

**JOB DESCRIPTION**

**Specialty Doctor (ST3+ equivalent) in BREAST SURGERY**

**Hours: 24 hours per week – 6 PAs**

**Location: Aberdeen Royal Infirmary and Breast Screening Centre**

**Salary: £38,685 - £72,140 per annum pro rata**

**Contract: Temporary for a fixed term of 11 months with potential to convert to permanent contract if agreed by all parties**

**Job ref: PM011627**

This post is based at Aberdeen Royal Infirmary and the north-East Scotland breast Screening Centre, both of which are sited on Foresterhill Campus near central Aberdeen.

**Aberdeen – the city**

With a population of approximately 250,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other British cities - eg flying time to London is just over one hour with regular daily flights; road and rail links to all points north and south are excellent.

Many new housing developments have taken place in surrounding villages providing a wide choice of housing within easy commuting distance by car.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, Museums and Beach Leisure centre. Education facilities are excellent and in addition to Regional Education Authority schools, there are two co-educational fee-paying schools for girls and one all girls fee-paying school. All three cater for primary and secondary pupils.

To find out more about Aberdeen, visit the Website at [http://www.aberdeen.net.uk/](#)

**Breast Services**

The Department provides a specialist symptomatic and breast screening service for the whole of the Grampian area, and for patients referred from Orkney and Shetland. There are close links with the University of Aberdeen Medical School which is also situated on the Foresterhill Campus

You will join the breast team at middle grade level providing elective care to both in patients and out patients in a tertiary referral centre. Day to day duties will include supervision of foundation level doctors on the ward, out-patient clinics and theatre sessions. You will be encouraged and supported to participate in all aspects of the departmental workload as appropriate to your level. The workload is varied and interesting with many opportunities for broad experience.

You will be encouraged to contribute to the educational programme and participate in the quality improvement and clinical governance work of the department. The service holds monthly meetings which alternate between business (quality and improvement) and educational themes.

There are also opportunities for teaching undergraduates as well as junior colleagues and the wider multidsicplinary team.

There is also a very active research programme with excellent facilities and support available.

The post is a part time(24hrs) with no out-of-hours on-call commitments.

For further information contact Dr T Fairley Unit Clinical Director – 0345 456 6000.

**CONDITIONS OF APPOINTMENT**

The successful applicant must hold full registration with the GMC and a licence to practise.

# Management

Following reconfiguration the Management Structure in NHS Grampian the Clinical lead reports to the Unit Clinical Director who in turn reports to the Divisional Clinical Director.

In respect of clinical duties the appointee will be responsible to the Clinical lead/Consultant in Charge, but for day to day matters to the Consultants in the department.

**Specialty Doctor (ST3 or above) IN BREAST SURGERY**

**NHS GRAMPIAN**

**POST OF SPECIALTY DOCTOR IN BREAST SERVICES**

**PM011627**

**PARTICULARS OF POSTS**

1. The appointment, will be offered for a period of 11 months in the first instance.
2. The appointment will be made by an Advisory Appointments Committee of NHS Grampian constituted for this purpose.

3 The officer appointed will be required to assist the senior staff at NHS Grampian and will work within the Breast Services department under the direction of the Clinical Lead. The officer appointed may also be required to visit district hospitals and clinics in the Area and to undertake locum duties within the Area.

4 The officer will be required to take part in undergraduate and postgraduate medical teaching.

5 The inclusive salary is within the scale of £38,685 - £72,140 per annum pro rata. Movement through the scale will be contingent on meeting the criteria set out in Schedule 15 of the Terms and Condition of Service.

6 Placement on the scale will be in accordance with previous service and experience. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.

7 So far as is consistent with the proper discharge of the above duties the postholder undertakes to deputise from time to time for absent colleagues.

8 The postholder undertakes exceptionally to perform additional duties in occasional emergencies and unforeseen circumstances.

9 The postholder undertakes exceptionally to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care.

10 The officer appointed will be required to have full registration with the General Medical Council.

1. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staffs are however advised to ensure that they have adequate defence cover for activities not covered by the Board indemnity.

12 Your residence, which shall be maintained in contact with the public telephone service, shall normally not be more than 10 miles by road from Aberdeen unless specific approval is given by NHS Grampian to a greater distance.

13 As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" the NHS Grampian is required to:-

* Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.
* Protect patients against the risk of acquiring hepatitis B from an infected health care worker.
* Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-
* Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
* Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

14 The Board is required to instigate a PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Amendment Order 2015](#))

15 The appointment is made subject to satisfactory fitness for employment. The successful candidate will therefore be required to complete a pre-employment health screening questionnaire and may subsequently be required to attend for health screening.

16 The Officer appointed will be required to work within the policies and procedures of NHS Grampian which have been agreed by the appropriate committee and negotiating committees.

17 Termination of the appointment is subject to three months notice on either side.

**NOTE**

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Please note that receipt of applications will not be acknowledged, however, successful applicants will be informed of the outcome of shortlisting within three weeks of the closing date.

