



The Shrewsbury and  
Telford Hospital  
NHS Trust

# Consultant Breast Surgeon

## INFORMATION FOR CANDIDATES



# Our Vision and Values

The Shrewsbury and Telford Hospital NHS Trust is an organisation that strives to provide high quality, safe care for our patients in an environment which our staff are proud to work in

## Our Vision:

“To provide excellent care for the communities we serve”

## Our Values:



## About our Vision

We believe that by adhering to our Vision and working with our Values in mind we can behave in a way which will ensure the right results for the people that matter most – our patients and their families.

## About our Values

Our Trust Values provide a guide for our daily lives which we are all expected to uphold, both at work and when we are representing the Trust.

Our Values were developed by staff and our patients, so they represent what is important to us within the organisation and the way we should all behave towards patients, carers, visitors, partners and each other.

You will see our Values throughout the Trust; they are not just words on a page, they represent what we are about here at SaTH. We want patients and their families to say that the care and service they receive from all of us is consistently high-quality, safe, effective and personalised, so the feelings behind the Values shouldn't come as a surprise to anyone working in the NHS.

The reason why it is important that they are clearly written down is so we all know what's expected, and none of us are surprised if we are asked to explain any unacceptable behaviour.

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## About the Trust & Hospital Transformation Programme

The Shrewsbury and Telford Hospital NHS Trust (SaTH) is the main provider of acute hospital services for around half a million people in Shropshire, Telford & Wrekin and mid Wales.

Encompassing some of the most picturesque parts of England and Wales, the Trust's catchment stretches from the Cambrian Mountains in the west, to Newport and the fringes of the Black Country in the east. The main towns include: Bridgnorth, Ludlow, Market Drayton, Oswestry, Shrewsbury and Whitchurch (in Shropshire); Newport, Telford and Wellington (in Telford & Wrekin); and Newtown and Welshpool (in Powys) – all beautiful and unique.

Our main service locations are the Princess Royal Hospital (PRH) in Telford and the Royal Shrewsbury Hospital (RSH) in Shrewsbury which are located 20 minutes' drive apart. Together they provide 99% of our activity. Both hospitals provide a wide range of acute hospital services including accident & emergency, outpatients, diagnostics, inpatient medical care and critical care.

We also provide services such as consultant-led outreach clinics at the Wrekin Community Clinic, Telford, the Robert Jones and Agnes Hunt Orthopaedic Hospital, Gobowen and the Bridgnorth, Ludlow and Whitchurch Community Hospitals.

We employ over 7000 staff, and hundreds of staff and students from other organisations also work in our hospitals. At The Shrewsbury and Telford Hospital NHS Trust (SaTH), there are around 300 volunteers who support patients, their families and colleagues. That net is cast even wider if you include the many charities and organisations whose volunteers also support the Trust including the Lingen Davies Cancer Appeal which is based at the Royal Shrewsbury Hospital.

Our priority is to deliver the best possible diagnostic facilities and high-quality clinical care in a clean, supportive setting. We are committed to ensuring every patient receives effective treatment with respect and dignity.

As part of our long-term vision, to enhance patient care and service delivery, selected services will be either relocating or moving to a cross-site model in 2028. The changes will further bring together our specialist services into a purpose built, modern environment designed to enhance patient care and provide improved working experience for our teams.

As we are currently actively recruiting to roles across services that will be relocating or changing the way the service is delivered, we want to be transparent with all applicants and advise that successful candidates will be expected to move with the service to the Royal Shrewsbury Hospital when the relocation takes place, in early 2028, or move to a cross-site working model.

The relocation will be managed through a formal management of change process, with full consultation and support provided to colleagues throughout the process. An overview of the services that are moving are included on page five of the job pack.



