

**Candidate Brief:**  
**10 PA Specialty Doctor in Plastic  
Surgery with a special interest in Skin  
and Hand Trauma**



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[www.qvh.nhs.uk](http://www.qvh.nhs.uk)

## Profile of the Plastic Surgery Department

The department is the second largest plastic surgery department in the UK, supported by junior medical staff, specialist nurses, occupational and physiotherapists and speech therapists.

The Skin Services at Queen Victoria Hospital NHS Foundation Trust represent the largest specialty within the Plastics Business Unit, supported by 10 consultants with a special interest in Skin and the rest of the consultant body as and when is required. The service is a regional tertiary referral centre, receiving referrals from Kent, Surrey, Sussex and beyond. And as a tertiary centre for skin, the Plastics Surgery Business Unit offers complex skin services, both oncological and routine, to patients who require dissections, flaps, grafts, sentinel lymph node biopsies, laser treatments and much more.

Hand Surgery has evolved as a separate specialty but incorporates skills and techniques from both plastic and orthopaedic surgery. The reparative and reconstructive techniques used include microsurgery, grafting and transfer (skin, tendon, artery, bone and nerve) and joint procedures including stabilisation, fusion and replacement.

The Hand Consultants have specific interests in congenital hand anomalies; rheumatoid and osteoarthritis; wrist surgery for arthritis and instability; and post-trauma reconstruction work across the age ranges dealing typically with congenital anomalies such as syndactyly in infancy and childhood; trauma such as fractures and tendon injuries in young adults; conditions such as carpal tunnel syndrome, tumours and Dupuytren's contracture in older adults; and arthritis in the elderly.

The Burns Centre provides specialist burns care treatment for people living in the south east. Specialist burns care treatment, up to HDU level, is provided and with our four consultant plastic surgeons who specialise in burns treatment, consultant anaesthetists, physiotherapists, and occupational therapists, auxiliary and administrative staff, a multidisciplinary team approach to caring for patients is provided. It has eleven treatment beds including three single patient intensive therapy rooms, two single side rooms for patients needing close supervision or segregation four single beds. Children with burns are cared for in a dedicated paediatric plastics ward.

The Burns Centre has the assistance of the McIndoe Burns Support Group. The group was formed by ex-patients, their relatives and staff at QVH in 1983.

Lower Limb Surgery involves both elective and post traumatic limb reconstruction. Queen Victoria Hospital looks after a range of patients with lower limb injuries across the Kent, Surrey and Sussex region including elderly patients with pretibial skin loss, open lower limb fractures, patients with infected or exposed joint prostheses and amputees requiring stump adjustments and revisions. A wide variety of reconstructive techniques are employed in treating these problems from simple wound debridements to free tissue transfers. A joint orthopaedic and plastic surgery clinic is run monthly for complex cases.

Breast Reconstruction: the Hospital is a major centre for patients undergoing either immediate or delayed breast reconstruction. It is an integral part of the Kent and Medway cancer network and has links to surrounding cancer networks. There is an on-site team comprising of consultant plastic surgeons, breast care nurses, pain control nurse, recovery and ward staff. Surgery to correct asymmetry or breast shape deformity is also undertaken.

Peripheral Out-Patient Clinics are held at William Harvey Hospital, Ashford; Royal Sussex County Hospital, Brighton; Kent and Canterbury Hospital, Canterbury; Darrent Valley Hospital, Dartford; Conquest Hospital, Hastings; Eastbourne District General Hospital; Horsham Hospital; Faversham Hospital; Maidstone and Tunbridge Wells Hospital, Maidstone; Medway Hospital; Sevenoaks Hospital.

The Plastic Surgery Consultants also have expertise in cleft lip and palate, head and neck surgery and hypospadias.

