consultant will be responsible for the implementation, monitoring and audit of risk management activity. These issues are discussed at the Clinical Management Team meetings. In addition, the locum consultant will have individual accountability/responsibility to maintain a safe place of work and safe clinical practice. The identification of potential hazards or risks is a central component of such responsibility.

For the purpose of clinical governance, the appointee will collaborate with other departments and sub-specialists in the region to ensure the highest standards are maintained.

The appointee will be encouraged to develop clinical audit and to have regular departmental audit meetings. In addition, the appointee will be expected to establish agreement with their colleagues concerning management of the workload of the Department.

## **Medicolegal**

Consultants are expected to investigate complaints and risk on behalf of the Chief Executive Officer and liaise with HM Coroner and other legal advisers over relevant matters. They are also expected to identify and appropriately refer vulnerable adults according to Trust safeguarding policy. Consultants are responsible for the strict control of release of confidential information to third parties and investigation of complaints of malpractice or medical negligence.

## **Research**

Research interests are actively encouraged with the opportunity for further development. The breast unit is committed to clinical research with an excellent record of presentations and publications. The hospital has academic links with Bedfordshire University and Hertfordshire University and personal academic links are encouraged. Dr Nisar is the Director of Research and Development. The new University of Hertfordshire Postgraduate Medical School has been opened with the

remit of actively supporting Consultants in pursuing their research interests and to become involved in multi centre research trials.

## **Revalidation**

The Trust is committed to supporting medical Revalidation. There is a Responsible Officer (RO) who is fully supported by a team of appraisers and a Revalidation Support Officer, with systems in place to ensure and support annual appraisal and 360/MSF in line with GMC and NHS-England requirements. The RO and CEO are required to confirm to NHS-England annually that Medical Appraisal & Revalidation are adequately supported. A minimum of 1.5 SPA sessions are allocated to all consultant posts to support Revalidation related activities.

## **Mentoring**

We recognise that people are happier when they are valued, supported and developed.

The Trust has a coaching and mentoring service for established and new locum consultants, to help enable them to thrive in their role and fulfil their potential as a Consultant.

Through our mentoring programme the new appointee will be assigned a senior consultant external to their department who will act as mentor, dealing with any professional and pastoral issues which may arise.

In addition, we run a New Consultant Development programme which blends workshops and presentations with discussion, offering a chance to network with other locum consultants new to the Trust. Further leadership development and support is available to you at all times throughout your consultant career and we actively encourage participation in NHS Leadership Academy events.

## **Management Arrangements**

Regular attendance at the monthly Service Line Meetings is an essential requirement to ensure the smooth running of the Breast Surgery department together with the other services of the Surgical Specialties. The appointee will be expected to participate in both the planning and development of services and to contribute to the organization and direction of the Department's services to meet the challenges of the NHS review and Trust strategy.

Consultant medical and dental staff play a major role in determining how clinical services are to be developed by the Trust for the local population and will include liaison with the Clinical Commissioning Groups.

### **3.10 Annual Leave Arrangements and Cover**

The appointees will be expected to take annual leave, or other authorised absences, between periods of ward duties, or arrange a mutually convenient swap with colleagues. Outpatient clinics must be cancelled at a minimum of 8 weeks' notice.

Prolonged periods of leave or absence beyond three weeks must be discussed with the Clinical Director and General Manager and leave with locum cover may then be granted in line with existing Trust policies and directives at the discretion of the Clinical Director and General Manager.

Any intended deviation from these arrangements must be discussed with, and approved in advance by, the Clinical Director.

### **Study Leave**

The Trust is committed to supporting CME/CPD for Consultants. Consultants will be allocated 30 days study/professional leave over a 3-year period along with an associated budget for the funding of Study leave.

### **Private Patient Facilities**

The Cobham Clinic is a thirteen bedded Private Patient facility on the first floor of the surgical block. Two fully equipped consulting rooms are also available for out patients.

## **4 The Surgical Department**

### **Breast (and Endocrine) Surgery**

We are an extremely friendly and supportive unit, with good interpersonal relationships. We have a long-standing history of developing the unit in line with national guidance and local requirements and are supported in this by the Board.

