Peri-CCT
Surgical Fellowship
in
Cardiothoracic Transplantation

FREEMAN HOSPITAL
NEWCASTLE UPON TYNE HOSPITALS NHS TRUST

JOB DESCRIPTION

This post will provide comprehensive training in the surgical management of advanced heart and lung failure, including cardiac and pulmonary transplantation, ventricular assist devices (VAD) and extra-corporeal membrane oxygenator (ECMO) support.

The post will allow for thorough training in both adult and paediatric environments.

This post is supernumerary to service requirements. It is non-resident and the post-holder will not be a part of any formal on-call rota. However, as the nature of this work is variable, the out-of-hours component will be unpredictable. A commitment to flexible working is therefore a requirement of the post.

The post-holder is expected to take appropriate compensatory rest and time off in-lieu of any out-of-hours work. The post-holder will work an average of 48-hours per week.

Tenure

This post is for 18 months, subject to a satisfactory appraisal every 6 months.

Newcastle upon Tyne and its Environrs

Newcastle upon Tyne, population c.285,000, is the administrative, cultural and educational capital of the North East. The City is compact and dynamic with a rapid underground transport system and a comprehensive indoor shopping precinct that is one of the biggest in Europe, drawing regular customers from as far afield as Scandinavia.

Once a medieval walled town - the base for continuous warfare with the Scots - it is steeped in history, evidence of which is the old Norman Castle Keep, sturdy towers and parts of the embattled surrounding wall, now lovingly preserved. Spacious Georgian streets and buildings co-exist happily with a modern Northern Metropolis. Fifteenth Century St Nicholas’ Cathedral commands the approaches to a bustling riverside and the six bridges that span the Tyne to the South.

Excellent schools serve the community both state-run and independent. There are plenty of museums and libraries as well as art galleries, including the Laing, with its fine permanent collection of British Art. The Theatre Royal is at the hub of a thriving theatre world and is regularly visited by the Royal Shakespeare Company.

Sport is well represented in and around the city, which is home to Newcastle United. General Sports and leisure activities - indoor and outdoor - include golf, tennis, football,
cricket, bowls, squash, riding, rambling, sailing, rugby and angling. Gosforth Park is well established as Newcastle’s racecourse, the Town Moor is the venue for the country’s biggest annual fair, and the Great North Run happens every September. Friendly pubs and superb restaurants are abundant in the area. Within easy commuting distance are a variety of good housing and other accommodation. The cost of living in the region is reasonable, local house prices represent good value and an excellent investment for buyers. Getting out and about in Northumberland - the wildest and least populated of the English counties - is a refreshing experience. Rolling hills and the forests of the Northumberland National Park reach North to the Scottish Border, just two hours drive away. England’s finest sand-duned beaches and some interesting fishing villages line the coast. Offshore is the Farne Islands, famous bird sanctuary and home to thousands of seals. To the west, historic Hadrian’s Wall reaches Carlisle and the Lake District. Just south lies Durham and the great Cathedral. A further hour’s drive brings the beautiful Yorkshire Dales and Moors within range of the sightseer.

The Cardiopulmonary Transplant Unit, Freeman Hospital

All forms of adult and paediatric cardiac and thoracic surgery are performed in the Regional Cardiothoracic Centre based at Freeman Hospital apart from oesophageal surgery, which is practised at the Royal Victoria Infirmary.

Within the Department, the Cardiopulmonary Transplant Unit is the busiest cardiac and pulmonary transplant centre in the United Kingdom and has a very active ventricular assist device (VAD) programme to bridge suitable patients to cardiac transplantation. Both short and long term devices are used within the unit including rescue mechanical support for cardiogenic shock.

The Centre has 17 dedicated intensive care beds, 70 surgical (including high dependency) beds. Both cardiology and respiratory medicine are on site with a complement of 91 cardiology beds and 24 thoracic medicine beds.

