



Locum Consultant in Oral Surgery – 10 PA/1 FTE

Vision

The vision of **Central Manchester University Hospitals NHS Trust** is to be recognised internationally as leading healthcare; excelling in quality, safety, patient experience, research, innovation and teaching; dedicated to improving health and well-being for our diverse population.

Our Values

Pride
Respect

Dignity
Consideration

Empathy
Compassion

Profile

Central Manchester University Hospitals NHS Foundation Trust (CMFT), established in 2009, is a large teaching hospitals group. CMFT is the seventh largest provider of specialised services in England. The Trust is made up of the hospitals as shown below. The main campus, the Oxford Road site, is located two miles south of Manchester city centre and comprises the following hospitals:

- Manchester Royal Infirmary
- Saint Mary's Hospital
- Manchester Royal Eye Hospital
- Royal Manchester Children's Hospital
- The University Dental Hospital of Manchester
- Trafford hospitals, acquired in 2012, include Trafford Hospital, a general hospital situated in Urmston and two out-patient hospitals in Stretford and Altrincham.

The Trust also provides community services; adults and children's community services for central Manchester and children's community services for the whole of Manchester.

Each Hospital and Division within the Trust is led by a Clinical Head of Division and Divisional Director.

We aim to position the Trust as:

- The leading provider of tertiary and specialist services in the North West
- A prestigious internationally renowned centre for research and innovation
- An excellent district general hospital for the residents of central Manchester
- At the heart of the regeneration of Manchester
- The best place to train and work

And we are committed to:

- Treating our customers safely, courteously and with dignity and respect
- Providing care and treatments for patients within state of the art facilities that are clean and free from infection
- Delivering care, treatment and advice that combines clinical excellence with the highest standards of patient safety, is based upon the best research and employs the latest clinical technologies
- Offering a unique range of services to the North West treating and managing the simplest to the most complex conditions and diseases



Summary

The University Dental Hospital of Manchester is looking to appoint a Locum Consultant in Oral Surgery to provide a full range of Oral Surgery. This position is a replacement post aimed at maintaining clinical capacity and developing new service areas. It is envisaged that the post will evolve and the role will also include working with other specialties including Paediatric Dentistry, Restorative Dentistry and Orthodontics.

The Trust

Central Manchester University Hospital NHS Foundation Trust (CMFT) is a major teaching Trust with eight hospitals. The eight hospitals are Manchester Royal Infirmary (MRI), Manchester Royal Eye Hospital (MREH), Royal Manchester Children's Hospital (RMCH) and St. Mary's Hospital for Women and Children (SMH) all at the main Central Manchester site, The University Dental Hospital is also in Central Manchester and Trafford General Hospital, Altrincham General Hospital and Stretford Memorial Hospital are in Trafford. The Trust is also the provider of Community Services to Manchester, included managerially within the Directorate of Adult and Specialist Services, Community, part of the Division of Medicine and Community Services.

The Trust has recently undergone a major re-building programme through the completion of one of the largest PFI initiatives in the NHS. The building programme has seen new facilities for medicine, obstetrics/gynaecology, and ophthalmology and has brought children's services to the Central Manchester site.

Description of the Division of Dentistry.

The Division of Dentistry is one of ten Divisions of CMFT. The site is at the southern edge of the main University campus, which contains the Medical and Dental Schools and the John Rylands Library. The centre of Manchester is a short distance away.

The University Dental Hospital of Manchester is part of the Division of Dentistry and is a teaching hospital adjacent to the main University campus. The Dental Hospital provides an outpatient and day case service with approximately 90,000 attendances per annum. The Division of Dentistry also has access to theatre lists at MRI and RMCH.

All dental specialties are represented within the Hospital by Consultant clinics and University teaching departments. There are excellent clinical facilities and a comprehensive range of investigative and reporting services are available, including digital radiography.

Oral Surgery

The post holder will provide specialist secondary and tertiary Oral Surgery services for patients referred to the Oral Surgery Unit and will be based in the University Dental Hospital of Manchester but will be expected to deliver services across multiple sites at Central Manchester Foundation Trust.