#### Terms of appointment:

<b>JOB TITLE</b>	Speciality Doctor with a Special Interest in Skin and Hand Trauma
<b>GRADE</b>	Specialty Doctor
<b>DURATION OF CONTRACT</b>	Substantive Contract
<b>NUMBER OF PA'S</b>	10 PAs
<b>SALARY SCALE</b>	£45,124 – £77, 519
<b>BASE</b>	Queen Victoria Hospital NHS Foundation Trust
<b>RESPONSIBLE TO</b>	Mr Siva Kumar – Clinical Director
<b>ACCOUNTABLE TO</b>	Tania Cubison – Medical Director
<b>RESPONSIBLE OFFICER</b>	Tania Cubison– Medical Director

#### Purpose of the role

The post-holder will be based at the Queen Victoria Hospital, East Grinstead and at other sites across the region. It is essential that the post-holder has a knowledge and expertise in general plastic surgery with a specialist interest in Skin and Hand Trauma.

The post-holder will be expected to play a key role in seeing and treating patients in our off-site settings e.g. Skin clinics or theatre lists in Kent or Sussex.

The post-holder will be expected to work flexibly to support the service in order to ensure that it is able to provide a maximally responsive service for patients.

#### The Post

It is essential that the applicant should be fully trained in all most aspects of Skin and Hand Trauma, as well as the diagnosis of skin lesions and medical management of skin lesions.

It would be desirable for the post holder to have done a specific Hand and/or Skin Cancer Fellowship. Other desirable experience in dermoscopy, post-Mohs Reconstruction and Laser would also be beneficial.

The post-holder will have access to an office and desk along with secretarial support. Secretarial support is team-based and provided by the secretaries and coordinators.

## Key working relationships

The post-holder will work within two distinct clinical service lines, Hand Trauma and Skin, each sitting within the wider Plastics Business Unit. The service lines are led by the Clinical Lead, who works closely with the operational management team to ensure the achievement of operational and service standards, clinical governance and quality standards, and financial performance.

Clinical Leads report to Clinical Directors, who in turn report to the Medical Director. The post-holder will work closely with the Service Co-ordinator, who reports to the Service Manager, who in turn reports into the General Manager for the Business Unit.

## Job Description

As a Specialty Doctor at the Trust, you will have opportunities for the development and delivery of your clinical service. You will work with colleagues to ensure that your service meets all relevant professional, national, and local service standards and targets.

As a senior figure and role model in the organisation, you will demonstrate the behaviours and values that are expected of all staff: in particular taking pride in the services we offer, showing humanity and consideration for patients and colleagues, and seeking continuous improvement through research, development, and innovation. You will actively engage with the General Medical Council revalidation process.

The job plan provides scheduling details of the clinical activity and clinically related activity components of the job plan that occur at regular times in the week. Note that in line with Government and NHS objectives, QVH is working towards the provision of seven day services. This will affect the working lives of most staff and it expects that all doctors will approach this need in a collaborative fashion.

Please note: whilst the below is the proposed job plan, we are currently undergoing a process of job planning and so we may require a degree of flexibility.

## Indicative Job Schedule

Site	Day	Duty	Start Time	End Time	Cycle	PAs
QVH	Monday	Trauma: Duty Day	8.00	18.00	1, 2, 3, 4, 5	2.5
Conquest	Tuesday	Travel	8.00	9.00	2, 4	0.115
Conquest	Tuesday	Outpatient Clinic	9.00	13.00	2, 4	0.462
Conquest	Tuesday	DSU Theatre	13.30	18.00	2, 4	0.519
Conquest	Tuesday	Travel	18.00	19.00	2, 4	0.115

QVH	Tuesday	SPA	9.00	18.00	1, 3, 5	1.0096
QVH	Wednesday or Friday	Off Day				
QVH	Thursday	Skin Clinic	9.00	17.00	2, 4	0.9231
DVH	Thursday	Travel	8.00	9.00	1, 3, 5	0.125
DVH	Thursday	Outpatient Clinic	9.00	12.30	1, 3, 5	0.4375
DVH	Thursday	DSU Theatre	13.30	17.30	1, 3, 5	0.5
DVH	Thursday	Travel	17.30	18.30	1, 3, 5	0.125
QVH	Friday or Wednesday	Flexible DCC: Duty Day, Theatre, See and Treat	8.00	18.00	1, 2, 3, 4, 5	2.5
QVH	Saturday	Annualised DCC	08.00	18.00	N/A	0.5
	Flexible Admin'					0.25
<b>Total</b>						<b>10.081</b>

## Terms and Conditions of Service

This appointment will be made under the published Terms and Conditions Consultants (England) 2003 and subsequent amendments.