The transplantation of thoracic organs began in Newcastle with cardiac transplantation in 1985 and supra-regional funding was secured the following year. In 1987 the first single lung transplant was performed followed by combined heart and lung transplantation in 1988. Bilateral lung transplantation with conservation of the recipient’s own heart was initiated in 1990. We were the first centre in the UK to perform either of these isolated lung transplants. The first heart transplant in a paediatric recipient (under 16 years of age) was performed in 1987, followed by paediatric pulmonary transplantation in 1991.
The unit is one of three VAD implanting centres in the United Kingdom. Referral and assessment numbers continue to rise and the team employs three specialised VAD nurses to support the program alongside a successful outpatient VAD follow up clinic.

An active DCD lung donation program continues to develop alongside advanced research into ex-vivo ventilation and perfusion of donor lungs with the aim to take lungs unsuitable for clinical transplantation, treat them and then transplant them successfully.

Newcastle recently became a recognized NHSBT research centre in partnership with Cambridge.

Consultants in Cardiothoracic Surgery, Anaesthetics, Cardiology, Microbiology, Pathology and Chest Medicine, led by the Clinical Director of the Transplant Service, Professor Stephen Clark, are all involved in the care of heart, heart/lung and lung transplant patients. The consultants are supported by three very experienced Specialty Doctors. Rotating respiratory medicine and cardiology specialist registrars also maintain the clinical workload alongside an ST2 level trainee in medicine. There are additional support staff in management, information services, statistics and data collection, administration and secretarial services.

October 2011 saw the opening of the new Institute of Transplantation building on the Freeman Hospital site combining the care of all solid organ transplant recipients into one unit. In the future it will also help deliver cell based transplant activity. It is part of the Trust’s strategy to meet the challenge of the anticipated increase in donors and as a consequence the increase in transplant numbers. The Institute has an important role in providing facilities for Education and Training in Transplantation and there are ambitious plans to provide a comprehensive program of training across the field of organ transplantation in partnership with the University. The Institute plays an important role in supporting both clinical and translational research across the field of organ transplantation, ensuring Newcastle establishes itself in the forefront of this academic area, a strategy fully in line with core aims of the Institute of Cellular Medicine at Newcastle University and with the Faculty of Health and Life Sciences of the University of Northumbria.

The Institute provides many benefits to the cardio-pulmonary transplant program including ward space for post-operative transplant and VAD patients, a new out-patients clinic area, a new screening room for cardiac and lung biopsies, additional theatre space dedicated to transplantation and a perfusion area for ex-vivo perfusion of donor lungs.
Transplantation Staff

Director of Transplantation  Prof S C Clark
Deputy Director  Dr G Parry

Consultant Cardiologists  Dr G MacGowan
Dr G Parry

Consultant Chest Physicians  Prof A Fisher
Dr J Lordan
Dr G Meachery
Prof P Corris

Consultant Surgeons  Prof J H Dark
Prof S V B Scheuler (Clinical Lead for VADS)
Mr T Pillay
Prof S C Clark
Mr J R L Hamilton
Mr K Tocewicz
Mr S Nair

Mr A Hasan (Paediatrics)
Mr M Griselli (Paediatrics)

Consultant Microbiologist  Prof K Gould

Specialty Doctors  Mr T Butt
Mr F Oezalp
Dr M Urban

Visiting fellow  Dr A Donato

EVLP Fellow  Dr A Andreasson

Junior Staff  Rotating SpR in Respiratory Medicine
Rotating SpR in Cardiology & Congenital Heart Disease
ST2 Trainee in Medicine
Duties and Responsibilities

1 Under the direction and supervision of the Consultants in transplantation, participate in:
   - Donor care, optimisation and donor organ retrieval
   - The care of heart and lung failure patients, transplant recipients and VAD patients on the intensive care unit and on the ward.
   - Management of immunosuppressed patients with opportunistic infection.
   - Management of complications (non infection) of immunosuppressive drugs.

2 Patient Assessment
   - Participation in the assessment of patients with heart and lung failure for transplantation or for mechanical assistance.

