

Consultant in Oral and Maxillofacial Surgery

April 2024

At Gloucestershire Hospitals NHS Foundation Trust, we take great pride in delivering high quality acute services and we understand just how precious life is.

People entrust their lives to our care every day and they have the right to expect the very best experience and outcomes. That's why our ambition and the pursuit of excellence is the foundation of everything we do.



Dear candidate,

I am delighted you are interested in joining us as a Consultant Oral & Maxillofacial Surgeon at Gloucestershire Hospitals NHS Foundation Trust. This information pack contains all the information you need to apply for the post, I would actively encourage you to read the information and make contact with Mr Simon Whitley, Clinical Lead simon.whitley1@nhs.net

We provide acute hospital services from two large district general hospitals, Cheltenham General Hospital and Gloucestershire Royal Hospital. Maternity Services are also provided at Stroud Maternity Hospital. We remain the major provider of secondary care services in the area and analysis shows that for Gloucestershire we are the leading acute healthcare provider by a significant margin.

We are committed to diversity, inclusion and equality of opportunity for everyone, and pledge to reflect it in our workplace. We firmly believe that a rich mix of experiences & backgrounds are vital to shaping a stronger organisation.

Please note that relocation expenses are available, and we welcome applications for less than full time working. I wish you every success with your application to join this team.

If you are new to the county, take a quick look at [this recruitment video](#) to find out why we choose to live and work in this beautiful part of the world.

I wish you every success with your application to join this team.

Best wishes



Prof Mark Pietroni
Medical Director

Your introduction to Gloucestershire Hospitals

We are a large organisation providing acute services from Gloucestershire Royal Hospital in Gloucester and Cheltenham General Hospital to a population of 652,475* in Gloucestershire as well as caring for patients from surrounding counties and beyond.

Our workforce is almost 8,000 strong and our caring and dedicated staff are recognised as providing good and outstanding patient-centred, high quality emergency, elective and specialist care across a range of clinical areas.

We are committed to recruiting the best people to work with us to achieve our Vision of providing Best Care for Everyone and our success depends on the commitment and dedication of our staff, many of whom are world leaders in healthcare, teaching and research. You could make a real difference to our patients' lives by joining our team.

*Figures based CCG data on the number of people registered at a GP surgery in Gloucestershire

Oral and Maxillofacial Surgery at Gloucestershire Hospitals NHS Foundation Trust

The Department of Oral and Maxillofacial Surgery Services is based in Gloucestershire Royal Hospital.

The Department undertakes all aspects of Oral and Maxillofacial Surgery, other than cleft lip and palate surgery and craniofacial surgery.

The Outpatient Department in Gloucestershire Royal Hospital is the main base of the speciality and is shared with the Orthodontics and Oral Surgery. The purpose-built outpatient department is housed within the new build of Gloucestershire Royal Hospital. Facilities include:

- 10 consultation and treatment rooms including a 4 bay polyclinic
- Dedicated daycase operating room for local anaesthetic / IV sedation cases
- Nurse led dressings clinics
- Model storage room
- Staff offices
- Rest room



Patients requiring day-stay or inpatient surgery under general anaesthesia are admitted via the Mayhill Unit which is a dedicated elective daycase and short stay unit adjacent to the main operating theatre complex in the tower block. Ward 2B is the dedicated Head & Neck Ward is also located within the tower block..

The Outpatient Department at Cheltenham General Hospital is shared with the Consultant Orthodontists. There are 4 single surgeries and 3 surgeries in an open plan polyclinic. One of the single surgeries is designed for outpatient oral surgery under local anaesthesia. There is an adjoining fully equipped recovery room.

The Oral & Maxillofacial Surgery and Orthodontics Laboratory is a well-equipped facility situated at Gloucestershire Royal Hospital a small distance from the OPD. The technical team advocate a close working, team approach, and provide support on clinics and are available for theatre attendance to ensure the best technical outcome for rehabilitation.

The Department receives referrals from General Dental Practitioners, General Medical Practitioners and other specialties in the hospitals. It provides a full range of Oral and Maxillofacial Surgery apart from cleft and craniofacial surgery.

The department has close working relationships with Dermatology and all the OMFS Consultants are core members of the specialist skin cancer MDT hosted at Gloucester. There is a substantial surgical dermatology workload with a wide range of treatments carried out including sentinel lymph node biopsy and complex reconstruction.