Sentinel node biopsies are done with dual technique, we have introduced wireless localization (Localizer), have in-theatre specimen X-rays and are in the process of commencing a trial of 'Clear Coast' margin assessment. Our progressive radiology team actively supports ultrasound training of surgeons; two of the surgeons are fully trained, a third is due to complete training this year. We are able to use these skills in clinic and in theatre using standard US machines and our Clarius probe. We have links to UEA as faculty on their US training course, and run in-house training days for international and UK trainees. We have good links with geneticists and offer mainstream genetic testing to our patients. We run our own, specialty-specific, clinical governance meetings and are in the process of setting up a community, nurse-led, mastalgia clinic.

We provide a full spectrum of breast surgery including breast reconstructions with Lat Dorsi flaps and implants with access to ADMs and other meshes. We do a large number of therapeutic mammoplasties with symmetrizing surgery. Joint operating is frequent to enable bilateral surgery, but also to provide support each other with challenging cases. We carry out LICAPS, lipomodelling and nipple reconstructions. We have good relationships with our local plastic surgery team who will advise on cases through the Oncoplastic MDT and are available to see patients in clinic locally and attend for joint lists. They carry out the DIEP and other autologous reconstructions at Bedford.

We have developed an extended, stable, surgical team for ward-rounds, pre-assessment and wound care, including the 'Hospital at Home' team who visit patients after discharge. We have an international fellow and a senior Breast trainee and are active in training.

The endocrine surgical service is led by Mr Ravichandaran. There is a weekly one-stop thyroid clinic, a fortnightly general surgical clinic and a weekly thyroid MDT.

### **Bedfordshire and Hertfordshire Breast Screening Service**

This is one of the largest screening services in England based on a population of over one million and is located in a purpose-built building adjacent to the hospital. During 2019/20, 61000 women were screened, and 480 cancers were diagnosed. All mammographic services were digitalized in 2011. Patients are screened at the centre or at one of the four mobile units. All recall assessments are carried out at the centre. There are 3 Consultant Radiologists and 3 Associate Specialists/breast physicians based at the centre supported by visiting consultant radiologists from surrounding hospitals. Patients who require surgery are referred via their GP to their local hospital but most GPs in Luton and Dunstable area have a direct referral arrangement with the hospital. Thus, patients are booked directly into the next breast results clinic without a formal referral letter.

### **Symptomatic Breast Service**

All new symptomatic referrals are seen in the rapid diagnosis breast clinics on Monday afternoons, Tuesday mornings and Tuesday afternoons held at the breast-screening centre. Approximately 2500 new referrals are seen each year. The triple assessment is ultrasound-guided core biopsy-based. Pre-operative assessment of axillary nodal status is undertaken routinely with US and FNAC and approximately 40-50% of node positive patients are identified preoperatively. Patients who have had a core biopsy taken are seen the same week on Friday pm results clinic or (in benign cases) will be informed of the result in writing. This clinic is preceded by the symptomatic MDT meeting in the morning where all pre-op histology results from the same week and post-op histology results from the previous week are discussed. All wide local excisions and sentinel node biopsy patients are discharged on the same day to an efficient hospital at home team. Mastectomies and axillary clearances are increasingly being performed as day cases. Patients requiring oncology input are seen the following week in the oncology clinic, no formal referral is required.

The appointee is expected to have experience in the management of symptomatic and screening (impalpable) breast cancers including the use of oncoplastic techniques and in sentinel node biopsy using dye and isotope. The unit has introduced the use of the Localizer seed for patients with impalpable lesions.

### **Plastic Surgery**

The Luton and Dunstable NHS Trust has recently merged with Bedford Hospital, which has a Plastic Surgery Department, providing a very exciting opportunity for the development of a seamless full oncoplastic service with access to Plastic surgeons

with expertise in free flap DIEP breast reconstructions. We are therefore able to offer the full range of reconstructive options within our Trust.

Joint clinics with the Plastic surgeons are currently run at the L&D each month, and it is anticipated that there will be increasing need for and provision of joint Breast/plastics operating lists.

There is also an Oncoplastic Multidisciplinary meeting (virtual) on Monday lunchtime.

