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**NHS TAYSIDE**

**NINEWELLS HOSPITAL AND MEDICAL SCHOOL**

**APPOINTMENT OF**

**CONSULTANT IN PLASTIC SURGERY**

**(From January 2025)**

**Post reference:**

**NHS TAYSIDE**

**Appointment of**

**Consultant Plastic Surgeon**

***JOB DESCRIPTION***

**BACKGROUND**

NHS Tayside provides a comprehensive range of general and specialist acute services for its population. Dundee is a centre for innovative medical and technological development and world renowned for the close collaboration between basic science and clinical medical disciplines.

NHS Tayside is a major health service provider and focus for medical, dental, nursing and midwifery education. The medical school was originally part of the University of St Andrews, but became the Faculty of Medicine of the University of Dundee when the university received its Charter in 1967. The present annual intake of medical students is 150 and the total number of students at the University is 11,000

Previous Plastic Surgery service redesign involving NHS Tayside and NHS Fife has resulted in the Department of Plastic Surgery based in Ninewells Hospital providing plastic and reconstructive services for a combined population of circa 800 000 between the two regions. Clinical commitments are carried out within the main hospitals in Tayside and Fife and are shared amongst the departmental consultants.

Dundee, with a population of around 170,000 is the fourth principal city in Scotland and is situated on the north bank of the River Tay. It is Scotland's only south-facing city, giving it a claim to being Scotland's sunniest city. It is conveniently near the three other large cities – Edinburgh, Glasgow and Aberdeen, none more than an hour and a half away by road or rail. London is just six hours away by rail link and around an hour by air from the local airport.

Tayside provides an excellent standard of living with high quality, reasonably priced housing, good schools and childcare facilities, both public and private. The river Tay and its estuary, the coasts of Angus and Fife and the nearby hills and mountains of Angus and Perthshire offer scope for every conceivable outdoor activity. Golfers are particularly well served with St Andrews and Carnoustie only a 30 minute drive away. Hill walkers, skiers, sailors and fishermen fare equally well as do those looking more to the arts. There are flourishing professional repertory theatres in both Dundee and Perth, and concert halls which host regular concerts by the Royal Scottish National Orchestra as well as visiting opera and popular musical performances. The V&A Dundee opened in September 2018. This new museum is an offshoot of the The Victoria and Albert Museum, the first of its kind outside of London. This prestigious museum alongside the RRS Discovery, form a focal point within the waterfront redevelopment programme. The Eden Project is also planning a new site here.

**1. THE HOSPITALS**

**Ninewells Hospital**

Ninewells Hospital is the main teaching hospital associated with the University of Dundee and, together with the Dental Hospital, Perth Royal Infirmary and Stracathro Hospital, forms part of NHS Tayside.

The hospital was opened in 1974 and with 905 beds is one of the largest units of its kind in Scotland, and was specifically designed with the medical school and hospital integrated in a way that provides for growth and change in future years.

The Clinical Skills Centre and the Dundee Institute for Healthcare Simulation (formerly the Cuschieri Skills Centre) are also based within Ninewells Hospital.

The Dundee Institute of Healthcare Simulation (DIHS) has been formed to capitalise on the capability of two centres within the School of Medicine at the University of Dundee with combined experience of providing simulation-based medical education spanning thirty years. Formed as the result of a collaboration between NHS Tayside, the University of Dundee and Medtronic Ltd, the DIHS will both enhance existing simulated training activity and develop new educational products which will establish the DIHS as a world leading facility for simulation-based healthcare education. Current activity within the DIHS spans healthcare practice, and includes all aspects of healthcare provision including practical, communication and non-technical skills. Significant recent advances have been made in developing cadaveric models for image-guided therapies, and developing national programmes for clinical and communication skills.

In addition, the following are also based within the Ninewells Hospital campus; Tayside Medipark, Drug Development (Scotland) Limited, Karl Storz (surgical instrument maker) and Tayside Academic Health Sciences Centre (TAHSC) which combines the research strengths of the University of Dundee with NHS Tayside and is a node of the national Scottish Academic Health Sciences Collaboration. It brings together, within a single organisational framework, the Clinical Research Centre, the Tayside Clinical Trials Unit, the Tissue Bank, and the joint functions of the NHS Research & Development office and the University's Research & Innovation Services (in relation to clinical research). This strategic alignment brings greater efficiency to research management and governance across the University and NHS.

**Perth Royal Infirmary**

Perth Royal Infirmary (PRI) is 20 miles west of Dundee and provides general medical services to the west side of the region as well as scheduled surgical services for Breast, Orthopaedics and General Surgery. Plastics Surgery has weekly OPLA lists and ad hoc GA lists. A regular GA list is anticipated. PRI is a 217-bed hospital with supporting specialist services.

