

Advanced Breast Surgery Fellowship Schemes & Oncoplastic and Reconstructive Breast Surgery Fellowship Schemes Framework

The Royal College of Surgeons of England Senior Clinical Fellowship programmes provide high quality sub-specialty training for senior surgical trainees to help them make the transition to consultant grade. The Fellowship Scheme was jointly set up by the Royal College of Surgeons of England and the Surgical Specialty Associations to ensure all the senior clinical fellowship programmes have a high-quality structure and curriculum, with an appropriate balance of training and service, and an effective quality assurance process.

The Scheme is underpinned by the Royal College of Surgeons of England Educational Standards (**Appendix Two**).

Most Senior Clinical Fellowship programmes approved by the Scheme have been established by individual consultants in NHS Trusts and hospitals. However, an increasing number of Fellowship programmes are being developed through partnerships between organisations, such as a specialty association or Trust or hospital, and the Royal College of Surgeons of England. In this case, the organisation presents specific programmes aimed to meet its particular criteria. The criteria may include achieving particular educational aims or developing sub-specialist skills to meet a specific requirement in the surgical workforce. The individual NHS Trust will be responsible for the approval fee for the Fellowship programme payable to the Royal College of Surgeons of England. If the Fellowship programme has more than one Fellow, there will be an additional annual fee per Fellow to accommodate the additional workload.

In this framework established between the Association of Breast Surgery (ABS), and the Royal College of Surgeons of England Senior Clinical Fellowship Scheme, ABS has developed a set of standards including recommended criteria to be met by the unit seeking approval for a fellowship programme, and by the Fellow. The set of criteria to be met by the unit relate to the faculty and cover the training structure and the specificity of the curricular programme offered including research and audit. The set of criteria to be met by the Fellow relate to professional behaviour, clinical competencies, and research and audit activity. The recommended criteria to be met by the unit and the fellow are set out in this document as a guideline. The duration of the Fellowships will normally be 12 months, but accreditation of the Fellow will be possible after a minimum of 6 months if minimum standards have been achieved and the fellowship is terminated early to allow career progression to consultant grade.

Breast Surgery Framework Groups Members:

- Miss Sue Down – ABS Education & Training Committee Chair
- Miss Sarah Downey – ABS Vice President
- Miss Rachel Bright Thomas – ABS Member Education & Training Committee
- Miss Victoria Rose – Specialty Advisory Committee in Plastic Surgery and BAPRAs Council Member
- Margarita Bartholomew – ABS Courses & Events Coordinator
- Barbara Fornoni – RCSEng SCFS QA and Accreditation Manager

Benefits of programme approval under the Advanced Breast Surgery and Oncoplastic and Reconstructive Breast Surgery Fellowship Framework

The benefits of Fellowship programme approval include:

- Expert review by surgeons in the appropriate surgical specialty.
- Assurance that posts offer a high-quality learning and training experience, reflecting the appropriate standards set by the Surgical Specialty Association.
- Interim and final monitoring of Fellows' progress and performance.
- Certification of Fellows, who can receive their Certificate at a RCSE Diplomates' Ceremony.
- Information about the Fellowship is on the RCS SCFS website.
- Use of the Royal College of Surgeons of England Logo.
- Use of the strap line '***This post has been approved by the Royal College of Surgeons of England based on criteria recommended by the Association of Breast Surgery.***'

PART A: THE UNIT

This section describes the unit requirements when applying for one of this fellowship programmes.

1. Details of the Surgical Training Team Structure. It is expected to provide additional evidence of the oncoplastic team agreement for the Oncoplastic and Reconstructive Breast Surgery Fellowship Schemes.
2. Evidence of the expected programme and training as specified underneath:

Advanced Breast Surgery

Breast Oncology Programme
Attendance Oncology meetings
MDT
Metastatic MDT
Regional, National or international Breast Oncology courses / meetings
Oncoplastic Reconstruction programme including Implant Based Surgery



Breast conserving procedures programme [including Level 2 oncoplastic breast conserving surgery techniques, e.g., therapeutic mastoplasty, Grisotti, LeJour]
Communication skills / Counsel patients regarding options for management of breast cancer
Management of patients referred for breast assessment - Management of patients referred to a breast clinic [screening and symptomatic]
Management of patients for complications
Leadership / management / quality assurance programme
Training in chest wall pedicled flaps
2/3 lists p/week [including attendance if available]
2/3 clinics p/week [new patients and result clinics]

Oncoplastic and Reconstructive Breast Surgery Fellowship

Breast Oncology Programme
Attendance Oncology meetings
MDT
Metastatic MDT
Regional, National or international Breast Oncology courses / meetings
Oncoplastic Reconstruction programme including microvascular programme
Breast conserving procedures programme [including Level 2 oncoplastic breast conserving surgery techniques, e.g., therapeutic mastoplasty, Grisotti, LeJour]
Counsel patients regarding options for management of breast cancer
Management of patients referred for breast disease and management post-operation complications programme
Leadership and communication programme
Training in chest wall pedicled flaps
Access to plastic surgery lists including autologous free flap reconstructions and chest wall salvage procedures
2/3 lists p/week [including attendance if available]
2/3 clinics p/week [new patients and result clinics]

3. Clear weekly timetable and job plan.
4. Expected surgical numbers as provided in the Guidelines (**Appendix one**).
5. Evidence of opportunities for audit and research including:
 - Regular attendance at breast MDT and evidenced completion of one project [Advanced Breast Surgery Fellowships].
 - Regular attendance at joint oncoplastic MDT with plastic surgery representation and evidenced completion of one project [Oncoplastic and Reconstructive Breast Surgery Fellowships].
 - Regular performance discussions and time allocated for regular feedback.
6. Engagement with the Royal College of Surgeons of England in relation to the monitoring process expected requirements including full compliance to the college's Equality, Diversity and Integrity values.