## **Oncology**

The Luton and Dunstable University Hospital is a designated cancer unit with oncology support from Mount Vernon Hospital Cancer Centre. Breast oncology services are currently provided by Dr Vinayan and Dr Ryan. Another consultant post has just been advertised.

We are increasingly offering Neoadjuvant chemotherapy where appropriate, particularly in those with HER 2 positive disease. The unit is actively engaging in a number of trials including OPTIMA, POSNOC and the SMALL trial.

Outpatient chemotherapy is administered by dedicated full-time nurse practitioners in the Macmillan cancer unit on site. Additional support for cancer patients is provided by breast cancer nurse specialists, breast care nurses and nurse practitioners.

## **Statistical Information/Activity – 2018/19 Calendar Year**

2 week wait referrals	2563
Cancers treated	340 (100% treated within 31 day target)

## **Breast Surgery Medical Staff**

Name	Title/Special Interest
Mr D Ravichandran	Consultant Breast and Endocrine Surgery
Miss K Kirkpatrick	Clinical Director and Consultant Oncoplastic Breast Surgery
Miss R James	Consultant Oncoplastic Breast Surgery
Vacant (This post)	Locum Consultant, Breast Surgery
Mr D Shrestha	Associate Specialist Breast and Endocrine Surgery
	International Clinical Fellow, Breast Surgery (2 Year Recurring Fellowship)
	One Senior Breast Trainee (ST 7)

The department also has one senior nurse practitioner and a surgical care practitioner.

## **5 Appointment and Application Information**

Applications are welcomed from those wishing for personal reasons to work part-time or those wishing to job share. If such persons are appointed, modification of the



job content will be discussed on a personal basis in consultation with consultant colleagues.

Application Information. Applications can be submitted by visiting Trac and the NHS Jobs Website

## **6 Further information and visiting arrangements**

Telephone contact is welcomed. To discuss the post and to arrange an informal visit to the Hospital this may be arranged by appointment with Dr Kirkpatrick, Clinical Director for Breast Surgery, via his secretary, Tracy Smith email:

[Tracy.Smith2@ldh.nhs.uk](mailto:Tracy.Smith2@ldh.nhs.uk) or telephone 01582 497427 or Graham Straughair, General Manager, Breast Surgery.

All shortlisted applicants will be expected to visit the hospital prior to interview and to make arrangements to discuss the post.

## **7 General Information about Luton & Dunstable University Hospital**

The Luton and Dunstable University Hospital NHS Foundation Trust and Bedfordshire Hospital NHS Trust merged on 1st April 2020 to become Bedfordshire Hospitals NHS Foundation Trust. Bedfordshire Hospitals Haematology Services will remain on both sites. There is a close working relationship between haematology services and the clinical services across the Trust.

The Luton and Dunstable University Hospital is a medium size general hospital with approximately 660 inpatient beds. It serves a highly diverse geography close to London, is a highly performing Trust with flagship emergency services and a reputation for consistent operational and financial delivery.

The hospital provides a comprehensive range of general medical and surgical services, including Emergency Department and maternity services for people in Luton, Bedfordshire, Hertfordshire and parts of Buckinghamshire. Last year we provided healthcare services for over 90,000 admitted patients, over 400,000 outpatients and Emergency Department attendees and we delivered over 5,300 babies.

The L&D has developed a range of specialist services including cancer, obesity, neurophysiology and oral maxillofacial (jaw) surgery. We have the responsibility for treating the most premature and critically ill newborn babies across the whole of Bedfordshire and Hertfordshire in our tertiary level Neonatal Intensive Care Unit (NICU). We also have one of the country's largest breast screening centres.

All inpatient services and most outpatient services are provided on the Luton and Dunstable Hospital site. The Trust provides community musculo-skeletal services (MSK) at three locations across the catchment area, including our new Orthopaedic Centre and the chronic obstructive pulmonary disease (COPD) and diabetes services for South Bedfordshire.

