

Craniofacial Fellow (Equiv. to ST7+) in Plastic Surgery

J.M. Barrie Division – Portfolio A

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children need the help of different specialist teams. Improvements in health care and diagnosis mean that many children have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life threatening or life-limiting conditions.

The hospital receives over 255,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 383 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.

Around 4,100 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations.

The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children with highly complex, rare or multiple conditions. It has 19 highly specialised national services.

Job title	Craniofacial Fellow (equivalent to ST7+) in Plastic Surgery
Division	J.M. Barrie – Portfolio A
Responsible to	Head of Clinical Service
Accountable to	Divisional Director
Type of contract	Fixed Term for 12 months
Hours per week	40 standard hours plus any out of hours commitment which equates to 48 hours maximum
Location	Great Ormond Street Hospital
Budgetary responsibility	N/A
Manages	N/A

Trust Values and Expected Behaviours

Over 2,000 of our staff, patients and parents have developed a set of Values – Our Always Values. These are the values that should characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

- Always Welcoming
- Always Helpful
- Always Expert
- Always One Team

These values are extremely important to us and we expect everyone who works at GOSH in any capacity, including employees, bank staff, contractors, agency staff, people who hold honorary contracts, students and volunteers to share and uphold Our Always Values. Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.

The Trust also expects that everyone who works here shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of Great Ormond Street Hospital for Children NHS Foundation Trust. Individuals must therefore at all times carry out their duties with due regard to the Trust's Equality at Work Policy.

Scope of the role

The Craniofacial Centre is a Supra-regionally funded unit within the Directorate of Surgery. The Unit includes a multidisciplinary team responsible for the care and treatment of children with craniofacial conditions. The specialty accepts over 100 new patients a year, and over 70 transcranial procedures are performed. Patients are admitted to plastic surgery and neurosurgery wards. There is a dedicated craniofacial operating list.

Clinical training will be regarded as a priority. In addition to training provided in clinics and ward rounds other opportunities will be provided by attendance at teaching sessions. There is an induction programme for junior medical staff.

This is a Postgraduate Teaching Hospital. A significant number of medical students, Postgraduate Specialist Registrars in training and Senior Clinical Fellows are attached for varying periods of time for advanced teaching.

There will be at least three hours protected teaching time per week. There are two one-hour sessions, one on a Tuesday lunchtime for a regular postgraduate teaching programme and one on a Wednesday lunchtime which takes the form of a clinical case presentation for the whole hospital. The third hour is specialty specific. There is a bleep ban operating during these sessions.

It is expected that all employees will take part in the regular teaching activities held throughout the hospital and ICH as part of their work while employed by the Trust.

This contract is fixed term in nature, as the post is designed to provide specific training competencies to the post holder. Upon commencement in this role, your training competencies will be set.

Key working relationships

Internal:

Clinical Teams
Ward Sisters
Ward Nurses
Nurse Practitioners
Clinical Nurse Specialists
Administration and Management Staff

External:

Local Hospitals
Community Services including Paediatricians
Families

Consultant Medical Staff:

Prof David Dunaway	Consultant Craniofacial Surgeon (Supervising Consultant)
Mr. Juling Ong	Consultant Craniofacial Surgeon (Supervising Consultant)
Mr. Robert Evans	Consultant Orthodontist
Mr. Owase Jeelani	Consultant Neurosurgeon
Mr Greg James	Consultant Neurosurgeon
Dr Robert Bingham, Dr Kar Binh Ong	Consultant Anaesthetist
Ms Michelle Wyatt and Junior Staff	Consultant ENT Surgeon
Mr Richard Bowman	Consultant Ophthalmologist
Dr Louise Wilson	Consultant Geneticist
Dr Natasha Rooney	Principal Clinical Psychologist
Miss Caroleen Shipster	Senior Speech & Language Therapist
TBC	Social Worker

Junior Medical Staff

- 3 Clinical Fellows
- 3 Specialist Trainees
- 3 Core Trainees (CT2)

One of the existing trainees will be allocated to assist the new post holder.

Other Clinical and Administration Staff

Ms Kathy Truscott	Craniofacial Clinical Nurse Specialist
Ms Andrea White	Craniofacial Clinical Nurse Specialist
Ms. Zoe Hallett	Service Manager
Ms Jenifer Crocker	Office Manager
Ms Sue McWorth	Medical Secretary
Ms Susan Pyke	Medical Secretary
Ms Maria Casedas	Medical Secretary

Office and Secretarial support

The post-holder will have access to a desk with a computer within a shared consultant office. They will be supported by a shared Medical Secretary and Admissions Co-ordinator.

Main duties and responsibilities

The post provides wide experience in the management of children, including neonates, who need specialist paediatric surgical treatment. The junior surgeons will assist in operating lists, and will learn to perform ward procedures on children. There are strong links with the General Paediatricians allowing close training opportunities. There is the potential for exposure to other subspecialties in the hospital to support learning and training for applicants planning to specialise in Paediatrics.

The department of paediatric surgery has formal meetings twice weekly, which include 'journal club', clinical presentation, clinical-pathology meetings, tumour board, and regular audit. There is a professional teaching round once a week and also a grand round once a week. There is a weekly protected teaching session specifically for the junior doctors in general surgery. Once a month the London Paediatric Surgical Group hold a clinical meeting at Great Ormond Street.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Training objectives and appraisal

There is a system of appraisal organised by the Supervising Consultant in conjunction with the Postgraduate Medical Education Office. Within two weeks of taking up the post, an appraisal meeting will be held outlining training and clinical objectives expected to be achieved during the period of employment. Progress against objectives will be reviewed regularly with the educational supervisor.