# Overview of Changes

## Royal Shrewsbury Hospital will specialise in Emergency Care:

- Emergency Department
- Urgent Treatment Centre
- Critical Care Unit
- Consultant-led Maternity Care
- Children's Inpatient Services
- Emergency and Trauma Surgery with complex, planned and children's surgery
- Emergency Medicine, including Cardiology, Stroke, Respiratory, and Acute Medicine
- Consultant Neonatal Services
- Radiotherapy and inpatient and day Cancer Care and Treatment

## The Princess Royal Hospital will specialise in Planned Care:

- Diagnostic Endoscopy
- Vibrant planned care site planned inpatient surgery with medical and surgical inpatients on a planned pathway of care.
- Adult and Child outpatients
- Day case surgery centre
- Midwife led unit
- 24/7 urgent treatment service, which would enable 65% patients who would have attended the traditional accident and emergency medicine department to be seen at PRH
- Dedicated procedure suite for local anaesthetics
- Enhanced rehab facilities and new therapy led wards
- Respiratory diagnostic and treatment centre
- Cancer treatment day unit



## A message from our Clinical Director

We would love for you to apply for the post of Consultant Oncoplastic Breast Surgeon at The Shrewsbury and Telford Hospital NHS Trust (SaTH). This is an exciting time to join our community, as we embark on major restructuring and expansion of our hospital services with our Hospital Transformation Project.

At The Shrewsbury and Telford Hospital NHS Trust, our breast services are built on high-quality multidisciplinary working, patient-centred care, and a commitment to clinical excellence. We are seeking a Consultant Oncoplastic Breast Surgeon to join a supportive and forward-thinking team delivering comprehensive breast care to our local population.

As a Consultant at SaTH, you will play a key role within a well-established breast MDT, working closely with Oncology, Radiology, Pathology, Specialist Nursing, and Allied Health Professionals to deliver high-quality oncological and reconstructive outcomes. The role offers the opportunity to practise across the full spectrum of oncoplastic breast surgery, contributing to both cancer and benign services in a modern NHS setting.

We actively support consultants to develop specialist interests, lead service improvement initiatives, and contribute to education, training, and audit. There are opportunities to participate in clinical governance, quality improvement, and research activity, as well as to shape the future direction of Trust.

SaTH is committed to flexible job planning, consultant wellbeing, and a positive work-life balance. You will benefit from strong clinical leadership, structured appraisal and revalidation support, and the security and benefits of NHS employment. Our location across Shropshire, Telford & Wrekin and mid-Wales offers a varied clinical caseload alongside an excellent quality of life, with access to beautiful countryside, good schools, and strong transport links.

If you are a motivated and compassionate Consultant Oncoplastic Breast Surgeon who values collaborative working and high-quality patient care, SaTH offers the opportunity to build a rewarding, influential, and sustainable consultant career.

*Mr McCloud*

**Mr Joe McCloud**  
Clinical Director

# Main Duties & Responsibilities

## Clinical

- To have excellent team-working skills with the abilities and professional attitude to work well in a multi-professional team.
- To deliver clinical and quality targets agreed both nationally and locally with clinical teams and commissioners.
- To work independently caring for patients referred to the breast service through the symptomatic and screening pathways.
- To participate in the audit and governance and support the training of junior medical staff and other staffing groups that care for our patients.
- To carry out appropriate administrative duties in support of clinical commitments
- To be a core member and participate in the Breast Cancer MDT
- To follow patients throughout their clinical pathways.

## Organisational

- To work with local managers and professional colleagues in the employing Trust in the efficient running of the service.
- To be subject to the provisions of the Terms and Conditions of Service, be required to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters and to follow the local and national employment and personnel policies and procedures.
- To participate in the Continuous Professional Development and the Trust's appraisal scheme.
- To be aware of the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff and attend all relevant health and safety training.
- Ensure that all Trust-wide standards are maintained to improve the quality of total care to all who come into contact with services provided by Shrewsbury and Telford hospital NHS Trust.

This job description is not intended to be exhaustive. The post holder will be expected to carry out any reasonable duties requested of them, appropriate to the grade and role of the post. Duties and responsibilities may vary from time to time in light of changing circumstances and in consultation with the post holder.