The Trust hosts a Head & Neck Cancer MDT with close links to Worcester. The full range of treatments are carried out including microvascular reconstruction

Out of hours emergency cover is provided for facial trauma, oro-facial haemorrhage and gross oral facial infection.

During the most recent audit, a total of 1,200 emergencies in a calendar year were seen and treated by the department. Approximately 2,000 new patient referrals are received at the Gloucestershire Royal Hospital site per year and this is repeated on the Cheltenham General Hospital site. At the present time approximately 50% of these patients require oral surgery and 50% require oral medicine or maxillofacial surgery. The service currently has a 1 in 5 Consultant 3rd on-call rota.

Staffing Levels of the Department

The staffing complement of the Department is currently as follows:

- Ms Margaret Coyle – Consultant OMF Surgeon / Chief of Surgery
- Mr Jerry Farrier – Consultant OMF Surgeon
- Mr Daryl Godden – Consultant OMF Surgeon
- Mr Greg Knrpil – Consultant OMF Surgeon
- Mr Simon Whitley – Consultant OMF Surgeon/ Clinical Lead
- Ms Andi Beech – Consultant Oral Surgeon
- Ms Farya Domah – Consultant Oral Surgeon

- Mr Dominic Laverty - Consultant in Restorative Dentistry
- Mr James Dickson -Consultant Orthodontist
- Ms Elizabeth Kalantzis – Consultant Orthodontist
- Ms Lucy Macey-Dare – Consultant Orthodontist
- 2 Associate Specialists in Oral and Maxillofacial Surgery

- 3 Speciality Doctors in Oral and Maxillofacial Surgery
- 1 Specialist Registrar in Oral Surgery – SW HEE rotation
- 1 Specialist Registrar in Oral and Maxillofacial Surgery – Severn Deanery rotation
- 1 Specialist Registrar in Orthodontics- SW HEE
- 4 Dental Core Trainee's in Oral and Maxillofacial Surgery
- 1 Dental Hygienist

Job details

Job Title:	Consultant in Oral and Maxillofacial Surgery
Division	Surgery
Department:	OMFS
Responsible and accountable to:	Speciality Director for Head and Neck
Grade:	Consultant
Location:	Gloucestershire Royal Hospital

Overview

This is a replacement full time post based at Gloucestershire Royal Hospital. The appointee will maintain the delivery of Oral & Maxillofacial Surgery service to patients of Gloucestershire Hospitals NHS Foundation Trust, with a specialist interest in orthognathic & facial deformity surgery

This is a full-time post. Job share applicants are also welcome.

There is an established facial deformity service with a significant workload and friendly multidisciplinary team. The service includes:

- Weekly joint orthognathic MDT clinics
- Access to Clinical Psychological services
- On site maxillofacial laboratory
- Access to Hilo therm
- Access to CBCT
- Participation in national audits and research
- Planned introduction of virtual surgical planning and intraoral scanning

Job purpose

The purpose of this post is to provide Consultant care within the Trust's Oral & Maxillofacial Surgery service. As a senior employee of the Trust, the post-holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients.

Integral to the responsibilities of the post are the following requirements:-

- To ensure the provision of a first class clinical service
- To provide effective leadership to all staff engaged in the specialty
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Trust's procedures and operating policies

- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Trust's and Division's services plans
- To maintain the confidence of business plans and development strategies formulated for the specialty, the Surgery Division or the Trust

Clinical responsibilities

- The appointee will be expected to share responsibility for the delivery of high quality care to the patients presenting to the Department
- The appointee will support the clinical decision making of junior medical and nursing staff.
- The appointee will develop the orthognathic service.

Education and training

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for DCTS, SpRs, STs and other staff as appropriate.