**Stracathro Hospital**

Stracathro Hospital is situated approximately half way between Dundee and Aberdeen, three miles from the county town of Brechin. It provides ambulatory diagnostic and treatment services for Tayside, Grampian and Fife, including inpatient surgical facilities. Plastic Surgery have lists here.

**St Andrews Community Hospital**

St Andrews Community Hospital is situated on the outskirts of St Andrews. It provides a combination of primary care and secondary outpatient care. Plastic surgery clinics and outpatient local anaesthetic (LA) lists are available here.

**Queen Margaret Hospital, Dunfermline**

This NHS Fife hospital is at the southern-most tip of our region and is close to Edinburgh via the Forth road and rail bridges. QMH is the plastic surgery base in Fife and is home to departmental Secretaries and Specialist Nurses. Plastic Surgery has local anaesthetic and some general anaesthetic lists[[1]](#footnote-1) as well as outpatient clinics. This site is the primary location for day surgery procedures in Fife.

**Victoria Hospital, Kirkcaldy**

This NHS Fife hospital is the main inpatient facility for Fife. No inpatient beds are available for plastic surgery, however, there may be patients under the care of other specialties where plastics will be involved in their inpatient management. Plastic surgery nurse-led clinics are held regularly in VHK, and consultants undertake ward rounds on request.

**2. DEPARTMENT OF PLASTIC SURGERY**

The Department of Plastic Surgery based at Ninewells Hospital is well established within the region and organisation. As well as delivering general plastic surgery services within a university and teaching hospital environment, a wide range of sub specialty interests have been developed to national and international acclaim. Being part of a large regional centre offers many opportunities to develop areas of interest with other specialities in a multidisciplinary context.

The department offers excellent opportunities for a dynamic individual to develop professionally with the existing supportive and successful team of consultants.

The medical staff are supported by teams of dedicated nursing and administration staff. Current junior staff are shared between the consultant body for training and service commitments. They assist in clinics and operating and undertake various outpatient local anaesthetic lists. The trainees rotate within the teams on a four monthly basis; this includes a slot dedicated to trauma management. A new rotation of CT/CF trainees provides 24 hour cover from this tier of the on-call rota for emergency referrals.

Trainees are managed on a national basis across all four Scottish Plastic Surgery units. There is an active national teaching programme and training committee. Consultants are encouraged to be recognised trainers and to be involved in undergraduate and postgraduate education.

The Department of Plastic Surgery is part of NHS Tayside and sits within the Specialist Services Directorate. The Clinical Lead is supported by a Clinical Service Manager and Clinical Director.

**2(a)** The Plastic Surgery Unit is based in modern facilities in Ninewells Hospital, Dundee.

Some changes initiated during Covid restrictions are still in effect, The department is involved in the following:-

**i) Burns Unit**

Tayside Plastic Surgery is part of the National Managed Clinical Network for Burn Injuries in Scotland (“CoBiS”), incorporating this unit with those in Edinburgh, Aberdeen and the National Burns Centre in Glasgow. Provision is currently made within existing wards for burns requiring resuscitation or specialist nursing care, including paediatrics. The Burns unit area has been re-tasked since Covid, developing this for Plastics trauma is ongoing.

**ii) Ward 26**

There is a specialist surgery ward which is shared with other specialist services including ENT, Breast and Maxillofacial surgery. In addition, there is a paediatric day surgical ward where facilities are shared between the other surgical disciplines and a general paediatric ward for inpatients, shared with the Paediatric Department and relevant specialties.

**iii) Operating Theatres**

West Block suite includes Plastics, Oral & Maxillo-facial Surgery (OMFS), ENT and Ophthalmology theatres and shares a theatre reception and recovery area. There is also a dedicated paediatric theatre attached to the paediatric surgical ward. Changes made during Covid are still in operation and involve sharing this suite with other specialties. Plastics have 3.5 days of elective operating in Ninewells per week shared between consultants. There are 4 sessions of dedicated trauma lists per week.

**iv) Plastic Surgery Day Case Area**

This area is adjacent to the ward and comprises a minor procedure room, seated recovery, treatment room and examination room. This area hosts outpatient local anaesthetic lists, specialist clinics and also functions as a teaching facility. An adjacent area has also been commissioned as a designated laser suite. The area has been redeveloped since CV pandemic and is staffed by Plastics OPD nurses. Capacity is due to increase in 2025. Elective and trauma LA cases are undertaken.

**v) Outpatient Clinics**

The outpatient area is a shared facility with Neurosciences. It comprises consulting rooms, treatment rooms and is supported by nursing and hand therapy staff. Trauma clinics are held here every morning.