## Job Description

|                                       |                                   |
|---------------------------------------|-----------------------------------|
| <b>Job Title:</b>                     | Consultant in Breast Surgery      |
| <b>Grade:</b>                         | Consultant [MC72]                 |
| <b>Division:</b>                      | Surgery, Anaesthetics & Cancer    |
| <b>Responsible to:</b>                | Divisional Medical Director       |
| <b>Professionally Accountable to:</b> | Medical Director                  |
| <b>Hours:</b>                         | 10 Programmed Activities per week |
| <b>Duration:</b>                      | Permanent                         |
| <b>Salary:</b>                        | £109,725 - £145,478 per annum     |

### Job Summary

The successful candidate would be joining the Breast multidisciplinary team providing Breast services covering Shropshire and Mid Wales. The post holder would provide support to General Breast cancer services, including those referred from the screening programme. The role would have an emphasis on Oncoplastic Breast Surgery, a service which was established here in 2011. The necessary resources are available to provide this.

The successful candidate will be expected to take part in continuing medical education and audit and provide teaching to members of the professional and nursing staff within the hospital, as well as medical students. Those candidates with an interest in research will of course be encouraged.

Contribution to an out of hours on call rota is core to this role.



# The Post

## The Department

This is a new post which will support the delivery of Breast Surgical Services across Shropshire and a substantial area of neighbouring Powys, serving a combined population of approximately 500,000. The service forms an integral part of The Shrewsbury and Telford Hospital NHS Trust (SaTH), which provides a broad range of General Surgical Services across its two hospital sites.

The Shrewsbury and Telford Hospital NHS Trust General Surgical Services are currently provided by a total of 26 Surgeons. 22 are based at The Royal Shrewsbury Hospital (RSH) (10 Colorectal, 6 Upper GI and 6 Vascular). The Breast Service is currently provided by a total of 4 Surgeons based at the Princess Royal Hospital (PRH). With the appointment of an additional Oncoplastic Breast Surgeon the team will consist of 3 Oncoplastic and 2 General Breast Surgeons.

Oncology services are centralised at The Royal Shrewsbury Hospital (RSH). Breast Imaging is available on both sites:

- The RSH Breast Screening Office provides mammography and ultrasound for both screening and symptomatic pathways.
- A full imaging suite at PRH supports two-week-wait clinics and rapid diagnostic assessment.

Autologous reconstruction (including latissimus dorsi flaps and chest wall perforator flaps) is undertaken at PRH, where the entire Breast Surgery department is based. The Trust is currently commissioning a new provider for free-flap reconstruction (e.g. DIEP flaps), following the retirement of the previous regional surgeon at New Cross Hospital. This reflects a recognised regional and national challenge in accessing free-flap services.

The Breast Surgery department is a small but efficient team of surgeons, doctors and specialist nurses working collaboratively within a multidisciplinary framework. The service at PRH benefits from dedicated operating theatre capacity, inpatient and day-case facilities, and outpatient clinics. Additional outpatient provision is also available at RSH, supported by a dedicated Radiology team.

The Breast Cancer MDT has full representation from Pathology, Oncology and Radiology, alongside breast care nurses and an MDT co-ordinator. There is currently no plastic surgery representation at the MDT.

Paediatric breast cases are managed within the service, with all patients initially assessed by paediatricians at PRH before referral to Breast Surgery when appropriate.

Breast Surgery sits within the Surgical Centre, led by a full-time Centre Manager and supported by Clinical Directors and Clinical Leads with dedicated management time. The Trust places strong emphasis on clinical engagement, and all consultants are expected to contribute to relevant management and service-development activities. Key decisions are made through the Trust's Management Executive, which includes the Medical Director and Clinical Directors.

Consultants are responsible to their Centre Clinical Director, who is supported by specialty Lead Clinicians. The Senior Medical Staff Committee and Local Negotiating Committee ensure that the views of the consultant body are consistently represented. Working conditions are equitable across all breast surgery consultants within the department.

