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**Job Title: Consultant Breast Surgeon**

**10 PAs / 40 hours**

**Location: Aberdeen Royal Infirmary**

**Ref No: PM181036**

**Closing Date: Sunday, 14 July 2024**

**NHS GRAMPIAN**

**CONSULTANT BREAST SURGEON**

**JOB DESCRIPTION**

**GENERAL**

ABERDEEN

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 – e.g. 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 three fee-paying schools. All three cater for primary and secondary pupils.

THE UNIVERSITY OF ABERDEEN

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College which dates from 1592. Thus until they joined in 1860, Aberdeen had two universities for over 250 years. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes and currently has 14,000 matriculated students.

The School of Medicine, Medical Sciences and Nutrition which has 4 component institutes all located on the Foresterhill Campus – the Rowett Institute (renowned worldwide for its research into diet in relation to various diseases including cancer), Institute of Medical sciences (which brings together medical scientists and clinicians in a fully integrated research facility), Institute of Applied Health Sciences and the Institute of Education in Medical and Dental Health Care (which includes the Dental School)

Total students numbers are approximately 2,000: 1,000 medical students ; 80 Dental students and 30 Physician’s Associate students in addition to almost 1,000 other BSc, MSc and PhD students.

ROBERT GORDON UNIVERSITY

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally.

For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine.

Around 5,800 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels.

The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

### 1 DESCRIPTION OF HOSPITALS

On 1st April 2004 NHS Grampian was created by unification of the Grampian University Hospitals NHS Trust and Grampian Primary Care Trust to provide healthcare services for the population of Grampian.

**Aberdeen Royal Infirmary, Foresterhill**, with a complement of 988 beds, is the principal adult acute teaching hospital of the Grampian Area providing a complete range of medical and clinical specialties. It is situated on a large open site to the North-West of the city centre. The Royal Aberdeen Children's Hospital, the Aberdeen Maternity Hospital and the University Dental School are also located on this site.

Opened in January 2013, NHS Grampian’s Emergency Care Centre (ECC) represents a major step forward in modernization of facilities and services on the Foresterhill Health Campus. The ECC brings together emergency and urgent care services into one building. Accident and Emergency (A&E), GMED (primary care out-of-hours service), NHS24 and services for people who require urgent assessment and treatment are all in the new building.

A Maggie’s Centre opened on the Foresterhill Campus in 2013. This is a welcome addition to the valuable support provided to patients with cancer by many charitable and voluntary organizations in the area.

**Royal Aberdeen Children’s Hospital (RACH)** The current hospital opened in 2004 and is connected to Aberdeen Royal Infirmary. This hospital together with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provides care for children up to the age of 16 years in the Grampian Region and the Orkney and Shetland Islands.

**Aberdeen Maternity Hospital** with a complement of 141 beds, is the main Maternity Hospital for the Area. It has both ante-natal and post-natal beds.

**Baird Family Hospital**. Building work is underway for the Baird Family Hospital which is scheduled to open in 2024. This will replace the existing maternity hospital and will, in addition, bring all women’s services including gynaecology, breast services (screening and symptomatic) and fertility services together in one state of the art facility.

**North of Scotland Cancer Centre.** A new radiotherapy centre opened in 2013 providing 3 linear accelerators. In parallel with the development of the Baird Family Centre, the cancer centre will be extended to include all medical and clinical oncology and haematology services.

**RESEARCH AND DEVELOPMENT**

NHS Grampian aims to maintain the tradition of clinical excellence and to encourage clinical staff to work in an environment where people are looking to innovate and are aware of, and contribute to, developments within their specialties and are excited by the prospect of involvement in the exchange of ideas within the national and international research community.

NHS Grampian’s Research and Development Strategy has been developed to prioritise and stimulate research and development within its fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

The Research and Development Directorate exists to support and facilitate research within NHS Grampian. Candidates should contact Professor Maggie Cruickshank, Director, Research and Development, NHS Grampian.

**2 THE BREAST SERVICE**

The Aberdeen Breast Unit is a tertiary referral centre serving patients from Grampian, Orkney and Shetland. It is located within Aberdeen Royal Infirmary. The Unit treats approximately 500 new cancers per annum of which 180-200 are screen detected. The Screening Centre is currently located in temporary accommodation within ARI pending the relocation to the Baird Hospital. All facilities including nuclear medicine and plastic surgery are located on site. Breast radiology for all of these regions is located in Aberdeen.

**Out Patient Activity**

New patient clinics are held four times per week with two consultants staffing each clinic. These are run on a one-stop basis with imaging and cytology available at the clinic. Currently around 5,800 new patients per annum are referred directly to Aberdeen.