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**2(b)** The Department also has clinical responsibility for Plastic Surgery services on the following sites:

**(i) Perth Royal Infirmary**

Local anaesthetic sessions and outpatient clinics weekly. GA sessions are ad hoc with regular lists a developmental prospect. The prosthetic lab for Maxillo-facial and Plastic Surgery is now sited here.

**(ii) Stracathro Hospital**

Currently outpatient clinics are held on alternate weeks. Plastic surgery has access to a GA theatre 1-2 days per week, with ward provision for day-case & in-patients stays. Minor procedure lists are undertaken as required. More activity is planned here.

**(iii) Fife**

There are outpatient sessions at St Andrews Community Hospital and Queen Margaret Hospital, Dunfermline. Local anaesthetic day case lists are undertaken at both sites. Occasional joint GA cases occur with inpatients from other specialties. There are excellent nurse-led services within Fife.

**2(c) ALLIED DEPARTMENTS**

**i) Multi-disciplinary working**

Breast reconstruction is an established sub-specialty within the unit where there are excellent working relationships across the breast multi-disciplinary team. Joint oncoplastic work was well established pre-covid however has been affected by the Breast unit moving its theatre base to PRI. Joint reconstructive cases take place almost exclusively in Ninewells Hospital especially microsurgical reconstructions. Re-establishment of the Joint Breast clinic (Monday) is something this new post is anticipated would help develop. The reconstructive breast service manages oncological and congenital cases. In addition, management of symmetrising adjuvant surgery and other breast procedures would fall under the remit of this post including cases coming through the Exceptional Referral pathway. There is a weekly Breast MDT. Reconstructive services are supported by 2 specialist nurses who also run nipple tattoo clinics.

There are close ties between Plastic Surgery, OMFS, ENT, Breast, Orthopaedic and Hand Surgery. Patients with major head and neck malignancy are discussed at the weekly multidisciplinary head and neck meeting with ENT and OMFS. Facial trauma is shared with OMFS and hand surgery with the Orthopaedic hand surgeons. The lower limb reconstructive service had been recently expanded. There is also a close relationship with the Dermatology Department where a combined referral pathway for skin cancers has been initiated. Skin multidisciplinary meetings are held in NHS Tayside and Fife. There are increasing numbers of combined cases with other surgical disciplines.

The Tayside Colorectal Unit has an international reputation in managing patients with advanced malignant disease by combining surgery with intra-operative radiotherapy. The Plastic Surgery department has developed an integral role; combining reconstruction as part of the overall management of these challenging cases. This is a rapidly evolving field which has already produced innovative collaborative research and with potential for further development.

The Skin Cancer and Head and Neck service are supported by specialist nurses allied to both plastic surgery and dermatology in addition to relevant paramedical professionals integral to the Head and Neck service. MDT’s include Oncology, Radiology and Pathology Specialists. There would be a potential role for this post holder to develop microsurgical head and neck reconstructive services with existing consultants.

There is also a Cleft Clinic, which forms part of the Scottish National Managed Clinical Network (CLEFTSIS).

**ii) Hand Therapy**

The department is fully supported by 3 hand therapists who provide postoperative care to elective & trauma patients. Additional support is provided throughout the region by a network of therapists.

**3. THE POST**

**(a) Job Title: Consultant Plastic Surgeon**

**(b) Current Staffing in the Plastic Surgery Department, Ninewells Hospital**:

|  |  |  |  |
| --- | --- | --- | --- |
| **Consultants** |  | **Contract** | **Special Interests** |
| Ms F J Hogg | Clinical Lead Breast | WT | Breast reconstruction, Congenital breast. |
| Mr M Hough |  | WT | Skin Cancer, Perineal reconstruction, Hypospadias |
| Mr D Jordan |  | WT | Skin Cancer, Head & neck |
| Ms K J Lindsay |  | WT | Lower Limb reconstruction, Sarcoma |
| Mr A G Lowrie |  | WT | Hand surgery including congenital, Aesthetic, Facial Palsy |
| Mr D A Munnoch |  | WT | Breast Reconstruction, Lymphoedema |
| Miss K Munro |  | WT | Hand Surgery, Burns, Skin cancer |
| Mr M Ng | CD Specialist Services | WT | Skin Cancer, Perineal reconstruction |
| Mr S Waterston | Clinical Lead Plastics | WT | Skin Cancer, Laser, Burns. |

**(c) University Undergraduates and Surgical Training**

There is active participation in the undergraduate teaching in the Medical School at Dundee University. Plastic surgery is a popular choice for student self-selected modules. The Department also hosts students from the Dundee University Medical Artists Degree course for their practical course work.