Breast inpatient services are located at the Princess Royal Hospital. Facilities exist for:

- 1) Oncoplastic Breast Services
- 2) NHS Breast Screening
- 3) One stop symptomatic clinics
- 4) Breast surgery including sentinel node biopsy
- 5) Family History Clinic
- 6) Clinical Oncology & Palliative Care Services

- 7) Young women symptomatic clinics
- 8) Mainstream Genetic Testing
- 9) Dedicated Breast Pain Clinics

## Improvement Initiatives

The service has secured funding from the West Midlands Cancer Alliance to establish Breast Pain Clinics within the community. This initiative aims to provide care closer to home, improve patient experience, and ensure that referrals are directed appropriately, reducing unnecessary demand on fast-track pathways. The service is supported by recurrent funding, ensuring long-term sustainability and continued delivery.

## Regional Networks

The Breast Cancer Service Team works in close partnership with the West Midlands Cancer Alliance and a range of Expert Advisory Groups. Strong collaborative links have also been established with neighbouring Trusts, including Wolverhampton NHS Trust. These relationships play a vital role in enhancing communication, supporting the development of innovative ways of working, and creating opportunities for shared learning, training, and the delivery of best practice.

All members of the team are encouraged to engage with these networks, build their own professional connections, and participate in peer-support groups. This collaborative approach not only strengthens individual development but also contributes to the ongoing growth and improvement of the service as a whole.

## Current Medical Staffing (With areas of particular interest noted)

The Breast Surgery Team comprises five whole-time equivalent consultant surgeons. The consultants are supported by six Specialty Doctors, four Breast Care Nurses and three Advanced Nurse Practitioners. Clinical leadership is provided by a Lead Surgeon who reports to the Clinical Director. The Clinical Director has responsibility for Breast Surgery, Vascular Surgery, and Upper Gastrointestinal Surgery.

### Consultants

|                |  |
|----------------|--|
| Mrs D Appleton | Consultant Oncoplastic Breast Surgeon    |
| Mr K Das       | Consultant Breast Surgeon                |
| Mr A Przyczyna | Consultant Breast Surgeon                |
| Miss S Rastall | Consultant Oncoplastic Breast Surgeon    |
| Mr T Usman     | Consultant Breast Surgeon, Clinical Lead |

### Specialty Doctors

The six whole-time equivalent middle-grade doctors are employed at Specialty Doctor grade. Their clinical activity is dedicated to the breast service. Some also contribute to the general surgical on-call rota at PRH as non-resident doctors.

|              |                  |
|--------------|------------------|
| Dr J Hashmi  | Specialty Doctor |
| Dr B Lake    | Specialty Doctor |
| Dr N Mahmood | Specialty Doctor |
| Dr A Rashed  | Specialty Doctor |
| Dr G Thomas  | Specialty Doctor |
| Vacant       | Specialty Doctor |

### Nurse Specialists

1 WTE Advanced Nurse Practitioner  
7 WTE Clinical Nurse Specialists

### Management Structure

|                             |                |
|-----------------------------|----------------|
| Divisional Medical Director | Mr Joe McCloud |
| Operations Manager          | Gina Caton     |

Clinical Director  
Centre Manager

Mr Tamoor Usman  
Claire Evans

## Job Plan

A formal job plan will be agreed between the successful candidate and their Clinical Director and consultant colleagues, on behalf of the Medical Director within 3 months of starting in post. A full-time job plan is based on a 10 PA working week. The job plan will be reviewed annually and is a prospective agreement that sets out the consultant's duties, responsibilities, and objectives for the coming year. It covers 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 and will include personal objectives, detailing links to wider service improvements and trust strategic priorities.

For a full-time contract, the job plan will be divided on average per week (pro-rata for a part time post) as:

- 7.5 Programmed Activities (PAs) of Direct Clinical Care - includes clinical activity, clinically related activity and predictable and unpredictable emergency work.
- 2.5 Supporting Professional Activities (SPAs) - includes CPD, audit, teaching and research.

The allocation of PAs is reviewed and may be subject to adjustment when a further diary exercise is undertaken or if the service demands a review of the team job plan.

The job plan includes allocated time for MDT preparation and post-MDT administrative duties. This allocation is consistent across all consultant job plans within the department. The MDT is on Tuesday mornings. The MDT list is published at midday on Fridays. All consultants have a personal laptop with a VPN allowing access to the hospital system.

Any applicant 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 with the Trust in consultation with other consultant colleagues.