### ***Our Vision is:***

*To attract the best people, value and develop them so that the teams they work in deliver outstanding care to patients*



### ***Our Values are:***

***Teamwork*** – We work mindfully and collaboratively to create a well-organised, professional, and supportive atmosphere that achieves the best possible outcomes for all

***Honesty & Openness*** – We are open, authentic and have integrity in all we do, reflecting on our actions to improve the quality of care and experience we deliver

***Respect*** – We respect colleagues, patients and carers by actively listening, responding and providing everyone with a voice to create a positive work atmosphere

***Inclusivity*** – We are fair and inclusive, giving access for all by considering and valuing difference and appreciating the diversity within our community and workforce

***Valuing People*** – We value patients, colleagues and carers as individuals by showing care and empathy, working to create a culture where we look after each other's wellbeing

***Excellence*** – We share knowledge, information and support each other to develop, innovate and learn. Always looking at ways we can improve the care, safety and experience of our patients and the sustainability of our hospitals

As a University Hospital medical education continues to be a priority to deliver excellence in teaching and research and ensure that all staff have access to appropriate education and facilities to maintain their competence.

The Trust has a strong and robust clinical management culture; all clinical services are managed by Clinical Directors, General Managers and Head of Nursing.

The Trust will continue to participate actively in the development of new networks of care to meet the needs and expectations of our population at the same time as focusing our energy on maintaining our record of delivering the best care to our community.

We have also been successful in receiving a Global Digital Excellence Award of £10m which is a demanding 3 year development programme, Trustwide, to improve clinical efficiency, effectiveness and communication through the use of technology.

The Trust will continue to participate actively in the development of new networks of care to meet the needs and expectations of our population at the same time as focusing our energy on maintaining our record of delivering the best care to our community.

For further information: <https://www.ldh.nhs.uk/corporate-information/annual-reports-and-key-documents>

## **8 Main Conditions of Service**

The appointment will be subject to the Terms and Conditions – Consultants (England) 2003 as approved by the Trust Board and as amended by from time to time by local agreements.

The present salary scale is £99,532 - £131,964.00 per annum. The successful candidate will commence on the minimum of the scale unless advised differently during the appointment process.

The appointment is on a part-time basis. A candidate who is unable for personal reasons to work full-time will be eligible to be considered for this post. The ability to work part-time only should be indicated when applying and, if such a person is appointed, modification of the job plan will be discussed and agreed between yourself and the clinical director/general manager.

If the consultant appointed chooses to contract on a whole-time bases and wishes to undertake private practice, this private work must be carried out in accordance with the Code of Conduct for Private Practice.

Consultants are expected to provide cover for colleagues for leave and other authorised absences from duty upon a mutually agreed basis.

**Arrangements for annual leave:** This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director, in accordance with standard Trust/NHS regulations. It is essential that as a minimum eight weeks' notice is given to allow for proper planning and prevent cancellations of patients' appointments / surgery.

All Consultants have a continuing responsibility for the care of patients in their charge and for the proper functioning of their department, and are required to undertake the administrative duties associated with that responsibility.

The successful candidate will be required to reside within ten miles or 30 minutes travelling time of the Luton & Dunstable University Hospital.

The Trust requires the appointee to have and maintain full and specialist registration with a licence to practice with the General Medical Council. Medical and Dental Staff are advised to continue to be members of one of the medical defence organisations.

This post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applications are, therefore, not entitled to withhold information about convictions which, for other purposes, are “spent” under the provisions of the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by The Luton & Dunstable University Hospital. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

Health Questionnaire – Prior to taking up appointment, the successful candidate will be required to pass a Health Assessment from the Occupational Health Department and provide evidence of Hepatitis B status from a United Kingdom Trust or Public Health Service Laboratory.

The Trust is committed to carefully screen all applicants who will work with children and vulnerable people and the successful applicant will therefore be required to obtain a Disclosure & Barring Service Check (Police Check). Further information can be obtained from the Medical Workforce Department.

On appointment, removal expenses may apply to this appointment, which should be claimed within one year of starting in post. For further information, please contact the Medical Workforce Department on 01582 718222.

## **PRINCIPLES AND RESPONSIBILITIES FOR DELIVERING “NO AVOIDABLE INFECTIONS”**

### **INTRODUCTION**

#### **Guiding Principles**

All clinicians are expected to set aside sufficient time to proactively manage and control the potential spread of infection targeting **NO AVOIDABLE INFECTIONS**.

#### **Key Responsibilities**

The Executive Board have agreed that the key responsibilities as set out below are the MINIMUM STANDARDS required of key staff in order to effectively control the spread of infection and to deliver the Trust objective of **NO AVOIDABLE INFECTIONS**.