Duties

The Oral Surgery Unit provides specialist care to Adults and Children, receiving referrals for all aspects of Oral Surgery. The specialty of Oral Surgery deals with pathological conditions of the head and neck requiring surgical intervention including: conditions of the mouth and jaws, those leading to tissue loss requiring reconstructive techniques including oral implants, salivary gland, temporomandibular joint, facial and dental trauma and facial deformity. The unit has a significant responsibility for minor oral surgery undertaken largely under local anaesthesia or conscious sedation by undergraduate and postgraduate dental students under the supervision of Specialty Dentists in Oral Surgery and the Consultants. The management of medically compromised patients requiring oral surgery is also a part of the service offered. The postholder will be expected to work across four sites (Dental Hospital, MRI, RMCH and Trafford Hospital).



This post offers consultation clinics and oral surgery operating under conscious sedation, and day-case and in-patient general anaesthesia. A particular responsibility of the post is the development of the paediatric oral surgery service. Service deliverables and teaching and training are inextricably linked and the Consultant is required to participate in teaching and learning. There is one oral surgery trainee and the consultant will be expected to participate in their training and along with senior colleagues will demonstrate consultant leadership. There are also Dental Foundation Trainees and some level of training commitment would be expected to support this staff group.

Some flexibility is required of the post holder in their weekly schedule as the service develops in response to patient needs and national opportunities.

Experience required

The Dental Division of the Central Manchester Foundation Trust is committed to delivering care, treatment and advice that combines clinical excellence with the highest standards of patient safety, and is based upon the best research and employs the latest clinical technologies. Clinical Oral Surgery is fully integrated with academic Oral Surgery that is part of the School of Dentistry of the University of Manchester and has international research and teaching recognition. It is anticipated that the post holder will have the necessary clinical training and experience to fulfill the clinical role but also be an individual driven to strive for excellence in clinical teaching and providing evidence-based practice. In particular the post holder will be required to have significant experience of oral surgery operating under conscious sedation, day case, and in-patient general anaesthesia. The will require inpatient management experience for both adult and paediatric oral surgery.

The experience and skills necessary to fulfill the inpatient aspects of this position would usually be shown by having an extended period of post CST training and experience and through attaining the ISFE examination.

Key Relationships

Consultants / Senior Clinicians

Professor Julian Yates, Professor of Oral & Maxillofacial Surgery/Consultant in Oral Surgery and Clinical Lead for Oral Surgery, Division of Dentistry
Professor Paul Coulthard, Professor of Oral & Maxillofacial Surgery and Consultant in Oral Surgery, Head of Dental Division, Division of Dentistry
Dr Alka Saksena, NHS Consultant in Oral Surgery, Dental Hospital
Dr Helen Petersen, NHS Consultant in Oral Surgery, Dental Hospital
Dr Eric Andresen, Associate Specialist in Oral Surgery, Dental Hospital
Dr Verena Toedtling, Lecturer Oral Surgery, Division of Dentistry

Management Team

Dr Mike Pemberton – Clinical Head of Dental Division, Dental Hospital
Mr Stephen Dickson, Divisional Director, Dental Hospital
Mrs Sara Renwick, Head of Nursing

Hours of work

The post is 1 FTE for a duration of 12 months only. Duties are timetabled to cover existing clinical and supervision commitments, but some flexibility will be necessary.

Administration/Management responsibilities

The Locum Consultant will have the opportunity to share in consultant-led management activity in the Dental Hospital, especially in relation to NHS duties and service delivery, maintaining established patient pathways in conjunction with colleagues in Oral Surgery and also colleagues working in other specialty groups. Professor Julian Yates (Clinical Lead) will mentor the Locum Consultant through the administration/management responsibilities of the post as required.



Teaching

Within this post there will be a specific requirement to contribute to UG and PG teaching. Undergraduate student dentists, BSc OHS (Hygiene and Therapist) students, and postgraduate dental students attend and treat patients on clinics. The appointee will be required to contribute to the training of speciality trainees and dental core trainees in Oral Surgery.