## Timetable

The following provides scheduling details of the clinical activity and clinically related activity components of the appointee's standard working week.

| Day                                    | Time | Location | Work                  | Category | No. of PAs |
|--|------|----------|-----------------------|----------|------------|
| Monday                                 | AM   | PRH      | Reconstruction Clinic | DCC      | 1          |
|  | PM   | PRH      | SPA                   | SPA      | 1          |
| Tuesday                                | AM   | PRH      | MDT/SPA               | DCC/SPA  | 1          |
|  | PM   |          |                       |          |            |
| Wednesday                              | AM   | PRH      | Follow-up Clinic      | DCC      | 1          |
|  | PM   | PRH      | Admin                 | DCC      | 1          |
| Thursday                               | AM   | PRH      | Theatre               | DCC      | 1.25       |
|  | PM   | PRH      | Theatre               | DCC      | 1.25       |
| Friday                                 | AM   | PRH      | One-stop clinic       | DCC      | 1          |
|  | PM   | PRH      | SPA                   | SPA      | 1          |
| Unpredictable / emergency on-call work |      | N/A      | N/A                   | N/A      | 0          |
| Direct clinical care                   |      |          |                       |          | 7.5        |

|                  |                                    |     |
|------------------|------------------------------------|-----|
| <b>Total PAs</b> | Supporting professional activities | 2.5 |
|------------------|------------------------------------|-----|

This timetable is indicative only and the formal job plan will be agreed between the successful applicant and their clinical director within 3 months of starting in post. Further PA's may be available by negotiation dependant on the demands of the service. Cross-site travel is not part of the daily job plan for this post. The appointee will be based at the Princess Royal Hospital.

The 2.5 PA theatre allocation is comprised as follows:

| Activity   | PA Allocation |
|--|---------------|
| Operating time (including anaesthetics and recovery)           | 2.0 PA        |
| Pre-operative review, team briefing, and post-operative review | 0.5 PA        |
| <b>Total</b>   | <b>2.5 PA</b> |

## Autologous Reconstruction and Emergency Cases

Autologous reconstruction using pedicled flaps (e.g. chest wall perforator flaps) is performed at PRH. Free flap reconstruction is not currently available on-site; a new provider is being sought following the discontinuation of the previous pathway.

Emergency cover for breast patients is provided by the general surgical on-call team. The on-call consultant is based at RSH, with non-resident middle-grade (Specialty Doctor) cover at PRH.

For post-operative complications in discharged patients, admission is via the Surgical Assessment Unit at RSH. For inpatients at PRH, the non-resident middle-grade doctor assesses the patient and contacts the operating surgeon for advice. If the operating surgeon is unavailable, the on-call general surgery consultant is contacted.

## On-call and cover arrangements

- There is no breast surgery-specific on-call commitment attached to this post. Emergency cover for breast patients, including post-operative complications, is provided by the general surgical on-call team as described above.
- Responsibility for post-operative patients when the operating surgeon is off-site is managed through the general surgical on-call arrangements:
  - **Inpatients at PRH:** Assessed by the non-resident Specialty Doctor, who contacts the operating surgeon for advice. If unavailable, the on-call general surgery consultant is contacted.
  - **Discharged patients:** Admitted to the Surgical Assessment Unit at RSH for management by the on-call team.

# General Conditions

## Annual Leave

Doctors upon first appointment to the Consultant grade shall be entitled to annual leave at the rate of 32 days a year.

Doctors who have completed a minimum of 7 years' service as a Consultant shall be entitled to annual leave at the rate of 34 days per year.

The rate of annual leave will be based on a full-time contract of 10 PAs. Additional PAs above 10 PAs will not accrue additional entitlements to annual leave over and above the full-time allocation. For consultants working part-time, the full-time entitlement will be pro-rated in accordance with the contracted PAs.

## Study Leave

Professional and Study leave includes but is not restricted to participation in:

- Study, usually but not exclusively or necessarily on a course or programme.
- Research
- Teaching
- Examining or taking examinations
- Visiting clinics and attending professional conferences
- Training

The appointee will be entitled to 30 days of Study/Professional Leave across a 3-year fixed period with a set budget.