3 Donor organ evaluation:
   - Discuss donor offers and matching to suitable recipients with the Transplant Co-ordinators and the Duty Consultant Transplant Surgeon.
   - Undergo comprehensive training in donor organ assessment, optimisation and retrieval (including travel to donor hospitals to carry out full assessment and resuscitation of donors and procurement of donor heart and lungs according to departmental procedural protocols).
   - Preservation, maintenance, resuscitation and ex-vivo assessment of donor organs when required.

4 Surgery:
   - Transplant Surgery: participate in surgery for the implantation of donor organs and/or the implantation of mechanical circulatory support devices; cannulation for ECMO and Novalung
   - Adult Cardiothoracic Surgery: To maintain skills there will be an opportunity to participate in a general cardiac or thoracic operating list at least once a week.

5 Post Operative Care:
   - Participate in the care of early post-operative patients on the ICU and on wards in conjunction with allied professionals.
   - Participate in the daily morning and evening ward rounds.
   - Assess and manage patients re-admitted with medical and surgical complications of transplantation.

6 Completion of accurate records including patients’ clinical notes and discharge summaries.

7 Maintaining medical audit records as required by Newcastle upon Tyne Hospitals NHS Trust.

8 Participation in teaching of junior medical staff, undergraduate students and other non-medical staff as required.
9 To adhere to the clinical protocols of the Department and support its developments, projects and practices.

10 To actively participate in research and audit. Presentations and publications in relation to intra-thoracic transplantation are expected during the tenure of this post.

11 To undertake other duties as appropriate to the level of responsibility for the smooth running of the service.

Clinical meetings and teaching

Transplant Ward Rounds – daily meeting at 4.30pm in which all in-patients are presented and discussed. An additional business morning ward round is carried out at 8.30am each day.

VAD Ward Rounds – usually precede the transplant ward round above.

Transplant Assessment Meetings – weekly meeting on Thursday at 11.30am to review patients being assessed for Lung Transplantation. Friday 12pm is the cardiac transplant assessment meeting.

Transplant Audit Meetings – Monthly on the Departmental Audit day at 9am.

The Department holds a number of regular meetings, which you may also wish to attend.

Audit and Teaching Day - Each month, one half day is given over to discussing mortality and morbidity, teaching and audit. A programme is circulated in advance of this meeting. No routine operating occurs during the audit. Attendance is compulsory.

Lung Cancer Multidisciplinary Meeting - Every Wednesday morning in the Conference Library. Starts 8am when cases from peripheral hospital are discussed. There is then a break until 10.15 when Newcastle Hospitals cases are discussed in the meeting room in the Pathology Department.

Cardiology Meeting - 17.15 hrs on Thursdays.

Paediatric MDT – Transplant candidates may be discussed at this meeting as well as general cases. It is held on Wednesday lunchtime.

Joint Cardiology-Cardiac Surgery Meeting (JCC) This is held every Tuesday in the Conference Library at 4pm. A number of cardiac surgery cases are discussed to agree on revascularisation strategy and also difficult surgical cases are presented to decide on management.

Mitral valve MDT - alternate Thursdays. 60mins presentation with surgeons and ECHO-skilled cardiologists.

Cardiothoracic Educational Meeting Every Tuesday at 8am in the Conference Library. This consists of 30 minute lectures/debates/case discussion or a Journal Club. The programme is circulated in advance.
**Research Seminars** – A programme of regular research seminars takes place on Tuesday afternoons organised by the Institute of Cellular Medicine at the University of Newcastle upon Tyne. There are opportunities for research within the allied Applied Immunobiology and Transplantation Research Group which carries out a wide range of translational and clinical work. This group meets on a monthly basis in addition.