This appointment is subject to pre-employment checks including verification of identity checks, right to work checks, registration and qualification checks, employment history and reference checks, occupational health checks and disclosure and barring service checks.

Should you be required to work at other sites, you will be required to have adequate vehicular insurance for business purposes. You will be asked to provide a copy of your insurance certificate on request.

The Job Plan will be based on the outline shown above, although this will be flexible as the career intentions of the appointee develop in line with the clinical commitments of the department.

The post holder will also be expected to:

- Ensure flexibility in sessions to assist the hospital to develop maximum theatre utilisation
- Ensure adequate arrangements are made for cover for annual and study leave

## General Information

The Job Description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the light of changing circumstances, and in consultation with the post holder.

## Appraisal and Revalidation

All Trust employees undertake annual appraisal in line with Trust policy. Appraisal will take into account all the domains of good clinical practice and include consideration of clinical performance and outcome measures where available. Regular appraisal over a five year cycle will feed in to revalidation.

Revalidation will consider full compliance with the organisations policies and include 360 staff and patient feedback along with reports from other organisations where appropriate.

SPA time has been allocated in order to ensure the post-holder is given sufficient time to partake full in the revalidation process.

## Audit

All members of the Department are expected to participate in the audit programme. Audit is incorporated into departmental meetings appropriate to the speciality. There are hospital wide inter departmental audit meetings, held bi-monthly.

## Library Facilities

In addition to the departmental facilities, the Hospital has its own library with a part time librarian. It contains current textbooks including those relevant to work carried out in the hospital. In all, there are 1000 books and 70 current journals, a computer terminal/CD Rom system for literature searching and a full retrieval service. There are opportunities for IT training and a broad range of opportunities for other types of learning in the Learning and Development Centre.

There is an excellent Medical Photographic Department with an imaging archive illustrating surgical, anaesthetic and historical aspects of the hospital. Professional video editing facilities exist in medical photography. The department leads in digital photographic technology, allowing access to many images via the Queen Victoria Intranet and with extensive video production and editing.

The Trust's Telemedicine system is used for both diagnosis and treatment of patients in outlying Accident and Emergency departments, minor injuries units and walk in centres. It enables referring hospitals to instantly send images and clinical information securely to experts at QVH and is also used internally by surgeons to review cases elsewhere in the hospital.

## Mentoring

All new consultants are allocated a mentor on commencement of employment with the Trust. The aim of the scheme is to provide new consultants with a mentor who is a consultant within their own speciality to help them settle into their new role. Mentees will receive mentoring that will support their transition to the role by an experienced consultant, ensuring equal treatment of the new consultant in comparison with their consultant colleagues. The benefits for mentees will include:

- Accessing impartial advice and encouragement through a supportive relationship
- Assistance with problem solving
- Improving self confidence
- Professional development
- Encouragement to reflect on practice

## Policies

As an employee of the Trust you will be required to adhere to all ratified Trust policies. The Trust recognises the diversity of the local community and those in its employ. Our aim is to provide a safe environment free from discrimination and a place where all individuals are treated fairly, with dignity and appropriately to their need. The Trust recognises that equality impacts on all aspects of its day to day operations and has produced an Equality objective Scheme to reflect this. All staff employed by the Trust are required to uphold the principles of this policy.

## Teaching and Training

The Trust requires that the appointee complies with the CME regulations of the relevant Royal College.