Consultant Development Programme

CMFT runs a development programme for all newly appointed Consultants who are in their first UK Consultant post, and all such Consultants are expected to participate. The course aims to introduce Consultants to the Trust in a measured way, allows you to meet colleagues across disciplines at the same stage of your careers, and provides the opportunity and tools to further develop this new stage of your career.

The programme is held over the course of a year in 12 one day sessions. These sessions replace other contracted activity on those days, and the course as a whole is equivalent to an additional 0.5 SPA, replacing planned DCC activity. We anticipate the Locum Consultant to participate in the programme if they are newly appointed.

In addition, again for newly appointed consultants in their first UK Consultant position, the Trust offers the opportunity to work with a longer established colleague to ease transition to Consultant practice. In a full time post, together these 2 elements equate to 1 SPA in addition to the core SPA that all Consultants enjoy. This will be reviewed towards the end of your first year as part of annual job plan review, to explore future use of that session.

The Job Plan outlined for this post is therefore indicative and will be tailored to individual circumstances

On call responsibilities

There are no on-call duties.

Audit and CME

A significant contribution to clinical audit is a statutory requirement within the Trust. The Consultant will be responsible, in conjunction with the StRs, for the ongoing Oral Surgery audit programme. There will be appropriate opportunities for CME and CPD.

Research

CMFT undertakes research in a diverse range of clinical areas and regularly recruits first global patients into clinical trials. We believe that clinical research is most successfully translated into improved care for patients through the combined efforts of patients, clinicians, scientists, industry and other partners.

We are dedicated to improving health and well-being for our diverse population. Research and innovation are central to our vision to be recognised internationally as a leading centre for healthcare provision.

Why work at CMFT?

Patients. Some 2.6 million people live in Greater Manchester, with demographics representative of all major developed world disease areas, ethnic groups and areas of considerable deprivation. Over one million patients per year are cared for across our eight hospitals and community services.

Location. Greater Manchester is in the top three UK regions for attracting industry studies, and is home to a large, diverse and stable patient population. CMFT is located at the heart of the largest clinical-academic campus in Europe.

Connections. We are intrinsically connected with The University of Manchester – through colocation, and our joint biomedical research strategy, appointments, and medical training programme. With the



University of Manchester we are one of seven partners in the Manchester Academic Health Science Centre (MAHSC), the only AHSC outside of Southern England; designated by the Department of Health, this is a quality stamp for the research we conduct. We host the National Institute for Health Research (NIHR) Clinical Research Network: Greater Manchester, and work closely with the Greater Manchester Academic Health Science Network and the Northern Health Science Alliance.

Quality of research: We are home to the NIHR / Wellcome Trust Manchester Clinical Research Facility (adults and children's), the NIHR Manchester Musculoskeletal Biomedical Research Unit and one of the NHS England 100K Genome Centres.

Infrastructure: We empower our staff to identify and assess unmet needs, and support them in working with industry and other partners to craft co-developed diagnostics, treatments and devices. At CMFT, principal investigators work as part of a cross-functional team (divisional research managers, research nurses/midwives/coordinators, research office administrators, quality manager, innovation management service [TRUSTECH], etc.) dedicated to driving research and innovation.

Performance: We are continuously looking for ways in which we can improve delivery of our research studies. Over the past three years, we have significantly reduced the average time for study approval and first patient recruited (NIHR targets). Research and Innovation Division reports directly to the CMFT Board providing timely decision making, as well as strategic oversight and assurance to the Trust Board in relation to the management and governance of all research activities within the Trust and in our collaborations and partnerships.

Our world-leading research facilities, and the provision of internal pump-priming grants, provide a first-class environment for translational research in a hospital setting.

Supervision and management of junior staff and Training of Specialty Trainees

The Consultant will have a role in the educational supervision of specialist trainees and junior staff. This will be in conjunction with the other Consultants in Oral Surgery. The Consultant will have a role in Educational Supervision of Specialist trainees and will work with the Training Programme Director and North Western Deanery to safeguard and maintain the quality of training programmes.

Colleague cover: The Consultant will be expected to liaise with Consultant colleagues, to ensure that there is always an Oral Surgery Consultant presence in the Dental Hospital during the week, particularly where trainees are timetabled to be on site. Consultants are expected to negotiate with their colleagues regarding leave arrangements and are required to provide cover for colleagues' annual, study and sick leave.