There are three Breast Screening Assessment Clinics per week with a further results clinic with surgical input with additional sessions arranged as and when necessary dependent on workload. These results clinics are shared equally amongst all breast surgeons on a rotational basis.

**In-Patient Activity**

In -patient beds are located within the Gynaecology Ward. In addition, a number of patients who are being jointly managed will be looked after in the Plastic Surgery Ward. The breast service has a fully functioning Enhanced Recovery programme with the Department of Scheduled Admissions and the Anesthetic Pre-assessment Service.

**Staffing**

There are 5.5 wte breast surgeons (including this posts). This includes 3 full-time (including this post) and 3 part-time breast surgeons.

There are 3 pathologists and 5 cytologists who provide a specialist service conforming to NHSQIS standards.

There are 6 breast radiologists, most of whom work across both Screening and Symptomatic Services. Three radiologists have an interest in breast MRI and the expertise for MRI guided biopsies and localizations is available, as is tomosynthesis. The Service is supported by a team of 7 specialist nurses, who function as both breast care nurses and nurse practitioners. A full range of radiotherapy and oncology services are provided by 4 consultants (2 medical and 2 clinical oncologists) on the Foresterhill. Facilities for the delivery of chemotherapy are available in Elgin at Dr Gray’s Hospital and also in Orkney and Shetland for island residents.

**Research**

The Breast Unit has an active cancer research programme linked with the University of Aberdeen. Areas of research interest include nutrient-gene interactions in carcinogenesis, laboratory studies into endocrine resistance, DCIS and male breast cancer. Clinical trials of new imaging modalities in relation to breast cancer are underway as are studies on the impact of cancer treatment on quality of life. Over recent years the breast team has significantly expanded its portfolio on clinical trials and local research studies.

Although the main duties of the appointee will be concerned with provision of service activity, the appointee will be encouraged to attend regular breast unit research meetings to stay up-to-date with ongoing projects and expected to support existing close collaborations between other clinical or non-clinical colleagues.

The appointee will also be encouraged develop his/her own research interests to complement the existing research portfolio.

**Teaching**

Fourth year medical students are attached to the Breast Service for one week at a time on a rotational programme. Further teaching of undergraduates is expected both formally in lectures/tutorials and informally during clinical sessions. There is a commitment to the internal CME programmes of the other disciplines involved with the multidisciplinary team together with the opportunity to participate in educational days for local GPs. The Unit is recognised for higher surgical training. It is likely that the University of Aberdeen will award the appointee the honorary title and status of Clinical Senior Lecturer.

**3 THE POST**

This is a new and permanent post. With other senior members of the departmental staff, the appointee will have responsibility for the breast service and as such will be expected to have had appropriate training and experience.

The appointee will also be expected to develop a close and profitable working relationship with the other clinical disciplines which contribute to the Breast Service and to provide input to organisation of regular specialist Multidisciplinary Meetings. Team working is essential and the appointee must have the ability to work flexibly and have excellent communication and interpersonal skills.

The appointee will not participate in elective or emergency general surgery. There is a rota providing out-of-hours and weekend cover for breast in-patients in which the appointee will be expected to participate.

With other members of staff, the appointees will have responsibility for day to day running of the service, for consolidation and maintenance of existing services and for future development of the service.

The appointee will undertake necessary administrative duties associated with the post and take an appropriate share in the running of the department as a whole.

**Facilities**

Appropriate office and desk accommodation will be provided as will personal computer facilities including Internet and e-mail access. The post has secretarial support.

**Audit**

The appointee will actively participate in all existing departmental audit schemes and, as appropriate, introduce and develop new processes applicable to the service. The unit participates fully in the NHSBSP Audit of Screen Detected Cancers (ASDC) and the Scottish national dataset for all cancers.

# **Appraisal**

The appointee will participate in annual appraisal in accordance with national guidelines.

**Continuing Professional Development / Continuing Medical Education**

NHS Grampian is committed to the continuing professional development of all staff. Each member of the consultant staff has an allocation of £5,550 over a three-year period for study leave expenses but there is no current requirement to use funds only for attendance and participation at CPD approved meetings. The departmental duty roster is constructed to provide sufficient internal cover for study and annual leave. Requests for planned leave should be sent to the Breast Services Manager as early as possible and, except in exceptional circumstances, no less than 8 weeks prior to the commencement of leave

**Management**

The Breast Service is part of the Acute sector of NHS Grampian.

Within the arrangements the Consultant Breast Surgeons are managerially responsible to the Clinical Director for Women’s Services.

**NHS GRAMPIAN**

**CONSULTANT BREAST SURGEON**

**REF: PM181036**

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.

2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £96,963 - £128,841 progression of salary is related to experience.

Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant’s NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.

(b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.

3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.

4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.

5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.