## Research

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the department could be incorporated in the methodological and practical stages.

## Audit

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role. The Trust has a fully staffed Audit Department at both hospitals with extremely well-organised teams.

## Appraisal, Revalidation and Mentorship

- The Trust has the required arrangements in place, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.
- The Trust supports the Royal College of Physicians Guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Premier IT Revalidation e-Portfolio (PReP) Revalidation System. We will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.
- A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust, as agreed with the LNC (for example, the approval and funding of study leave). An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.
- We will require you to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti Revalidation System. We will complete this as soon as possible upon your commencement with the Trust.
- The Trust also supports the requirements for continuing professional development and is committed to providing time and financial support for these activities.

## Accommodation

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

## Other Facilities

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff

## Office and Secretarial Support

The post holder will have full-time secretarial support with an adequately equipped office that will include a computer with access to Trust IT facilities.

## Staff Benefits

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

## Health & Safety

As an employee of the Trust you have a responsibility to:

- Take reasonable care of your own health and safety and that of any other person who may be affected by your acts or omissions at work, and ensuring a COVID secure workplace for the team.
- Co-operate with the Trust in ensuring that Statutory Regulations, Codes of Practice, Local Policies and Departmental Health and Safety Rules are adhered to.
- To not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

## Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of Infection Control Policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- Ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself.
- Be aware of Infection Prevention and Control Policies, Practices and Guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff.
- Maintain an up-to-date knowledge of Infection Prevention and Control, Policies, Practices and Procedures through attendance at annual mandatory updates and ongoing continuing professional development.
- Challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

## Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's

employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

## Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- Participate in statutory and mandatory training as appropriate for the post.
- Maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct.
- Take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates.
- Participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the NHS Knowledge and Skills Framework outline for the post.

## Safeguarding Children and Vulnerable Adults

We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.

As an employee of the Trust, you have a responsibility to ensure that:

- You are familiar with and adhere to the Trust's Safeguarding Children Procedures and Guidelines.
- You attend Safeguarding Awareness Training and undertake any additional training in relation to safeguarding relevant to your role.

## Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust, you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport, and waste.

## Continuous Improvement

The Shrewsbury and Telford Hospital NHS Trust is committed to creating a culture that puts Continuous Improvement at the forefront of our transformational journey and our aim is to empower colleagues at all levels have the confidence, capability, passion, and knowledge, to test changes and make improvements at SaTH and in the communities we serve.

Following a successful five-year partnership with the Virginia Mason Institute in the USA, SaTH continues to further develop and embed the Trust's approach to Continuous Improvement at all levels of the organisation. You will be supported by an Improvement Hub, which will provide the necessary expertise to support you make improvements, while also providing training at various stages of your time at SaTH, as part of your continuing professional development.

## No Smoking Policy

There is a no smoking policy in operation within the Trust. Smoking within the Trust's premises or within the Trust's grounds is not permitted.

## Miscellaneous

This job description is an outline of the key tasks and responsibilities of the post and is not intended to be an exhaustive list. The job may change over time to reflect the changing needs of the Trust and its services as well as the personal development.







## Person Specification

The following pages contain a description of the qualifications, skills, experience, knowledge and other attributes a candidate should ideally possess to successfully perform this role.

## QUALIFICATIONS

| CRITERIA  | ESSENTIAL | DESIRABLE |
|---|-----------|-----------|
| <ul style="list-style-type: none"> <li>• MBBS, MBChB or equivalent medical qualification</li> </ul>                 | ✓         |           |
| <ul style="list-style-type: none"> <li>• MD by thesis or equivalent higher degree</li> </ul>                        |           | ✓         |
| <ul style="list-style-type: none"> <li>• FRCS/MRCS or equivalent</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Holder of Intercollegiate Specialty Examination (or equivalent)</li> </ul> | ✓         |           |

