



WORLD CLASS CARE
FOR OUR COMMUNITY



Royal Surrey
NHS Foundation Trust



Job Description

**Getting It Right First Time (GIRFT)
Oncoplastic Breast Clinical Fellow**



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NHS

Royal Surrey
NHS Foundation Trust

Staff Benefits



Car Leasing scheme

Buying and selling
Annual leave

On site M&S and Costa

On site Nursery and Play schemes

Education Centre

Partnerships with Argos and Currys, 0% Interest on all purchases

Free confidential Financial
Advice and Guidance

Personal Loans

Savings Opportunities

Self-referral Physiotherapy

Subsidised restaurant

Active Social Club

Free access to 24/7
counselling and support

Season Ticket Loan

NHS Pensions, 14%
Employers contribution

Discounted Gym Membership

NHS Services discounts

Slimming World
Partnership

NHS Cashback

Flexible Pay scheme

Cycle to Work scheme

20% off at Nandos

Visit our website to check
out the full list of staff benefits:

www.royalsurrey.nhs.uk/rewards-and-benefits

Dear Applicant,

I am delighted that you have applied for a Getting It Right First Time (GIRFT) Oncoplastic Breast Clinical Fellow post here at the Royal Surrey NHS Foundation Trust.



Our Trust has a reputation for the quality of its cancer, community and general hospital services, built on the excellence of our multidisciplinary teams of healthcare professionals.

I am particularly proud of the opportunities we are able to offer here for professional development and service improvement, facilitated by our scale; as a medium sized hospital we have an environment in which people work closely together and individuals are able to make real impact on services. We have a number of innovative and outstanding services, including one of the biggest robotic surgical services in the UK, and perform exceptionally well in terms of patient safety; with mortality rates consistently amongst the lowest for UK Trusts. We work closely with partners in health and social care, providing adult community health services including in-patient beds in two local community hospitals. We also have growing links with the University of Surrey, which is opposite the main hospital Guildford site; clinical research is a priority for the Trust, and we host the local clinical research network for the Kent, Surrey and Sussex area, and also the Surrey and Sussex Cancer Alliance.

Ambition, strong emphasis on patient safety and experience, and access to "cutting edge" technologies and research combine to make the Royal Surrey an exciting place to work and I wish you every success with your application and look forward to welcoming you as part of the Royal Surrey family.

Dr. Bill Jewsbury

A handwritten signature in black ink, appearing to read 'W. Jewsbury'.

Medical Director/Responsible Officer
Royal Surrey Hospital FT

JOB DESCRIPTION

1. JOB DETAILS

Job Title:	Getting It Right First Time (GIRFT) Oncoplastic Breast Clinical Fellow
Grade:	ST7/8 or equivalent
Base	Royal Surrey Hospital
Department / Portfolio	Breast Unit
Reports to:	Helen Blocke, Specialty Manager Tracey Irvine, GIRFT lead
Accountable for	See Below

2. JOB PURPOSE

This is a unique opportunity to combine oncoplastic training at the Royal Surrey Hospital Breast unit with a 12 month fellowship supported by GIRFT and ABS. The successful candidate will be part of a wider cohort of GIRFT fellows.

You will have weekly/fortnightly supervision meetings with GIRFT’s Academic Content Lead and have direct supervision from GIRFT’s national clinical lead for breast surgery (Tracey Irvine), Professor Tim Briggs (National Director of Clinical Improvement) and the wider GIRFT Academy team. You will have access to national datasets curated by NHS England (including Hospital Episodes Statistics, Out-patients, Emergency Care and Theatres datasets).

We will support you to write peer-reviewed research publications, presentations for conferences and guidelines/recommendations as appropriate. Taught elements will include sessions on quality improvement methodology, leadership, behavioural change, action learning sets, statistics, academic publication, and public engagement. Peer support from other fellows is an important component of the fellowship.

2.1 JOB SUMMARY

This is an opportunity for an ST7/8 (or equivalent) level doctor in Breast surgery to be part of a national pilot, taking up a GIRFT Fellow post for 12 months. The job role will include involvement in projects at a strategic level as well as oncoplastic training within the Royal Surrey Hospital.

The GIRFT Fellow will be involved in local, regional and national quality improvement projects. They will work with senior colleagues across the

Royals Surrey County and GIRFT, to assist in data gathering and analysis of national and local practice and current outcomes; drawing up best guidance practice following clinical engagement across Trusts nationally and within the Royal Surrey; publishing and disseminating best practice following implementation.

