



JCST Fellowships

Oncoplastic Breast Surgery Curriculum

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Contents

1	Introduction	3
2	Purpose of the fellowship	4
2.1	Objective	4
2.2	Background	4
2.3	Aim of the 2022 OPBS curriculum	5
2.4	National Selection Process for the Oncoplastic Breast Surgery Fellowships	5
3	Programme of learning	6
3.1	Capabilities in Practice (the high-level outcomes of training)	6
3.2	Descriptors for CiPs	7
3.3	End point of fellowship	8
3.4	Breadth of experience required during the fellowship	9
4	Teaching and learning	11
4.1	How the fellowship curriculum is delivered	11
4.2	Learning opportunities	12
4.3	Supervision	14
4.4	Roles and responsibilities for supervision	15
4.5	Supporting feedback and reflection	15
5	Programme of assessment	16
5.1	Delivery of the programme of assessment	16
5.2	Completion of fellowship training in OPBS	17
5.3	Assessment framework components	19
6	Recording progress in the ISCP learning portfolio	28
	Appendix 1 : Capabilities in Practice	29
	Appendix 2 : Syllabus	37
	Appendix 3 : List of Critical Conditions	52
	Appendix 4 : Index Procedures / Indicative Numbers	53
	Appendix 5 : Roles and responsibilities for supervision within the Fellowships	54
	Appendix 6 : Quality management of the curriculum	57
	Appendix 7 : Assessment blueprint	59
	Appendix 8 : Fellowship completion checklist	63
	Appendix 9 : Glossary	68

1 Introduction

This JCST Fellowship will provide high quality, high prestige and quality assured advanced training in OPBS. This has been recognised by the Specialty Advisory Committees SAC(s), the Association of Breast Surgeons (ABS), the British Association of Plastic Reconstructive and Aesthetic Surgeons (BAPRAS) and Lead Dean(s) for General Surgery and Plastic Surgery as being a service that is required within the NHS and is not trained to unsupervised level by certification. It builds on the skills achieved by certification to enable the fellow to contribute unsupervised as a consultant member of the multidisciplinary team in OPBS. The fellowship incorporates:

- a) a national selection process to select fellows for training
- b) this curriculum which defines the training to be delivered
- c) training units which have been assessed as being able to deliver this training
- d) a list of training quality indicators which describe the pattern of the training to be delivered
- e) a quality review process managed by the JCST with input from the statutory education bodies and the specialty associations

2 Purpose of the fellowship

2.1 Objective

To provide a curriculum for surgeons completing a 12-month JCST Interface Fellowship in OPBS. The curriculum will allow surgeons from either a Plastic Surgery or General Surgery (special interest breast) background to acquire further knowledge and skills which will enhance the service they can provide and care that they can give as consultants.

2.2 Background

Modern models of care for patients with breast cancer require breast and plastic surgeons to work closely together to provide the range and breadth of surgical oncology and reconstructive services which encompasses the remit of oncoplastic surgery.

The OPBS fellowships are intended for post-certification surgeons with a background in General or Plastic Surgery. Surgeons applying for the OPBS fellowships are choosing to gain access to additional specialist training in OPBS.

The OPBS fellowships have been running successfully since 2002. Defining an OPBS curriculum will allow fellows a better understanding of what they are expected to learn, and for trainers, a syllabus and structure to deliver the curriculum throughout the year. The Curriculum is structured to deliver an achievable skill set and clinical experience within an indicative 12 months. The skills and experience obtained will enhance patient care and service delivery.

Aspects of OPBS education and training were included in both the General Surgery (special interest breast) and Plastic Surgery (special interest breast) 2016 curricula, but with each parent specialty having a slightly different focus. Plastic Surgery trainees in their curriculum traditionally focused on breast reconstructive skills and General Surgery trainees on breast assessment, the management of benign and malignant breast conditions and the plastic surgery skills required to maintain the breast aesthetic after any surgery. However, as OPBS has evolved and the partnership/collaboration between Plastic and General Breast Surgery has strengthened, the divergence during training has narrowed. This is reflected in the 2021 Plastic Surgery and General Surgery curricula, with both having much more similar OPBS learning outcomes in their syllabus.