## ENTRY CRITERIA

| CRITERIA   | ESSENTIAL | DESIRABLE |
|--|-----------|-----------|
| <ul style="list-style-type: none"> <li>• Full Registration and a licence to practise with the General Medical Council (GMC)</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Entry on the General Medical Council (GMC) Specialist Register via one of the following:               <ul style="list-style-type: none"> <li>- Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the award of CCT)</li> <li>- Certificate of Eligibility for Specialist Registration (CESR)</li> </ul> </li> </ul> | ✓         |           |
| <ul style="list-style-type: none"> <li>• Independent operative experience in a wide range of partial and complete reconstructive techniques</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Experience in routine Breast Cancer Surgery, Outpatient Clinics and Surgery for screen detected Breast Cancer</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• 12 months training in Breast Oncoplastics at a recognized centre and personal experience in assessment for various reconstructive techniques</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Experience in and commitment to Medical Audit</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Lead or be heavily involved in a Specialty related Audit project</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Participation in Breast Cancer MDT</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Experience in contralateral Breast Surgery and, revisional surgery and purely cosmetic Breast Surgery</li> </ul>  |           | ✓         |
| <ul style="list-style-type: none"> <li>• Research interests in the Breast Specialty</li> </ul>   |           | ✓         |
| <ul style="list-style-type: none"> <li>• Published research in the Breast specialty</li> </ul>   |           | ✓         |
| <ul style="list-style-type: none"> <li>• Period of full-time research leading to peer reviewed publication</li> </ul>  |           | ✓         |
| <ul style="list-style-type: none"> <li>• Experience in supervision of research of others and have a Programme for future research</li> </ul>   |           | ✓         |
| <ul style="list-style-type: none"> <li>• Membership of relevant Specialist Societies or Associations</li> </ul>  |           | ✓         |

# GENERIC CAPABILITIES FRAMEWORK

## Professional Values & Behaviours

| ESSENTIAL CRITERIA  | ESSENTIAL | DESIRABLE |
|---|-----------|-----------|
| <ul style="list-style-type: none"> <li>Practises with the professional values and behaviours expected of all doctors as set out in GMC Good Medical Practice and the Generic Professional Capabilities Framework (or equivalent for dentists).</li> </ul>                             | ✓         |           |
| <ul style="list-style-type: none"> <li>Demonstrates the underpinning subject-specific competences i.e., knowledge, skills and behaviours relevant to the role setting and scope.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>Clinically evaluates and manages a patient, formulating a prioritised differential diagnosis, initiating an appropriate management plan, and reviewing and adjusting this depending on the outcomes of treatment.</li> </ul>                   | ✓         |           |
| <ul style="list-style-type: none"> <li>Critically reflects on own competence, understands own limits, and seeks help when required.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>Communicates effectively and able to share decision-making with patients, relatives and carers; treats patients as individuals, promoting a person-centred approach to their care, including self-management.</li> </ul>                       | ✓         |           |
| <ul style="list-style-type: none"> <li>Respects patients' dignity, ensures confidentiality and appropriate communication where potentially difficult or where barriers exist, e.g., using interpreters and making adjustments for patients with communication difficulties</li> </ul> | ✓         |           |
| <ul style="list-style-type: none"> <li>Demonstrates key generic clinical skills around the areas of consent; ensuring humane interventions, prescribing medicines safely and using medical devices safely.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>Adheres to professional requirements, participating in annual appraisal and reviews of performance and progression.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>Awareness of legal responsibilities relevant to the role, such as around mental capacity and deprivation of liberty; data protection; equality and diversity.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>Applies basic principles of public health; including population health, promoting health and wellbeing, work, nutrition, exercise, vaccination and illness prevention, as relevant to their speciality.</li> </ul>                             | ✓         |           |