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**Timetable**

This is an indicative timetable only:

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<thead>
<tr>
<th>Day</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Weds</th>
<th>Thursday</th>
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<tr>
<td>am</td>
<td>8.30 Ward round</td>
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<td>8.30 - Ward round</td>
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<td></td>
<td>Tx Out Patients/Cardiac Biopsy/RH catheter list</td>
<td>Tx OutPatients/Cardiac Biopsy/RH catheter list</td>
<td>8.30 - Lung Transplant Clinic</td>
<td>11.30 - Lung Transplant Assessment Meeting</td>
<td>General Cardiothoracic Operating List (may be on a different operating day)</td>
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<td></td>
<td>9.00 – Lung Transplant Clinic</td>
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<td>12.00 - Heart Transplant Assessment Meeting</td>
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<td>pm</td>
<td>4.30 – VAD &amp; Transplant Ward Round</td>
<td>Lung Transplant Clinic or Outreach Clinic</td>
<td>VAD Clinic</td>
<td>Study, Research, Audit</td>
<td>General Cardiothoracic Operating List</td>
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<td></td>
<td>4.30 Ward Round</td>
<td>4.30 Ward Round</td>
<td>4.30 Ward Round</td>
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<td>4.30 Ward Round</td>
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The table below identifies the reporting structure for both educational purposes and where there may be issues relating to performance and conduct.

<table>
<thead>
<tr>
<th>Category</th>
<th>Person/Role</th>
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<tbody>
<tr>
<td>Educational Supervision</td>
<td>Prof S C Clark</td>
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<tr>
<td>Clinical Incidents:</td>
<td>Clinical Director</td>
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<td>Counselling:</td>
<td>Supervising Consultant</td>
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<tr>
<td>Grievance:</td>
<td>Director for Transplantation</td>
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<tr>
<td>Performance/Capability:</td>
<td>Director of Transplantation with advice from Human Resources Manager</td>
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<tr>
<td>Misconduct:</td>
<td>In accordance with the principles of Maintaining High Professional standards in the Modern NHS, misconduct should be considered initially by the Clinical Director with advice from the Medical Director and Director of Human Resources</td>
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<tr>
<td>Professional Body</td>
<td>The Medical Director is responsible for notifying the relevant Professional body where required</td>
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<tr>
<td>Investigation</td>
<td>Nominated consultant and Human Resources representative</td>
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## Person Specification

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<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>When Evaluated</th>
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<tr>
<td>• MBBS or equivalent medical qualification</td>
<td>Application form</td>
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<td>• Successful completion of MRCS or equivalent</td>
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<tr>
<td>• Successful completion of the Intercollegiate Specialty Examination in Cardiothoracic Surgery</td>
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<tr>
<th>Eligibility</th>
<th>Essential</th>
<th>When Evaluated</th>
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<tr>
<td>• Eligible for full registration with the GMC at time of appointment</td>
<td>Application form</td>
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<tr>
<td>• Evidence of competences in line with GMC standards/Good Medical Practice including:</td>
<td>Application form</td>
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<tr>
<td>o Good clinical care</td>
<td>Interview / Selection centre</td>
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<tr>
<td>o Maintaining good medical practice</td>
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<tr>
<td>o Good relationships and communication with patients</td>
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<tr>
<td>o Good working relationships with colleagues</td>
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<tr>
<td>o Good teaching and training</td>
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<tr>
<td>o Professional behaviour and probity</td>
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<tr>
<td>o Delivery of good acute clinical care</td>
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<tr>
<td>• Holds a National Training Number (NTN) in Cardiothoracic Surgery</td>
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<td>• Evidence of achievement of ST6 competences in cardiothoracic surgery</td>
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<tr>
<td>• Eligibility to work in the UK</td>
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<td>Must be able to commence the post within 3 months of interview</td>
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<tr>
<th>Fitness To Practise</th>
<th>Essential</th>
<th>When Evaluated</th>
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<tr>
<td>Is up to date and fit to practise safely</td>
<td>Application form</td>
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<td>References</td>
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<tr>
<th>Language Skills</th>
<th>Essential</th>
<th>When Evaluated</th>
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<tr>
<td>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues demonstrated by one of the following:</td>
<td>Application form</td>
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<td>o a) that applicants have undertaken undergraduate medical training in English; or</td>
<td>Interview / Selection centre</td>
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<td>o b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7, Speaking 7, Listening 6, Reading 6, Writing 6</td>
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<td>• If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence</td>
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<tr>
<th>Health</th>
<th>Essential</th>
<th>When Evaluated</th>
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<tr>
<td>Meets professional health requirements (in line with GMC standards/Good Medical Practice)</td>
<td>Application form</td>
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<td>Pre-employment health screening</td>
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<tr>
<th>Career Progression</th>
<th>Essential</th>
<th>When Evaluated</th>
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<tr>
<td>• Ability to provide a complete employment history</td>
<td>Application form</td>
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<td>• Evidence that career progression is consistent with personal circumstances</td>
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<td>• Evidence that present achievement and performance is commensurate with totality of period of training</td>
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<tr>
<td>• At least 36 months' experience at ST3/4/5/6 level in cardiac surgery</td>
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<td>• At least 12 months' experience at</td>
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**General Conditions of Appointment**

