



The ICENI Centre

Applicant information pack

**ICENI Centre International Fellow in Oncoplastic
Breast Surgery
Colchester**

EAST SUFFOLK AND NORTH EAST ESSEX FOUNDATION TRUST

Message from the Chief Executive

Dear Colleague

Thank you for your interest in joining East Suffolk and North Essex Foundation Trust (ESNEFT).

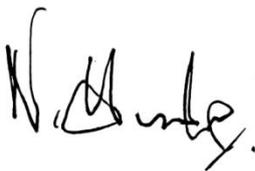
ESNEFT is an exciting newly formed NHS organisation. The partnership of Colchester and Ipswich Hospital in 2018 has seen the formation the biggest acute hospital in East Anglia, providing general acute services to over 1 million people.

We would like you to help us provide excellent healthcare for the communities we serve in East Suffolk and North Essex. Our teams run services from eight sites in Colchester and Ipswich hospitals and in the community.

To be the best, we need to attract and keep the best staff. Our size puts us in a strong position to grow, providing more of the latest services. Our scale provides exciting opportunities for development, innovation, research, education and training. Support from technology and logistics will help us see patients at the right time.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we remove unnecessary stress and frustration to give our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme
Chief Executive

ICENI Centre International Fellowship Programme

Post: ICENI International Fellow in Oncoplastic Breast Surgery

Specialty: Oncoplastic Breast Surgery (level ST7+)

Clinical & Educational Supervisors: Miss Sunita Saha and Ms Ros Jacklin

Introduction

The two breast units in Colchester and Ipswich within ESNEFT offer a comprehensive portfolio of breast services for the assessment and management of breast diseases. Both are high volume, busy units with approximately 750 breast cancer diagnoses per annum via the symptomatic and dedicated NHSBSP screening services.

Breast services at the Colchester site are provided within the recently developed, purpose-built breast unit, chemotherapy unit and state of the art radiotherapy centre. The oncoplastic breast surgery team undertake the full range of standard breast surgery procedures as well as a full range of oncoplastic breast surgery procedures including therapeutic mammoplasty, skin/nipple-sparing mastectomy with subpectoral and prepectoral implant reconstruction, local chest wall perforator flaps for partial breast reconstruction, mastopexy, augmentation and lipofilling for symmetrisation. These services are also provided at the sister unit in Ipswich with ample opportunity to gain experience on both sites. Autologous tissue-based reconstruction is also offered in conjunction with plastic surgeons from the St Andrew's Unit in Broomfield hospital, Chelmsford via joint clinics and lists which provide excellent learning opportunities. Both the breast surgery and oncology teams are actively involved in a number of local and national research trials and audits and have a strong ethos and excellent reputation for training and education. Radiology facilities include digital mammography, breast tomosynthesis, vacuum biopsy and breast MRI. A collaborative multidisciplinary approach to cancer management is supported by dedicated specialist breast care and advanced practitioner nurse team who also provide the lymphoedema and nipple tattooing services. The family history services are supported with close links with the Great Ormond Street genetics team and innovative regional risk management MDT feed into the high-risk screening programme.

The Team

Breast Surgeons	Oncologists	Radiologists	Pathologists	Specialist Nursing Team	Plastic Surgeon
Miss Sunita Saha	Dr Mukesh Mukesh	Dr Sharmila Rao	Dr Madhuri Shinkar	Mr Ben Paolini (ANP)	Mr Matthew Griffiths
Ms Rosamond Jacklin	Dr Vivienne Loo	Dr Diane Johnston	Dr Shaobin Wu	Mrs Angela Haigh	
Prof. Sankaran Chandrasekheran	Dr Devy Basu	Dr Shilpa Liyanage		Mrs Jo O'Callaghan	
Mr Simon Marsh		Dr Rebecca Spendiff		Ms Kathy Rooke	
Mr Peter Liptay-Wagner				Mrs Allison Herd	
Miss Anu Apte				Mrs Sandra Cunningham	
				Mrs Gemma Smith	

Timetable

Learning opportunities in all areas of breast assessment are available throughout the working week alongside the five consultant breast surgeons and one specialty doctor. The ICENI Centre International Fellow will be expected to support the delivery of the breast service within a 10PA jobplan, which includes a dedicated session for continuing professional development, research and audit activities. The fellow will be expected to attend educational events and actively participate in audit and management meetings where appropriate. One hour of dedicated time per week will also be set aside to meet with the educational mentor to discuss learning cases/points and ensure educational development.

	Monday	Tuesday	Wednesday	Thursday	Friday
Am	Rapid diagnostic clinic	Breast reconstruction clinic <u>or</u> Theatres	Theatre <u>or</u> Joint oncology clinic	Theatre <u>or</u> rapid diagnostic clinic	Joint oncology clinic
Pm	Admin <u>or</u> Joint reconstruction clinic with plastic surgery (1 in 4 weeks)	Cancer and oncoplastic MDT	Screening results clinic and Meeting with educational/clinical supervisor 1hr each week	Theatre	Research / audit session

Training Delivery and Opportunities

Basic Sciences and Breast Assessment

Our rapid diagnostic one-stop clinics provide full triple assessment at a single visit for patients referred via the symptomatic service. These along with the screening results and joint oncology, breast reconstruction and follow-up clinics provide ample opportunity to see new and follow up patients to support the consultant team. In addition to a weekly plenary MDT area attended by all specialities within the breast service team to provide a collaborative approach to breast cancer treatment planning. There is access to a large family history clinic and MDT, which provides an excellent learning opportunity on the set up of a high quality family history service.