Appraisal and job plan review: There are annual consultant appraisal and annual job plan review processes, in line with Trust policy. Job plan review and appraisal will be through the Dental Hospital.

Risk management: The Trust has a Risk Management Strategy. All consultant staff are expected to adhere to the principles and practices in the Strategy.

Maintaining Medical Excellence: The Trust is committed to providing safe and effective care of patients. To ensure this there is an agreed procedure for staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of colleagues.

Information Technology: The Consultant will be encouraged to work within the Trust's Information Technology resources for helping to deliver improved patient care.

Facilities: Office accommodation will be available. Full secretarial support is provided by a clinical secretary in the Dental Hospital.



Indicative Job Plan – Locum Consultant in Oral Surgery

1. Job Content

Day	Time	Location	Work	PAs
Monday	08.30-12.30	UDHM	Minor Oral Surgery list	1
	13.30-17.30	MRI/UDHM	MRI GA List / IV sedation	1
Tuesday	08.30 – 12.30	UDHM	Minor Oral Surgery list	1
	13.30 – 17.30	UDHM	Consult clinic	1
Wednesday	8.30 – 12.30	UDHM	Admin	1
	13:00 – 17:00	UDHM	Consult clinic	1
Thursday	8.30 – 12.30	UDHM	SPA	1
	13.30 - 17.30	UDHM	IV Sedation	1
Friday	08.30 – 12.30	UDHM	Flexible DCC/SPA	1
	13.30 – 17.30	MRI	IV Sedation	1
Additional agreed activity to be worked flexibly.				
Predictable emergency on-call work				
Unpredictable emergency on-call work				

Programmed Activity	Number
Direct clinical care (including unpredictable on-call)	8.5
Supporting professional activities	1.5
Other NHS responsibilities	0.0
External Duties	0.0
TOTAL PROGRAMMED ACTIVITIES	10.0

The job plan has been drawn up to provide a provisional outline of the main duties required from the post holder and will be reviewed with the post holder three months after commencement.



PERSON SPECIFICATION – LOCUM CONSULTANT IN ORAL SURGERY

Requirements	Essential / Desirable	Method of Assessment	Please state whether or not you meet the criteria, providing brief details
Qualifications and Training			
BDS or equivalent	Essential	CV and documentation	
ISFE in Oral Surgery, or equivalent, before commencing Consultant post	Desirable	CV and documentation	
Possession of a Certificate of Accreditation or eligibility for a CCST in Oral Surgery	Essential	CV and documentation	
Successful completion of an SAC-approved training programme in Oral Surgery, or within 6 months of completion, or equivalent	Essential	CV and documentation	
Fellowship in Dental Surgery or Membership of the Faculty of Dental Surgery, or equivalent	Essential	CV and documentation	
Postgraduate qualification or equivalent (PhD, MPhil or MSc)	Desirable	CV and documentation	
Teaching and Audit			
Experience of postgraduate and undergraduate teaching and training at an appropriate level	Desirable	CV and Interview	
Effective participation in audit	Essential	CV and Interview	
Training in teaching	Desirable	CV and Interview	
Academic Achievements and Research			
Publications in peer reviewed dental journals	Desirable	CV and interview	
Ability to appraise scientific literature critically	Essential	CV and interview	
Research experience, relating to clinical dentistry	Desirable	CV and Interview	
Management			
Experience of management of a clinical service	Desirable	CV and Interview	
Interpersonal Skills			
Organisational skills	Essential	Interview, References and Presentation	
Communication skills	Essential	Interview, References and Presentation	
Leadership & team skills	Essential	Interview, References and Presentation	
Other Requirements			
Full registration with the United Kingdom General Dental Council (GDC)	Essential	CV and documentation	
Registered on the GDC Specialist List in Oral Surgery (within 6 months of eligibility for inclusion from date of interview)	Essential	CV and documentation	
Experience of implantology	Desirable	CV and Interview	
Experience of management of Paediatric Oral Surgery	Essential	CV and Interview	
Experience in Adult and Paediatric In-patient management	Essential	CV and Interview	