A typical fellow will author 2-3 academic peer reviewed publications during their fellowship and make a similar number of conference presentations. A key component of the projects undertaken by the GIRFT Fellow may relate to environmental sustainability, an area where GIRFT has an increasing interest. The fellow will collaborate with the Greener NHS team within NHS England.

The fellow will join 8-10 GIRFT clinical fellows offering peer support. Mentoring is also offered by previous GIRFT fellows. During their fellowship hours of work fellows can choose to work from home, or office space within their clinical setting.

Getting It Right First Time (GIRFT)

GIRFT Is a national programme designed to improve the treatment and care of patients through in-depth review of services, benchmarking, and presenting a data-driven evidence base to support change. The programme undertakes clinically-led reviews of specialties, combining wide-ranging data analysis with the input and professional knowledge of senior clinicians to examine how things are currently being done and how they could be improved.

Working to the principle that a patient should expect to receive equally timely and effective investigations, treatment and outcomes wherever care is delivered, irrespective of who delivers that care, GIRFT aims to identify approaches from across the NHS that improve outcomes and patient experience, without the need for radical change or additional investment.

GIRFT has grown into a large scale national programme and in a post-Covid NHS is vitally important as Trusts progress their recovery plans across the specialties. For more information on GIRFT, please see their website here: <https://www.gettingitrightfirsttime.co.uk/>.

The Royal Surrey Breast Unit

The Royal Surrey Breast Unit sees more than 350 new breast cancer patients per year diagnosed within either our own symptomatic service, the Jarvis Breast Screening Unit or from our well established familial risk screening programme.

Clinics are carried out on the main hospital site in Guildford and in our outreach clinics in Cranleigh and Haslemere.

Operations are performed in our dedicated laminar flow theatre with in situ Mozart intraoperative imaging, wire and non-wire seed localisation. The hospital has invested in a new operating complex (due to open in 2026) – The Cancer and Surgery Innovation Centre (CASIC) which will include state of the art theatres and improved facilities for day case surgery. Autologous reconstructions are performed alongside the plastic surgical team at Queen Victoria Hospital in East Grinstead.

The service delivers the following services;

- 6 weekly one stop/ triple assessment clinics delivered on 3 days per week. This includes access to tomosynthesis and contrast enhanced mammography as required.
- Family History Service – incorporating an online assessment tool and CanRisk individualised risk stratification, monthly MDT and support from the genetics service at St Georges Hospital, London
- A regional high risk gene carrier multi-disciplinary clinic supported by breast, plastic and gynaecology surgeons, alongside geneticists, psychologist's and breast care nurses
- A Vacuum assisted biopsy service
- A comprehensive oncoplastic and reconstructive surgical service including all forms of breast conserving surgery (therapeutic mastoplasty, chest wall perforator flaps) and reconstruction (one and two stage implant reconstruction, autologous free flap surgery, nipple reconstruction) supported by a regional oncoplastic MDT.
- Non-cancer breast surgery including breast reductions and implant surgery as guided by the ICB thresholds and guidelines.
- Personalised follow up either via a PIFU service, clinical review or mammographic only follow up as appropriate
- Specialist Breast Care Nurse led clinics including post-operative wound clinics, treatment induced symptomatic clinic, FHx assessment, prosthetic and bra fitting and mainstream genetic testing.
- Recruitment to national trials alongside our oncology colleagues Including CAMBRIA, FastForward Boost, ATNEC and CanRisk ClinVAR
- Training and support towards CCT and portfolio pathways for our 2 regional appointed Speciality Registrars, Associate Specialists (1x Surgery, 1x radiology and clinic), staff grade and three resident doctors (F1/F2 and CT – who all are part of the general surgical oncall).

The Department holds a well established weekly cancer MDT with colleagues from Pathology, Radiology and Oncology

Prof Silvana di Palma/ Dr Amila Gamage – Consultant Histopathologists
 Dr Aneet Sian (Lead) / Dr Gemma Price / Dr Victoria Scott/ Dr Jamie Russell
 and Dr Caroline Taylor – Consultant Breast Radiologists
 Dr Panagiotis Koliou/ Dr Eva Letalova – Consultant Medical Oncologists
 Dr Felicity Paterson/ Dr Sophie Lynch – Consultant Clinical Oncologists
 Olga Sueros-Velarde – Lead Breast Care Nurse

The Breast Consultant Team:

- Jon Horsnell Consultant Oncoplastic Surgeon and Clinical Director

- Farrokh Pakzad Consultant Oncoplastic Surgeon, Melanoma Surgeon and Breast MDT lead
- Tracey Irvine Consultant Oncoplastic Surgeon
- Polly Partlett Consultant Oncoplastic surgeon
- Elizabeth Clayton Consultant Oncoplastic Surgeon and Melanoma Surgeon
- Sarah Huf Consultant Oncoplastic Surgeon

3. KEY RESULT AREAS/MAIN DUTIES AND RESPONSIBILITIES:

- (a) Supervised by Tracey Irvine at Royal Surrey Hospital and GIRFT's Academic Content Lead (Dr Keith Gray), your duties will be split as follows:
- (b) 24 hours a week as a GIRFT fellow. The fellowship will focus on clinical improvement in a specific area of priority to GIRFT and may include:
- Writing evidence based advice and guidance responses for breast units for the ABS guidance platform
 - Developing a minimum breast pathway for breast cancer patients and producing a toolkit for Trusts co-badged by GIRFT and ABS to implement this
 - Write up Model Hospital and NCIP Oncoplastic data
 - Understand national variation in 1 and 5 year follow up in an era of PIFU
- (c) 16 hours a week clinical work, not including on-call duties.

On-call

The successful candidate will not be required to contribute to the general surgical on-call service.

The working hours would be an average of 40 hours / week. All rotas are EWTD compliant.

Banding supplements may be altered in the light of changes in working patterns in order to make posts compliant with the New Deal. Any changes in pay bands will be undertaken in accordance with the Terms and Conditions of service sub-paragraph 22m. Confirmation of the banding allocated to successful candidates will be confirmed upon commencement.

4. KEY WORKING RELATIONSHIPS AND COMMUNICATION

Internal to the Trust	External to the Trust
Breast MDT GIRFT Breast Lead	GIRFT academy Peer mentors

5. DEPARTMENT CHART OR REPORTING STRUCTURE OF THE POST:

Managerially accountable to Jon Horsnell Clinical Director and Helen Blocke Breast Specialty Manager Royal Surrey Hospital and professionally accountable to Professor Tim Briggs.

6. OTHER RESPONSIBILITIES

Confidentiality

- All employees must respect and protect the confidentiality of matters relating to patients or other members of staff and must comply with the requirements of the Data Protection Legislation. This means that the protection of personal data in any form of media (e.g. system, paper, word of mouth by any means that personal information can be processed) is a requirement by law. Any member of staff found to have permitted unauthorised disclosure of personal confidential and sensitive information and is found in breach of their duty of confidentiality could lead to disciplinary proceedings in accordance with the trust's disciplinary policy. No confidential information must be accessed, read, discussed, or disclosed unless it is necessary in the pursuance of the legitimate duties of their role.

Equal Opportunities

- The Royal Surrey is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. A copy of Equality and Diversity Policy and our Single Equality and Diversity Scheme are available from the Human Resource department or on the internet/intranet.
- Staff must ensure that they treat members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

Corporate Governance

- The Trust, as a public organisation, is committed to acting with honesty, with integrity and in an open way. The Trust Board of Directors is responsible for ensuring that Trust services are managed in this way. We are working together to achieve the highest levels of compliance with the risk management standards promoted through the NHS Executive's Controls Assurance programme and the Clinical Negligence Scheme for Trust (CNST). All of us are expected to become familiar with these standards as they relate to our work and further details are available from your manager.

- One of the controls assurance standards relates to Health & Safety. Under the Health & Safety at Work Act 1974, all of us have a duty:
 - To take reasonable care of ourselves and others at work;
 - To co-operate in meeting the requirements of the law.
- All staff must have an understanding of the Trust's Health and Safety policy and be aware of the responsibilities associated with this.
- All staff must adhere to the Trust's Infection Control Policies and maintain the standards laid down in those policies, complying with dress codes and hygiene codes in all clinical areas.

Further details are available from the Trust's Health & Safety Advisors.

Safeguarding

Royal Surrey NHS Foundation Trust has a safeguarding policy for both adults and children and is committed to the protection of children, young people and adults. The Trust acknowledges that, due to the nature of hospitals, many people who would not normally be considered vulnerable can be in a position where they lack capacity or have reduced control. It also recognises that abuse of vulnerable adults/children can occur within domestic, institutional and public settings, and as such we have a responsibility to protect patients and associated dependents within our care. All employees have a responsibility to meet the statutory requirements to safeguard and promote the welfare of both children and adults to ensure that they come to no harm and to raise any concerns regarding safeguarding. All employees would be fully supported in raising any safeguarding concerns. All employees must be aware of Trust policies in relation to safeguarding and must adhere to them at all times.