The details relevant to Senior Medical and Dental Staff/Consultants are as follows:

- a) Become a role model for junior staff by setting a personal example by promoting recognised procedures for preventing HAIs.
- b) Encourage a Zero Tolerance to avoidable infections and work towards improving patient safety with regard to infections

- c) Ensure understanding and compliance with Trust Infection Control Guidelines and the “No Avoidable Infections Strategy” within their clinical practice and be a role model for junior medical staff
  - a. Demonstrate good understanding and practice of hand hygiene
- d) Ensure the appropriate use of antibiotics in line with Trust Prescribing guidelines:
  - a. Use antibiotics only when there is definite evidence of benefit to patient management
  - b. Promote the use of narrow spectrum antibiotics
  - c. Encourage regular review of all antibiotic prescriptions
  - d. Liaise with the microbiologist and antibiotic pharmacist
- e) Monitor MRSA and *Clostridium difficile* infections within their practice
- f) Promote the use of audit to monitor hospital acquired infections in their practice
- g) Assist the infection control team in its endeavors to decrease health care associated infection

## **9 General Notes**

### **Changes to job description**

The duties outlined above are subject to changes, after consultation with post holder, which meet the needs of the service as a result of the full implementation of the Trust Plans.

### **Information technology**

Employees of The Luton & Dunstable University Hospital are expected to develop the IT skills necessary to support the tasks included in their post. They will, therefore be required to undertake any necessary training to support this.

### **Health and safety**

The post holder is required to conform to The Luton & Dunstable University Hospital Policies on Health and Safety and Fire Prevention, and to attend related training sessions as required.

### **Major incidents**

As the Trust is a receiving hospital for major incident casualties, the post holder is required to conform to The Luton & Dunstable University Hospital Policy on Major Incidents and to attend related training sessions as required.

### **Confidentiality**

In the course of their duties employees will have access to confidential material about patients, members of staff and other Health Service business. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff, as appropriate, who are concerned directly with the care, diagnosis and/or treatment of the patient. If there is any doubt whatsoever, as to the authority of a person or body asking for information of this nature, advice must be sought from a superior officer.

Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded as serious misconduct, which could result in serious disciplinary action being taken including dismissal.

## **Policies and procedures**

The duties and responsibilities of the post will be undertaken in accordance with the policies, procedures and practices of The Luton & Dunstable University Hospital may amend from time to time.

## **No smoking policy**

In recognition of the Trust's commitment to health promotion and its health and safety responsibility, the Trust has a no smoking policy that prevents all staff from smoking whilst on duty.

## **Equal opportunities**

The Luton & Dunstable University Hospital's duty is to ensure that no existing or potential employees receive less favourable treatment on the grounds of sex, sexual orientation, race, colour, nationality, ethnic origin, religion, marital status, age or disability, or are disadvantaged by conditions or requirements that cannot be shown to be justifiable. This also applies to patients – the Trust has a duty to ensure patients have the right to equal access, care and treatment. All employees are expected to comply with this policy.

## **Data quality**

The information that you record as part of your duties at the Trust must be 'fit for purpose', reliable and easily accessed by appropriate/authorised personnel. To achieve this standard the information must be: accurate, legible (if hand written), recorded in a timely manner, kept up-to-date, appropriately filed.

All staff must monitor and take responsibility for data quality throughout the areas of the system used locally, all users maintain timely input, and ensuring that data is checked with the patient, and staff (in relation to their staff record), whenever possible, and to support initiatives to improve data quality.

Recorded information includes: patient information entered in case notes and entered on any computerised care records system, financial information, health and safety information e.g. incident reporting and investigation, personnel information recorded in personnel files etc.

Failure to adhere to these principles will be regarded as a performance issue and will result in disciplinary action.

## **Freedom of Information Act 2000**

As an employee of The Luton & Dunstable University Hospital, you are required to recognise a request from the public for Trust information and treat the request in accordance with the Trust's Freedom of Information Act 2000 Policy & Procedures.

Failure to comply with this requirement could result in action being taken against the Trust by the Information Commissioner (the overseeing body for the Freedom of Information Act 2000).