a. This appointment shall be governed by the Terms and Conditions of Service for Hospital Medical & Dental Staff, as amended from time to time, and adhere to Trust policies and procedures as appropriate.

b. All matters relating to patient’s health and personal affairs and matters of a commercial interest to the Trust are strictly confidential and under no circumstances is such information to be divulged to any unauthorised person. Breach of the Trust policy may result in disciplinary action in accordance with the Trust’s disciplinary procedure. A summary of the Trust’s Confidentiality Policy, Data Protection and IM & T Security Policy are provided in the Staff Handbook.

c. The Newcastle Upon Tyne Hospitals NHS Foundation Trust is committed to a policy of Equal Opportunities in Employment. Any act of discrimination or harassment against staff, patients, service users or other members of the public will be subject to disciplinary proceedings, which could include dismissal.

d. As a user of Trust computer facilities you must comply with the Trust’s IM & T Security Policy at all times.

e. You are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. However, in certain circumstances (especially in services for which you receive a separate fee) you may not be covered by the indemnity. The Health Departments therefore advise that you maintain membership of your medical defence organisation.

f. The Trust will ensure compliance with the Health and Safety at Work Act 1974.

g. Salary for this post is based on the Specialist Registrar Grade salary scale.

h. In addition a supplement will be paid for agreed hours of duty within the working pattern as per HSC 2000/031 ‘Modernising Pay and Contracts for Hospital Doctors and Dentists in training’. The Trust is contractually obliged to monitor junior doctors’ New Deal compliance and the application of the banding system, through robust local monitoring arrangements supported by national guidance. You are contractually obliged to co-operate with those monitoring arrangements.

i. This post is superannuable and you will be subject to the NHS Superannuation Scheme unless you chose to opt out. The current rate of contribution is 6%.
j. The successful candidate will be expected to complete a medical questionnaire and attend the occupational health department. The appointment is conditional upon the following being received prior to commencement of employment: full occupational health clearance, enhanced Criminal records bureau check, satisfactory references, evidence of GMC/GDC registration, immigration status and all medical qualifications.

k. The Trust requires the successful candidate to have and maintain registration with the General Medical Council and to fulfil the duties and responsibilities of a doctor as set out by the GMC.

l. With the Terms of DHSS Circular (HC)(88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a ‘disclosure’ check.

m. The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are “spent” under the provision of the Act, and in the event on employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

Informal visits

Informal visits or for further information- please contact Mr J. H Dark or Mr S. C. Clark.

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<thead>
<tr>
<th>Terms &amp; Conditions</th>
<th>National Policy</th>
<th>Local Policy</th>
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<td>Duties</td>
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<td>Monitoring exercises</td>
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<td>Indemnity</td>
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<td>Annual leave</td>
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<td>Local arrangements for booking and authorisation</td>
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<td>Study leave</td>
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<td>Sickness absence</td>
<td>Excluding paragraph 241</td>
<td>Local policy</td>
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<td>Special leave</td>
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<td>Data protection</td>
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<td>Standards of business conduct</td>
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