**Further information can be obtained and an appointment to view the Department by contacting:**

**Ms Elizabeth Smyth, Clinical Lead for Breast Services Aberdeen Royal Infirmary (**[**elizabeth.smyth@nhs.net**](#) **or 01224 552106)**

Apply for this post by visiting [www.nhsgrampian.org/jobs](#) and search for the above Ref No. Closing date: Friday 20 October 2017.

The Board is obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required not to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given, however, will be completely confidential and will be considered only in relation to the post for which you are now making application.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

### IN THE INTEREST OF HEALTH PROMOTION, WE OPERATE A NO SMOKING POLICY

**INDICATIVE JOB PLAN**

Name: Specialty: Breast Grade: ST3+

Effective Date of Job Plan: Next Expected Review Date:

Contract: Part Time

Weekly PAs: 6 (with optional one additional PA) DCC: 5 SPA: 1 Weekly APAs:

TOTAL HOURS:24

Principal Place of Work Aberdeen Royal Infirmary

Other Regular Workplaces: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

On-Call Availability Supplement: None / 2% / 4% / 6% (delete as appropriate)

Out of Hours Work:: Predictable: PAs Unpredictable: PAs

Managerially Accountable to Clinically Responsible to:

|  |  |  |
| --- | --- | --- |
| **DAY** | **HOSPITAL/ LOCATION** | **TYPE OF WORK** |
| **Tuesday**  **08:00-18:00 (1:4)**  09:00-14:00 (3:4)  14:00-17:00 (2:4) | ARI Main Theatre Suite  OPD ARI  Office ARI | Operating list inc pre and post-op care (2.5 hrs)  Out-patient clinic inc associated pt admin (3.75 hrs)  SPA (1.5hr) |
| **Thursday**  **08:00-18:00 (1:4)**  **08:00-18:00 (1:4)**  09:00-14:00 (2:4)  14:00-17:00 (2:4) | ARI Main Theatre Suite  ARI Short Stay Theatres  OPD ARI  Office ARI | Operating list inc pre and post-op care (2.5 hrs)  Operating list inc pre and post-op care (2.5 hrs)  Out-patient clinic inc associated pt admin (2.5 hrs)  SPA (1.5hr) |
| **Friday**  **08:00-18:00 (1:4)**  09:00-14:00 (3:4)  14:00-16:00 (2:4) | ARI Main Theatre Suite  OPD ARI  Office ARI | Operating list inc pre and post-op care (2.5 hrs)  Out-patient clinic inc associated pt admin (3.75 hrs)  SPA (1hr) |



**Specialty Doctor (ST3 equivalent and above) – Breast Surgery**

**PERSON SPECIFICATION**

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| --- | --- | --- |
| **Criteria for selection** | **Essential** | **Desirable** |
| **Education, Qualifications and Specialist Skills** | * Full GMC registration and hold a current licence to practise * MRCS * At least 4 years post-graduate training at least two of which must be in general surgery (or be able to demonstrate equivalent competencies) | * Distinction, prizes, awards, scholarships and other degrees * Previous experience in the management of breast disease |
| **Clinical Experience and Effectiveness** | * Ability to take appropriate responsibility for the clinical care of patients and insight into when to escalate * Advanced Life Support Certificate from the Resuscitation Council UK or equivalent by intended start date * Ability to apply sound clinical knowledge and judgement to problems * Ability to prioritise clinical need * Ability to maximise safety and minimise risk * Recognition of and ability to undertake the initial management of the acutely unwell patient |  |
| **Research and Audit** | * Understanding of the principles and application of clinical research including awareness of ethical issues * Understand the role of clinical audit/quality improvement projects within service * Demonstrates knowledge of evidence based practice * Knowledge of process of effective clinical audit/quality improvement and clinical risk management and evidence of direct involvement | * Evidence of relevant academic and research achievements |
| **Teaching and Training Experience** | * Experience of supervising junior medical staff * Ability to teach clinical, practical and non-technical skills | * Experience in clinical skills assessments * Experience of undergraduate teaching and postgraduate training * Evidence of feedback for teaching |
| **Personal Attributes** | * Commitment to clinical excellence * Commitment to share duties and responsibilities and excellent team working skills * Commitment to training and to personal and professional development * Ability to work as an effective member of a multidisciplinary team * Good communication skills with colleagues, GPs, midwives, nurses, patients, relatives and other agencies * Demonstrates clarity in written spoken communication and capacity to adapt language to the situation as appropriate * Alignment with the employing Board’s policies and procedures * Ability and willingness to take equal share in the on-call rota * Ability and willingness to work flexibly for prospective cover * Enthusiasm * Time management |  |
| **Other** | * Evidence of understanding of and adherence to the principles of Good Medical Practice as set out by the GMC   Is up to date and fit to practise safely and is aware of own training needs |  |