Continuing professional development

It is anticipated that the post holder will develop the Oral Surgery Service in line with Trust objectives and current best practice. The Trust recognises the importance of continuing medical education and actively encourages consultant staff to give priority to their continuing professional development. The appointee will undertake CME / CPD as per College recommendations. Consultant appraisal now operates within Gloucestershire Hospitals NHS Foundation Trust and it is mandatory that the appointee undergoes yearly appraisals. A mentoring scheme for new consultant staff has recently been established and each new appointee will be appointed a mentor shortly after appointment

Clinical Governance and Audit

There is a programme of regular postgraduate meetings at both Gloucestershire Royal Hospital and Cheltenham General Hospital. The successful appointee will be expected to contribute to the supervision and training of SpRs and in teaching junior medical/dental staff and other clinical staff and students. The introduction of the Gloucestershire Academy for medical students within the county means that the department undertakes regular teaching sessions for third year medical students in Oral and Maxillofacial Surgery.

The department has regular audit and tutorial teaching sessions on the fourth Friday afternoon of the month. The consultants in the department undertake formal teaching within these sessions.

The Trust has a well established framework for clinical governance that incorporates the clinical audit program. The post holder will be expected to take part in developing clinical audit activities within the department and achieving clinical governance objectives in accordance with the agreed directorate and corporal clinical governance programs. The departmental clinical governance meetings take place every two months.

The health community of Gloucestershire hosts and supports the development of the academy. Initially led by the University of Bristol Medical School and now involving the University of the West of England Faculty of Health and Social Care, it will grow to embrace the ambitions of the NHS, University and other organisations that may be relevant to our county's Trusts and employees. Meanwhile its implementation

currently involves providing an academic infrastructure for students in medicine, nursing and the allied health professions to pursue the curriculum with relevant Higher Education Institutions, in the health service, clinical setting of the primary and secondary care Trusts of Gloucestershire. The department takes an active part in the teaching of third year medical students.

Leadership and management

- To provide medical information for the development of systems appropriate for Trust needs
- To participate in departmental consultant and senior staff meetings whilst remaining within the framework of the agreed strategy of the Trust and the Department
- To attend other departmental, Divisional and Trust meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Trust procedures and operating policies

Accountability

The post-holder will be immediately accountable to the Specialty Director. Further line management is provided by the Chief of Service and subsequently the Medical Director

The post-holder has a general duty of care for their own health, safety and well being and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post-holder is expected to:

1. Observe the rules, policies, procedures and standards of Gloucestershire Hospitals NHS Foundation Trust together with all relevant statutory and professional obligations
2. Observe and maintain strict confidentiality of personal information relating to patients and staff
3. Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

You would also be expected to:

- ▶ Observe the rules, policies, procedures and standards of Gloucestershire Hospitals NHS Foundation Trust together with all relevant statutory and professional obligations
- ▶ Observe and maintain strict confidentiality of personal information relating to patients and staff
- ▶ Be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.
- ▶ Undertake an annual appraisal and 5-year revalidation. GHNHSFT also provides a mentor when we take up our consultant post.

Important information for candidates

If successful, you will have access to vulnerable adults and may have access to children under the provision of Joint Circular No HC(88) 9 HOC8/88 WHC (88) 10. Criminal Records clearance is a job requirement. Therefore, applicants are advised that the appointment will be subject to disclosure of any convictions, bind-over orders or cautions. Attention is also drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allows convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

Candidates are asked to note that canvassing of any member of the Advisory Appointment Committee or Gloucestershire Hospitals NHS Foundation Trust Board will disqualify them from appointment. This should not deter candidates from approaching any person for further information about this post.

Contract Appointment will be offered on a Gloucestershire Hospitals NHS Foundation Trust contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

Relocation The appointee will be required to live within a reasonable travelling distance (normally 10 miles) of the Base Hospital. Reasonable traveling distance will be determined by the Specialty Director. Candidates will be eligible to claim relocation expenses under the terms of the Trust policy.

Salary YC72 £93,666 rising by increments to £126,281 per annum (based on 10 PAs 2023/24 pay rates). Full details, including those of seniority, are outlined in the “Terms and Conditions of Service – Consultants (England) 2003” and subsequent amending national pay circulars.

Annual Leave Arrangements It is expected that all leave will be booked at least 8 weeks in advance. The locally agreed leave policy is available on the Local Negotiating Committee website or via Human Resources.

Secretarial Support and Accommodation The post-holder will have secretarial support. The post-holder will be linked to the Trust’s Inflex data collection / discharge summary system and have computer access to radiology, PAS, Trust intranet, e-mail and internet and other hospital systems.