Benign Breast Conditions

Rapid diagnostic and follow up clinic provide ample opportunity to see new and follow up patients. A large number of these will have benign breast conditions; many are managed in clinic by the radiology team and others in theatre.

Breast Cancer

The fellow will be supported and mentored to develop the full range of skills in oncoplastic breast surgery and will be expected to become an active member of the team within the clinic, theatre, ward and MDT settings.

We are committed to development of the individual and will ensure that the timetable is tailored to the trainee's needs and flexible. We have had excellent feedback on the training and support we can provide in term of breast assessment and oncology from current and past trainees.

There is an ample caseload to satisfy the indicative numbers for breast oncological surgery and as a unit perform the full range of oncoplastic procedures including therapeutic mastoplasty, local chest wall perforator flaps and implant reconstruction on a regular basis.

Implant Breast Reconstruction

We offer the full range of implant-based breast reconstruction. This includes two-stage with tissue expander, direct to implant, use of acellular dermal matrix and pre and sub pectoral techniques. We perform a large volume of ADM assisted breast reconstruction with a low rate of complications. We have a fully stocked bank of implants and acellular dermal matrices.

In addition to patients with breast cancer, we offer risk reducing surgery and implant/autologous reconstruction to patients assessed in the family history clinic.

Autologous Tissue Based Reconstruction

In conjunction with the Plastic Surgeons, the full range of autologous reconstruction is offered at the renowned St Andrew's unit in Broomfield hospital. This includes latissimus dorsi flap (including extended fully autologous LD with immediate lipofilling), DIEP/TRAM/SIEA free flap and TUG flaps

when indicated. The joint oncoplastic clinic provides the opportunity to refer and assess patients with both Breast and Plastic Surgeons present.

Aesthetic Surgery of the Breast

The fellow will be supported in developing skills including mastopexy, reduction, augmentation and lipofilling used for symmetrisation or to address developmental breast problems.

The fellow will work closely with the Plastic Surgeons that sub-specialise in breast reconstruction. The oncoplastic clinic provide an excellent opportunity to assess and manage more challenging cases.

Person Specification

REQUIREMENTS	ESSENTIAL	DESIRABLE	WHEN EVALUATED
Qualifications and Training	<ul style="list-style-type: none"> • MRCS • Full GMC Registration • Good Communication Skills 	<ul style="list-style-type: none"> • Distinction, prizes or honours during Postgraduate training 	Application Form
Experience	<ul style="list-style-type: none"> • Demonstrated training in general surgery to senior registrar level • Validated log book indicating appropriate operative experience • Evidence of satisfactory training 	<ul style="list-style-type: none"> • Experience in breast surgery to ST7+ level 	Application Form Interview
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment and hold a current licence to practise • Evidence of achievement of postgraduate medical training in line with GMC standards/Good Medical Practice • Eligibility to work in the UK 		Application Form Interview
Teaching	<ul style="list-style-type: none"> • Enthusiastic in teaching clinical skills in the workplace or training environment 		

	<ul style="list-style-type: none"> Evidence of contributing to teaching & learning of others 	<ul style="list-style-type: none"> Experience of simulation based teaching Has successfully completed a 'training the trainers' or 'teaching skills' course 	<p>Application Form</p> <p>Interview</p>
Fitness To Practise	<ul style="list-style-type: none"> Is up to date and fit to practise safely 		<p>Application Form</p> <p>References</p>

Health	<ul style="list-style-type: none"> Meets professional health requirements (in line with GMC standards/ Good Medical Practice) 		<p>Application Form</p> <p>Pre-employment health screening</p>
Academic/ Research Skills	<p>Research Skills:</p> <ul style="list-style-type: none"> Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice Understanding of basic research principles, methodology & ethics, with a potential to contribute to research <p>Audit:</p> <ul style="list-style-type: none"> Evidence of active participation in audit 	<ul style="list-style-type: none"> Evidence of research and publications in peer reviewed journals 	<p>Application Form</p> <p>Interview</p>
Personal Skills	<p>Judgement Under Pressure:</p> <ul style="list-style-type: none"> Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations 	<ul style="list-style-type: none"> Motivated and able to work unsupervised as well as within a small team under appropriate guidance 	<p>Application Form</p> <p>Interview</p> <p>References</p>

	<ul style="list-style-type: none">• Awareness of own limitations & when to ask for help <p style="text-align: center;">Communication Skills:</p> <ul style="list-style-type: none">• Capacity to communicate effectively & sensitively with others• Able to discuss treatment options with patients in a way they can understand• Excellent written and verbal communication skills <p style="text-align: center;">Problem Solving:</p> <ul style="list-style-type: none">• Capacity to think beyond the obvious, with analytical and flexible mind and bring a range of approaches to problem solving <p>Situation Awareness:</p> <ul style="list-style-type: none">• Capacity to monitor and anticipate situations that may change rapidly <p>Decision Making:</p> <ul style="list-style-type: none">• Demonstrates effective judgement and decision-making skills <p>Organisation & Planning:</p> <ul style="list-style-type: none">• Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions• Understands importance & impact of information systems• Excellent interpersonal skills• Evidence of ability to present oneself in an organised, professional manner• Evidence of understanding of the importance of team work• Experienced with Microsoft Word including PowerPoint,		
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	word-processing and spreadsheet software		
Probity	Professional Integrity: <ul style="list-style-type: none">• Takes responsibility for own actions• Demonstrates respect for the rights of all• Demonstrates awareness of ethical principles, safety, confidentiality & consent		Application Form Interview References