## Interviews

We look forward to receiving your application and will be in touch via Trac if you have been shortlisted for interview. If you have a disability, the Trust is committed to offering reasonable adjustments through the recruitment process and employment.

For further information/informal enquiries please contact: Siva Kumar, Clinical Director for Plastics, Burns and Trauma, Siva.Kumar1@nhs.net

## Person Specification

Criteria	Description	Essential / Desirable
<b>Qualifications</b>	MBBS or equivalent medical degree at time of application	E
	Successful completion of FRCS or equivalent at time of application	E
	Significant experience of NHS working practices	E
	Entry on the UK Specialist Register via: <ul style="list-style-type: none"> <li>CCT, or proposed CCT date must be within six months of the interview date</li> <li>CESR, or proposed CESR date must be within six months of interview date</li> <li>European Community Rights</li> </ul>	D
	Skin Cancer Fellowship	D
	Hand fellowship	D
	Experience in the use of Laser in skin cancer	D
<b>Eligibility</b>	Eligible for full registration with the General Medical Council at the time of appointment and with a current license to practice	E
	Evidence of achievement in line with GMC standards in Good Medical Practice and supported by worked-based assessments of clinical performance and multisource feedback, or equivalent	E
	Eligibility to work in the UK	E
<b>Fitness to Practice</b>	Up to date and fit to practice safely; awareness of own training needs; engagement with appraisal and revalidation process	E
<b>Language skills</b>	Demonstrable skills in written and spoken English, of a standard to enable effective communication about medical topics with patients and colleagues evidenced by undergraduate medical	E

	training in English, or ILETS score above 7.5 overall or alternative supporting evidence	
<b>Health</b>	Meets health requirements in line with GMC Good Medical Practice	E
<b>Application</b>	All sections of the application form to be fully completed, including a complete employment history	E
<b>Clinical Expertise</b>	Relevant specialty clinical knowledge Knows when to seek help and able to prioritise clinical need	E
<b>Clinical Governance</b>	Demonstrate awareness of good decision making; awareness of own limitations with a track record of engaging in clinical governance and learning from errors.	E
<b>Audit</b>	Evidence of active participation in audit: candidates must demonstrate data from at least one personal audit over the last two years	E
<b>Research</b>	Evidence of participation in research with published papers and original work in peer reviewed journals; with the ability to critically appraise published evidence	D
<b>Teaching</b>	Experience of supervising doctors in training and other colleagues	D
<b>Communication Skills</b>	Demonstrate clarity in written/spoken communication and capacity to adapt language as appropriate to the situation	E
	Empathic and sensitive to others' perspectives; capacity to listen to the views of others	E
	Working in partnership with patients: <ul style="list-style-type: none"> <li>• always considering patients preferences when discussing treatment options</li> <li>• always considering the full impact of clinical decisions on the patient</li> <li>• practice shared decision making</li> <li>• direct and support patients to access the information needed to make an informed decision</li> </ul>	E
<b>Personal Skills</b>	Team working – can engender effective working relationships; individually, in multidisciplinary teams and at all levels	E
	Managing others with the ability to exhibit appropriate leadership; empowering others, leading by example and leading through change	E
	Ability to work effectively under pressure and to maintain professional and expected behavior standards despite challenging circumstances	E
	Possess organisation and management abilities, including the ability to prioritise the workload of a consultant and deal with conflicting demands	E
	Flexible approach to work with the ability to adapt and work with employers to delivered improved patient care	E
	An expertise in patient data management systems would be highly desirable	E
<b>Probity</b>	Professional integrity and respect for others; demonstrating probity, honesty, integrity, accountability and trustworthiness	E



<b>Continuing Professional Development</b>	<ul style="list-style-type: none"> <li>• self-reflective; self-aware and able to accept feedback</li> <li>• commitment to personal and professional development</li> <li>• ability to utilise skills and knowledge to make service improvements for the benefit patient care</li> <li>• able to question constructively and problem solve</li> </ul>	E
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