Provisional Job Plan

Day		Time	Location	Work	Category	No. of Pas
Monday	AM	0800-1300	GRH	OPD Clinic 1,2,3,4,5	DCC	1.25
	PM	1300-1800	GRH	OPD Clinic 1, 2, 3, 4, 5	DCC	1.25
Tuesday	AM	0800-1300		Non-Contracted		
	PM	1300-1800		Non-Contracted		
Wednesday	AM	0800-13:00	GRH	Joint Orthognathic Clinic/OPD Clinic 1,2,3,4,5	DCC	1.25
	PM	14:00-18:00	GRH	SPA weeks 1,2,3,4,5	Core SPA	1.25
Thursday	AM	08:00-10:00	GRH	Skin MDT Week 2, 4	DCC	1.25
	AM	08:00-13:00	GRH	Theatre 1,3,5	DCC	
	PM	1300-1800	GRH	Theatre 1,2,3,4,5	DCC	1.25
Friday	AM	08:00-13:00	GRH	Outpatient Day Case 1,2,3,4,5	DCC	1.25
	PM	1300-1800	GRH	Audit week 4	SPA	0.25

Additional agreed activity to be work flexibly						0.2
Unpredictable emergency on-call work						0.8
Total DCC						8.5
Total SPA						1.5
Total PAs						10

Programmed activity	Number
Direct clinical care	8.50
Supporting professional activities	1.50
Other NHS responsibilities	
External duties	
TOTAL PROGRAMMED ACTIVITIES	10.0

The Medical Local Negotiating Committee (LNC) has agreed on behalf of the medical staff body within the Trust a standard allocation of 1.5 SPAs for all new appointments. Core duties are included in the present allocation of 1.5 SPAs but additional SPAs (up to a total maximum of 2.5 SPAs) may be available following discussion with the Specialty Director, depending upon Trust requirements and individual expertise.

In line with the terms and conditions, the final job plan is subject to the agreement of the Trust through the Specialty Director and the appointee.

Consultants provide cover for their colleagues for emergency work whenever they are away. The maximum number of Consultants away at any one time is always subject to the provision of an adequate service for patients.

The job plan represents an average week. The plan may vary in response to other consultants leave and to unplanned increases in work. The consultant will be expected to monitor their hours to ensure that the workload averages out to the proposed job plan.

PERSON SPECIFICATION

Consultant Oral & Maxillofacial Surgeon

	ESSENTIAL	DESIRABLE	HOW ASSESSED
ATTAINMENTS			
Registration	Full registration & a license to practice with the United Kingdom General Medical Council (GMC))		Application Form and Documentation
Specialist listing	<p>Entry on the GMC Specialist Register in Oral & Maxillofacial Surgery via:</p> <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview) • CESR or • European Community Rights 		Application Form and Documentation
Professional Qualifications	MBBS & BDS or equivalent qualification FDSRCS & FRCS(OMFS) or equivalent qualification	<p>ATLS provider</p> <p>ATLS instructor</p> <p>Relevant higher degree</p>	Application Form and Documentation
Training	<p>Demonstration of a high level of clinical experience and competency in the field of Oral & Maxillofacial Surgery</p> <p>Demonstration of expertise in the subspeciality of facial deformity</p> <p>Demonstration of ability to work as part of a multi-disciplinary team</p>	Relevant Fellowship	Application Form/Interview

	ESSENTIAL	DESIRABLE	
TEACHING & TRAINING	<p>Experience of post graduate and undergraduate teaching.</p> <p>Presentation skills Undergraduate and post graduate teaching experience</p>	Teaching qualification (PGCert/ PGDip/Teaching the Teachers)	Application Form/Interview
AUDIT	Effective participation in clinical audit		Application Form/Interview
RESEARCH	<p>Evidence of the ability to carry out medical research</p> <p>Publications in refereed journals</p> <p>Presentations at national and international level</p>	Research relevant to oral & maxillofacial surgery, experience of leading research projects/ supervising others including production of proposals and ethical approval	Application Form/Interview
MANAGEMENT	Experience and management of quality improvement projects	<p>Attendance on certified management course/s</p> <p>Experience of management of clinical service</p> <p>Management skills.</p>	Application Form/Interview
PERSONAL	<p>Work independently</p> <p>Good communication skills</p> <p>Team skills</p> <p>Disability and Equality Awareness</p>		Interview