The Fellowship programme offered by the unit will then be assessed by the Royal College of surgeons of England Senior Clinical Fellowship Scheme, once a formal approval application has been received. Fellowship approval is given for a maximum of three years at a time and is subject to a reapproval process for renewal at the end of this time period.

PART B: THE FELLOW

A Fellow who is appointed after meeting the selection requirements set out in the job description and person specification, will have these recommended criteria to meet during the Fellowship programme against which the Supervisor can assess:

1. Professional behaviour, leadership and communication skills including meeting the requirements of the GMC's [Good Medical Practice](#).
2. Stated learning outcomes and clinical competencies are successfully achieved at the completion of the fellowship programme period.
3. Surgical competencies and numbers as expected and defined by the Guidelines (**Appendix One**).
4. Completion of a research project by the end of the fellowship period.

Monitoring process

The Fellow will be subject to the Monitoring and Certification processes, which include an initial training agreement between Supervisor and Fellow, interim monitoring after three months of the Fellowship with narrative reports from Supervisor and Fellow, and final appraisal at the end of the Fellowship with narrative reports from Supervisor and Fellow.

Completion and certification

The Certification process involves a review by the Royal College of Surgeons of England Council's Quality Assurance Operational Group of the Fellow's final feedback, Applied Surgical Competencies Record, supporting summary eLogbook, and the sign-off provided by the Supervisor indicating that the Fellow has achieved the learning outcomes and clinical competencies for the Fellowship programme.

Appendix 1

Advanced Breast Surgery Fellowship Scheme

Surgical Numbers Guideline

Indicative surgical numbers	Minimum surgical numbers expected	PBA Levels
Breast conserving surgery including image-guided (100)	30	Level 4
Simple mastectomy (70)	15	Level 4
Skin-sparing mastectomy (40)	10	Level 4
Axillary surgery including SLNB/ ALNC (100)	30	Level 4
Lipomodelling	5	Level 4
Breast reduction including therapeutic mammoplasty (40)	10	Level 3
Implant-based reconstruction (40)	15	Level 4
Local chest wall perforator flaps (25)	10	Level 2

Oncoplastic and Reconstructive Breast Surgery Fellowship Scheme

Surgical Numbers Guideline

Indicative surgical number	Minimum surgical numbers expected	PBA Levels
Breast conserving surgery including image-guided (100)	30	Level 4
Simple mastectomy (70)	15	Level 4
Skin-sparing mastectomy (40)	10	Level 4

Axillary surgery including SLNB/ ALNC (100)	30	Level 4
Lipomodelling	5	Level 4
Breast reduction including therapeutic mammoplasty (40)	10	Level 3
Implant-based reconstruction (40)	15	Level 4
Local chest wall perforator flaps (25)	10	Level 2
Implant salvage	4	Level 3
Breast symmetrisation (including mastopexy)	10	Level 3
Free flap immediate breast reconstruction	2	Level 1
Free flap delayed breast reconstruction	2	Level 1
Skin grafting	2	Level 1

Appendix 2

Royal College of Surgeons of England Educational Standards

Domain 1: Knowledge, skills and performance

The education provider should ensure that the educational activity / event should:

- 1.1 have clearly defined learning aim/s which reflect the overall purpose of the activity;
- 1.2 have a clear and appropriate structure and content;
- 1.3 have a delivery methods and a learning environment which are appropriate to the achievement of the learning outcomes;
- 1.4 have supporting information and material which are clear, relevant and accessible;
- 1.5 have clear and measurable learning outcomes, expressed in terms of the specific knowledge, skills and behaviours that can be demonstrated by participants;
- 1.6 provide the educational support and learning resources to enable the participants to

achieve the required learning outcomes;

1.7 have faculty with appropriate qualifications and experience to deliver the activity / event;

1.8 have, where appropriate, methods of assessment to support participants' development and / or demonstrate that they have achieved their learning outcomes.

1.9 have an appropriate proportion of faculty to participants to enable successful learning by participants;

1.10 have suitable equipment to enhance learning.

Domain 2: Safety and quality

The education provider should ensure that the educational activity / event should:

2.1 ensure that suitable administrative contact is made with participants, and have an efficient and transparent administrative process;

2.2 demonstrate a continuous quality enhancement process, including opportunities for participant and faculty feedback;

2.3 comply with relevant regulatory and legislative requirements.

Domain 3: Communication, partnership and teamwork

The education provider should ensure that the educational activity / event should:

3.1 be inclusive and equitable, allowing - where appropriate - dialogue between faculty and participants.

Domain 4: Maintaining trust

The education provider should ensure that the educational activity / event should:

4.1 not be inappropriately influenced or biased by commercial organisations in its content or organisation;

4.2 provide the opportunity for faculty to declare any financial or other interest related to the educational activity / event.