## Leadership & Team Working

| CRITERIA  | ESSENTIAL | DESIRABLE |
|---|-----------|-----------|
| <ul style="list-style-type: none"> <li>Awareness of their leadership responsibilities as a clinician and demonstrates appropriate leadership behaviour; managing situations that are unfamiliar, complex, or unpredictable and seeking to build collaboration with, and confidence in, others.</li> </ul> | ✓         |           |
| <ul style="list-style-type: none"> <li>Demonstrates understanding of a range of leadership principles, approaches and techniques so can adapt leadership behaviours to improve engagement and outcomes – appreciates own leadership style</li> </ul>  | ✓         |           |

|  |   |  |
|--|---|--|
| and its impact on others.  |   |  |
| <ul style="list-style-type: none"> <li>• Develops effective relationships across teams and contributes to work and success of these teams – promotes and participates in both multidisciplinary and interprofessional team working.</li> </ul> | ✓ |  |
| <ul style="list-style-type: none"> <li>• Critically reflects on decision-making processes and explains those decisions to others in an honest and transparent way.</li> </ul>  | ✓ |  |
| <ul style="list-style-type: none"> <li>• Demonstrates ability to challenge others, escalating concerns when necessary.</li> </ul>  | ✓ |  |
| <ul style="list-style-type: none"> <li>• Develops practice in response to changing population health need, engaging in horizon scanning for future developments.</li> </ul>  | ✓ |  |

## Patient Safety & Quality Improvement

| CRITERIA  | ESSENTIAL | DESIRABLE |
|---|-----------|-----------|
| <ul style="list-style-type: none"> <li>• Takes prompt action where there is an issue with the safety or quality of patient care, raises and escalates concerns, through clinical governance systems, where necessary.</li> </ul>                              | ✓         |           |
| <ul style="list-style-type: none"> <li>• Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety and clinical quality improvement initiatives</li> </ul>                               | ✓         |           |
| <ul style="list-style-type: none"> <li>• Applies basic human factors principles and practice at individual, team, organisation, and system levels.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Collaborates with multidisciplinary and interprofessional teams to manage risk and issues across organisations and settings, with respect for and recognition of the roles of other health professionals.</li> </ul> | ✓         |           |
| <ul style="list-style-type: none"> <li>• Advocates for, and contributes to, organisational learning.</li> </ul>   | ✓         |           |
| <ul style="list-style-type: none"> <li>• Reflects on personal behaviour and practice, responding to learning opportunities.</li> </ul>  | ✓         |           |

## Safeguarding Vulnerable Groups

| CRITERIA   | ESSENTIAL | DESIRABLE |
|--|-----------|-----------|
| <ul style="list-style-type: none"> <li>• Recognises and takes responsibility for safeguarding children, young people, and adults, using appropriate systems for identifying, sharing information, recording and raising concerns, obtaining advice and taking action.</li> </ul> | ✓         |           |
| <ul style="list-style-type: none"> <li>• Applies appropriate equality and diversity legislation, including disability discrimination requirements, in the context of patient care.</li> </ul>  | ✓         |           |

## Education & Training

| CRITERIA   | ESSENTIAL | DESIRABLE |
|--|-----------|-----------|
| <ul style="list-style-type: none"> <li>• Critically assesses own learning needs and ensures a personal development plan reflects both clinical practice and relevant generic capabilities.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Promotes and participates in individual and team learning; supporting the educational needs of individuals and teams for uni-professional, multidisciplinary and interprofessional learning.</li> </ul> | ✓         |           |
| <ul style="list-style-type: none"> <li>• Identifies and creates safe and supportive working and learning environments.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Takes part in patient education.</li> </ul>   | ✓         |           |

## Research & Scholarship

| CRITERIA   | ESSENTIAL | DESIRABLE |
|--|-----------|-----------|
| <ul style="list-style-type: none"> <li>• Keeps up to date with current research and best practice in the individual's specific area of practice, through appropriate continuing professional development activities and their own independent study and reflection.</li> </ul> | ✓         |           |
| <ul style="list-style-type: none"> <li>• Critically appraises and understands the relevance of the literature, conducting literature searches and reviews; disseminates best practice including from quality improvement projects.</li> </ul>                                  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Communicates and interprets research evidence in a meaningful way for patients to support shared decision-making.</li> </ul>  | ✓         |           |
| <ul style="list-style-type: none"> <li>• Works towards identifying the need for further research to strengthen the evidence base or where there are gaps in knowledge, networking with teams within and outside the organisation</li> </ul>                                    | ✓         |           |
| <ul style="list-style-type: none"> <li>• Locates and uses clinical guidelines appropriately.</li> </ul>  | ✓         |           |