Infection Control

Infection Prevention and Control is the responsibility of all Trust staff.

All staff have a responsibility to protect service users, visitors and employees against the risk of acquiring health care associated infections by consistently observing Trust Infection Prevention and Control Policies and procedures and best practice guidance in order to maintain high standards of Infection Prevention and Control.

Our vision, mission and values

The Trust undertook a listening exercise with its staff which has formed our vision, mission and values. We are currently working with staff to define our new behaviours which will become part of everything we do.

Our Mission

Together we deliver compassionate, safe care every day.

Our Vision

To provide nationally celebrated, community focused health and care.

Our values are:

- **Continuously improving**
Continuously improving is not just a value.

It's what unlocks our innovation.

- **Excelling together**
Excelling together is not just a value.
It's what we do every day.
- **Caring together**
Caring together is not just a value.
It's what sets our Royal Surrey family apart.
- **Learning together**
Learning together is not just a value.
It's what keeps our services safe.

PERSON SPECIFICATION

POST: Getting It Right First Time (GIRFT) Oncoplastic Breast Clinical Fellow

*Assessment will take place with reference to the following information

A=Application form

I=Interview

T=Test

C=Certificate

Area	Essential	Desirable	Assessment
Values and Behaviours			
ESSENTIAL CRITERIA FOR ALL POSTS			
Demonstrable commitment to and focus on quality, promotes high standards to consistently improve patient outcomes	√		A/I
Demonstrable skill to work together to serve our community through delivering safe and excellent clinical care	√		A/I
Value diversity and difference, operates with integrity and openness	√		A/I
Treating others with compassion, empathy and respect	√		
Share information openly and effectively with patients, staff and relatives	√		
Works across boundaries, looks for collective success, listens, involves, respects and learns from the contribution of others	√		A/I
Uses evidence to make improvements, increase efficiencies and seeks out innovation	√		A/I
Actively develops themselves and others	√		A/I
Qualifications			
Full registration and a license to practice with the GMC	√		A
MBBS or equivalent	√		A
FRCS or equivalent	√		A
Qualification in leadership and/ or clinical management.		√	A
Teaching/Education Qualification		√	A
Knowledge and Experience			
Clinical experience in Oncoplastic Breast Surgery	√		A/I
Ability to solve a wide range of problems within Breast Surgery	√		A/I
Able to understand issues with planning and developing a modern service in keeping with current trends	√		A/I
Experience in delivering education		√	A/I
Show knowledge of the GIRFT breast workstream and data	√		A/I

Understand the principals of Clinical Governance	√		A/I
Evidence of experience of / commitment to audit and improving clinical practice/service development	√		A/I
Experience and interest in undergraduate and postgraduate teaching	√		A/I
CPD - Evidence of post qualifying and continuing professional development clinical knowledge and skills	√		A/I
Must have an understanding of the background to and aims of current healthcare policy/national guidance/CQC/ and appreciate the implications of this on engagement	√		A/I
Understanding of business planning and commissioning		√	A/I
Experience / interest in service modernisation and improvement		√	A/I
Skills and Capabilities			
Management, Leadership and Initiative skills	√		A/I
Effective interpersonal, communication and presentation skills with internal and external stakeholders	√		A/I
An understanding of and ability to demonstrate your ability to: <ul style="list-style-type: none"> • Empower others • Lead through change • Influence strategically • Collaborative working • Drive for improvement • Integrity 			A/I
Computer literate – Email, MS Office and Internet	√		A/I
Use of digital dictation systems		√	A/I
Active interest in research and commitment to clinical innovation	√		A/I
Familiar with quality improvement methodologies and/or research	√		A/I
Participation in committee work, organising meetings, conferences, workshops		√	A/I
Personal Attributes			
Demonstrate ability to work with colleagues as part of a team	√		A/I
Highly motivated with ability to influence and inspire others	√		A/I
Adaptability, flexibility and ability to cope with uncertainty	√		A/I
Effective communication skills	√		A/I
Enthusiasm	√		A/I
Attention to detail	√		A/I

Approachability	√		A/I
Professional calm and efficient manner	√		A/I
Used to working in a busy environment	√		A/I
Willing to engage with and learn from peers, other professionals and colleagues in the desire to provide or support the most appropriate interventions	√		A/I
Effective organiser/prioritisation skills	√		A/I