Plastic surgery trainees are involved in the Pan-Scotland training programme in which the Department plays a full and enthusiastic role. Locally there is an active postgraduate teaching programme plus research and audit are supported and encouraged. The Department is committed to high quality training and works closely with trainees and related agencies to deliver this.

Following the recent changes undertaken as part of Modernising Medical Careers, trainee numbers in Tayside for Plastic Surgery are (correct at time of printing):

Middle Grades: 7 x ST 2 x CT 4 x Clinical Fellows

Foundation Grades: 2 x FY1 1 x FY2

**(d) Clinical Duties of the Posts**

This is a full-time post (10 PAs per week) – based at Ninewells Hospital, Dundee, with potentially some sessions across the regional territory. The post will have a major interest in Breast Surgery including reconstructive microsurgery. Due to case number and departmental planning, it is anticipated that some overlap between specialist areas would develop along with collaborative working. The on-call commitment is currently on a 1:9 basis.

Currently activity is restricted in Tayside due to changes imposed around managing the Covid crisis but an 8:2 job plan is anticipated which will include the following clinical commitments:

DCC includes relevant travel and administration sessions.

3-4 operating days per month\* (including OPLA lists). Shared between team in line with capacity planning and cancer surgery provision. Cancer reconstructive services including breast share approx 6 lists per month. Supervision of a Friday OPLA list in PRI is included as required and run concurrently with online attendance at the breast MDT. Some GA provision will be undertaken in SRTC for non-cancer elective work.

1 x outpatient session per week – Monday

2 x SpA – as evidenced in Job Planning

Example Job Plan:[[2]](#footnote-2)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Mon | Tues | Wed | Thurs | Fri |
| AM | OPD Breast | Theatre\* | Flex DCC\* |  | MDT |
| PM | Admin | Theatre\* | SpA\* |  | SpA |
| Week2 | | | | | |
| AM |  |  |  |  |  |
| PM |  |  |  |  |  |
|  | | | | | |
| AM |  |  |  |  |  |
| PM |  |  |  |  |  |
|  | | | | | |
| AM |  |  |  |  |  |
| PM |  |  |  |  |  |

In addition, other direct patient care sessions will include ward rounds, on-call, administration, travel and multi-disciplinary meetings. To allow development of collaborative management of reconstructive cases, some flexibility of session arrangements will be expected. Any job plan will be subject to future scrutiny and development as per routine Consultant appraisal/revalidation and Departmental/Trust development planning.

**(f) Academic Responsibilities**

The successful candidates will be expected to share in the teaching of undergraduate and postgraduate students, of nursing staff and other staff as arranged from time to time. It is anticipated that they will be actively involved in audit, both initiating their own and participating in the projects of colleagues from a wide range of disciplines.

There are extensive facilities available for research (including laboratory co-operation with the Anatomy Departments at St Andrews and Dundee Universities and good links with the Surgical and Orthopaedic Academic Departments at Ninewells Hospital and Medical School.

**(g) Qualifications and Experience**

Candidates must be fully registered on the UK General Medical Council’s Specialist Register or be within 6 months of the anticipated award of CCT or CESR(CP) at the time of interview.

**4. CONDITIONS OF SERVICE**

The terms and conditions of employment will be subject to NHS Tayside Terms and Conditions of Service for Medical Staff as agreed locally with the BMA Local Negotiating Committee. Until such time as they come into force you will remain subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) and the General Whitley Council Conditions of Service both as amended from time to time.

Membership of the NHS Superannuation Scheme is not compulsory. All medical and dental staff are entitled to choose if they wish to join the scheme or not. Until such time as a positive option not to join the scheme is expressed, a member of staff will be regarded as a member of the scheme from the first day of service. This will not affect any individual right to make alternative arrangements. Initially, the employment covered in this contract will be contracted out of the State Pension Scheme.

The appointments will be on a whole-time basis. Consultants are required to adhere to the provisions set out in Appendix 8 of the new Consultants Contract governing the relationship between NHS commitments and private practice.

Any Consultant who is unable, for personal reasons, to work full-time, will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with the Clinical Lead and the Clinical Director for Specialist Services.

The successful candidates will be expected to reside within an approved distance of Ninewells Hospital.

**5. RESPONSIBILITY FOR RECORDS MANAGEMENT**

All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.

**6. FURTHER INFORMATION**

For further information and to arrange an informal visit, please contact Ms Fiona Hogg, Clinical Lead for Plastic Surgery, via her secretary, Mrs Kerry Nicoll, telephone number 01382 740054 or email kerrynicoll@nhs.net.

1. GA lists were once per month but are not re-established post CV. Ad hoc joint operating does occur as needed. [↑](#footnote-ref-1)
2. Due to rapidly changing situation with post-Covid remobilisation this is liable to alteration [↑](#footnote-ref-2)