6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.

7. The person appointed will act as an adviser to the Board in Breast Surgery.

8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.

9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.

10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.

11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.

12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.

13. 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.

14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.

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

16. The officer appointed will be required to be registered on the General Medical Council’s Specialist Register.

17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" 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.

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

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

20. The Board is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

**NOTES TO CANDIDATES**

**PM181036**

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

Further information can be obtained and an appointment to view the Department arranged by contacting Mr Ahmed Mustafa, Clinical Lead, on 01224 554466 or by email at ahmed.mustafa3@nhs.scot

Mr P Bachoo Dr N Fluck

Medical Director – Acute Services Medical Director

NHS Grampian NHS Grampian

3rd Floor West Wing, Ashgrove House Summerfield House

ARI Site Eday Road, Aberdeen

Contact: Gavin Davidson Lyndsay Cassie

Personal Assistant Personal Assistant

Direct Line: 01224 554299 Direct Line: 01224 558577

Apply for this post by visiting *www.nhsgrampian.org/jobs* and search for Ref No quoted above. Closing date: Sunday, 14 July 2024

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are 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 no 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 Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

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**

**NHS Grampian**

**Person Specification**

|  |  |  |
| --- | --- | --- |
| REQUIREMENTS | ESSENTIAL | DESIRABLE |
| **Qualifications** | Primary medical degree (MB ChB or equivalent)  FRCS/MRCS or equivalent | Higher degree (PhD or MD) |
| **Experience** | Proof of training in the full range of breast disease management and operative procedures including the management of screen detected cancers and breast reconstruction.  Training and experience in the educational supervision of junior doctors. | Experience and training in oncoplastic breast surgery |
| **Ability** | Ability to work flexibly and multi-task when necessary.  Excellent communication skills.  Excellent interpersonal skills  The ability to take a leading role on specific issues | Some experience of redesigning services |
| **Personality** | Team Player  Adaptable to changing working environment  Ability to challenge colleagues appropriately  Ability to bring people together and deal effectively with conflict |  |
| **Audit** | Evidence of previous and continuing commitment to clinical audit |  |
| **Research** | Must have a desire to carry out research.  Ability to apply research outcomes to clinical and surgical problems | Willingness to contribute to research |
| **Management Ability** | Willingness to contribute to the management of all aspects of the Service | Previous managerial responsibility for some element of the service. |
| **Other requirements** | Teaching of medical students and junior staff.  Good general health.  Physically capable of undertaking full duties of post  Participation in out of hours cover for Breast Services | Willingness to undertake additional professional responsibilities at local, regional or national level |
| Prepared by | Mr A Mustafa | Date 07/03/24 |

MODEL JOB PLAN FORMAT

**Specialty: Breast Services, Consultant Breast Surgeon   
Principal Place of Work: Aberdeen Royal Infirmary**

**Contract:** **Whole Time**

**Programmed Activities: 10PA Indicative PA Split: DCC: 8 SPA: 2 SPAs Availability Supplement: Level 1**

**Premium Rate Payment Received: 8 %**

**Managerially Accountable to: Unit Clinical Director, Women’s Services**

The following constitutes an indicative timetable all of which will be on the ARI Site (Aberdeen), unless required to meet contractual requirement to provide services elsewhere in Grampian. The specific day/time of particular activities will be determined in due course. There is an on call requirement of 1:5 (including prospective cover).

The job plan reflects a desire for flexibility of sessional cover. Some sessions will be flexibly annualized depending on service requirement and consultant agreement.

**a) Timetable of activities which have a specific location and time**

|  |  |  |
| --- | --- | --- |
| **DAY** | **Aberdeen Royal Infirmary** | **TYPE OF WORK** |
| **Monday** | am  pm | Breast clinic (21/annum flexible)  Results and Reconstruction clinic 21/annum  (Theatre all day-flexible) 10/ annum |
| **Tuesday** | am  pm | Breast clinic (21/annum flexible)  Result clinic (10/annum flexible)  (Theatre all day-flexible) 10/annum |
| **Wednesday** | am      pm | Monthly unit meetings alternating with Unit quality and safety meeting/educational meeting 1:4  MDT start late am and run to early pm  Breast screening assessment clinic 1:5  Joint theatre with plastic surgeon as required (approx 5 per annum flexible) |
| **Thursday** | am  pm | Breast clinic (21/annum flexible)  SPA  (Theatre all day-flexible) 10/annum |
| **Friday** | am  pm | Breast clinic (21/annum flexible)  Results clinic 10/annum  SPA |
| **Saturday** | Weekend on-call activities | Cover for breast inpatients on 1:5 basis (ward round 09:00-09:30 each day) |
| **Sunday** |  |  |

***NB: The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.***