Rota

The standard working week is 40 hours. The rota is a non-resident on-call with prospective cover. You will be based at Great Ormond Street Hospital for Children NHS Foundation Trust. The Trust is constantly monitoring all junior doctor rotas in order to achieve New Deal targets and the European Working Time Directive.

Research

There is a number of long running spinal surgery projects which have already been set up in the Trust. This will provide an ideal opportunity for a Craniofacial Fellow to develop research experience:

- Molecular pathogenesis of craniosynostosis - FGFR expression in human cranial sutures.
- A comparison of facial bipartition and the classical orbital "box shift" procedure for hypertelorism.
- Functional and aesthetic outcomes following frontofacial advancement by distraction
- Surgical correction of facial asymmetry.
- An on-going evaluation of the anomalies of intracranial pressure in craniosynostosis.
- The relationship between intracranial pressure and breathing abnormalities.
- The analysis of factors responsible for intracranial hypertension in craniosynostosis.
- Management of airway obstruction in children with craniofacial disorders.
- Hindbrain herniation and hydrocephalus in children with craniofacial disorders.
- Long-term effects of craniofacial procedures, including facial bipartition.
- Parietal plication - corrective surgery in scaphocephaly.
- Cognitive development, early surgery, and intracranial pressure in children with metopic synostosis.
- Developmental status in sagittal synostosis.
- The clinical and anatomical significance of posterior plagiocephaly.
- Psychological aspects of facial deformity, particularly in relation to the timing of surgery.
- Speech and Language evaluation and therapy in sub groups of craniofacial patients.
- Angiographic evidence of anomalous cerebral venous drainage in complex craniosynostosis.
- Progressive bony changes in complex craniosynostosis in the cranial, and extra-cranial skeleton.
- Progressive bony changes in complex craniosynostosis syndromes in a) the upper limbs, b) the hands.

The post holder will be encouraged to involve themselves in any aspects of research within the unit.

There is training available in computer literacy, database management and statistics. Great Ormond Street Hospital and the Institute of Child Health have their own dedicated computer departments and regular courses are held.

Craniofacial Service Information

The Craniofacial Centre is a Supra-regionally funded unit within the Directorate of Surgery. The Unit includes a multidisciplinary team responsible for the care and treatment of children with craniofacial conditions. The specialty accepts over 100 new patients a year, and over 70 transcranial procedures are performed. Patients are admitted to plastic surgery and neurosurgery wards. There is a dedicated craniofacial operating list.

The Institute of Child Health is the medical school of Great Ormond Street Hospital for Children NHS Foundation Trust and it is a constituent body of the University College London Medical School. Most of the hospital specialities are represented by respective research departments in the Institute.

Purpose of the Post

The purpose of the Craniofacial Fellow post is to provide day-to-day clinical management of craniofacial patients (in conjunction with other team members) and to undertake a research project.

Candidates with a Plastic Surgery, Neurosurgical or Maxillofacial background will be considered.

Specific Clinical Responsibilities and Objectives

The successful candidate will be involved in:

- The inpatient assessment of children with craniofacial conditions. This assessment may include intracranial pressure monitoring; the appointee will be responsible for the insertion of ICP probes, and the monitoring and analysis of results.
- Assisting at craniofacial operating lists.
- Primary responsibility for perioperative care of these patients.
- Take part in one in three on call rotas for plastic surgery (there is no Accident and Emergency department in the hospital).
- Undertake outpatient clinics as appropriate.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfill the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

PERSON SPECIFICATION

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview

Essential: **E** Desirable: **D**

Our always values

E	Always welcoming – positive, polite, prompt, responsive
E	Always helpful – respectful, supportive, approachable; caring
E	Always expert – Up-to-date knowledge , strive to provide a quality service, proactive
E	Always one team – informative, mindful, appreciative, open, honest
D	Commitment to provision of a quality service
D	Management of paediatric patients (Prioritisation skills or Time management)

Skills and abilities

E	Competence in all aspects of plastic patient management
E	Basic training in general surgery at SHO level
E	Ability to establish and maintain working relations with patients, carers and multi-disciplinary colleagues
E	Audit Project Skills
E	Excellent oral and written communication skills
E	Presentation Skills
E	Ability to work in teams and also on own initiative, without Consultant supervision in some instances.
E	Computer Literacy/IT skills

Education, training and qualifications

E	Appropriate Registration with GMC by designated start date
E	Basic medical qualifications – Higher degree in Medicine
E	Higher surgical qualifications – Fellowship of the country's college of surgeons
E	Near completion on a Higher Training Programme in Plastic/Paediatric Surgery
E	IELTS (if you require visa sponsorship)
D	Child protection training Membership of RCS & PALS/APLS/NALS

Knowledge & Experience

E	Registrar or equivalent level training in Plastic surgery
E	Clinical skills in plastic surgery (minimum 6 months)
E	Research experience
D	Management/ leadership experience
E	Teaching/ presentations experience
E	Plastic surgery – knowledge of basic texts
E	Understanding of own limits – aware of own limitations, consulting senior colleagues appropriately
E	Understanding of the clinical issues in area of Paediatric Surgery

E	Ability to teach nursing and medical staff
E	Medical management – able to supervise junior medical staff

E	Understanding of patient confidentiality and data protection
E	Understanding of principles of clinical governance