Trainees wishing to pursue a Consultant career in OPBS from either a Plastic Surgery or General Surgery background still have to complete other training (and service) requirements in order to obtain certification. Exposure to and clinical experience in OPBS tends to be confined to the latter years of training. This limited time period allied to on call /service provision can restrict training opportunities and as a result many trainees will obtain CCT but have deficiencies within their OPBS training. The aim of the OPBS curriculum is for fellows to address weaknesses within their OPBS training and allow them to address these through targeted training in both Plastic Surgery and General Breast Surgery. For many fellows with a background in Plastic Surgery this may be by developing a greater understanding in Oncological Management of Breast Cancer and for fellows from a General Surgery background this may be by developing a greater understanding of advanced reconstructive techniques. Additionally, it will allow fellows to attain a higher level of aptitude in aspects of Oncoplastic Breast Surgery which they were not required to attain in their parent specialty. However, it should be recognised that all fellows and their specific learning needs will be unique.

The OPBS Fellowship curriculum ensures integration of both specialties' skill mix in this specialist area. The purpose is to ensure skills appropriate to multidisciplinary working are gained together with advanced skills in specific aspects of this special interest.

2.3 Aim of the 2022 OPBS curriculum

The aim is to produce highly trained surgeons from a background of either General or Plastic Surgery who can work together to provide an integrated OPBS service. The focus for fellows will be to ensure a comprehensive understanding of breast assessment and diagnosis of breast cancer as well as all aspects of management, including the surgical skillset required for basic and complex operations. Fellows will be able to learn (or increase) their knowledge/aptitude in advanced breast conservation techniques involving volume replacement/redistribution, partial breast reconstruction and total breast reconstruction.

2.4 National Selection Process for the Oncoplastic Breast Surgery Fellowships

There are currently 14 funded OPBS Fellowship posts and 14 appointed training centres. Each post is funded for 12 months whole time equivalent. The selection process is facilitated by Health Education South West under the guidance of the Lead Dean for the Fellowships. The structure and content of the appointment process is developed, overviewed and updated by the Training Interface Group for OPBS.

The national selection process is open to all Plastic Surgery and General Surgery candidates who have met the essential criteria of the Person Specification. The selection process assesses the candidates in a number of stations. The interview panellists represent a selection of Breast and Plastic surgeons familiar with the programme, with representation and support from the Specialty Advisory Committees in General Surgery and Plastic Surgery. The posts are appointed on merit, and the successful candidates are allocated to their preferred training unit depending on their ranking in the interview process. Appointees are able to undertake these posts in less than full time working hours. Arrangements for flexible working are negotiated at a local level between the fellow, the Assigned Educational Supervisor and the Lead Dean.

3 Programme of learning

This section covers the expected learning outcomes, learning methods, breadth of experience and levels of performance at critical progression points in the training programme and the levels of performance expected of those completing training.

The curriculum builds on the knowledge and skills required to be a day 1 consultant in Plastic Surgery or General Surgery (with a special interest in Breast Surgery) to teach specific aspects of the delivery of the Generic Professional Capabilities (GPCs) and Capabilities in Practice (CiPs) required for practice at consultant level in OPBS.

The practice of OPBS requires specialty knowledge, clinical and technical skills and behaviours to manage breast cancer patients presenting with the full range of surgical oncological and reconstructive conditions. It involves development of competence in diagnostic reasoning, managing uncertainty, dealing with co-morbidities, and recognising when another specialty opinion or care is required. The main areas for learning are described by the CiPs which are the high-level learning outcomes for training now required by all surgical specialties- described below.

3.1 Capabilities in Practice (the high-level outcomes of training)

Training is designed to produce a person capable of safely and effectively performing the role of a day one consultant surgeon in OPBS. The role of a consultant surgeon can be thought of as a sum of all the various tasks which need to be performed through a working week. These tasks are the high-level outcomes of the curriculum and grouping these together describe the role of a consultant surgeon. To perform a high-level clinical task as a consultant surgeon requires trainees/fellows to be able to integrate areas of learning from all parts of the syllabus, including knowledge, clinical skills, professional skills and technical skills. In addition, a consultant surgeon will need to have acquired the generic skills, behaviours and values shared by all doctors in order to perform this task safely and well. A capability is a set of skills that can be developed through training from novice to expert and, therefore, these high-level clinical outcomes are known as Capabilities in Practice. They are common across all surgical specialties and are delivered within the context of the GPCs and the specialty syllabus.

There are five CiPs:

- 1) Manages an out-patient clinic
- 2) Manages the unselected emergency take
- 3) Manages ward rounds and the ongoing care of in-patients
- 4) Manages an operating list
- 5) Manages multi-disciplinary working

The generic knowledge, skills, behaviours and values shared by all doctors are described in the Generic Professional Capabilities framework (GPCs). The GPCs are essential components and have equal weight to the CiPs in the training and assessment of clinical capabilities and responsibilities in the training programme.

The nine domains of the GPC framework are:

Domain 1: Professional values and behaviours

Domain 2: Professional skills

- Practical skills
- Communication and interpersonal skills
- Dealing with complexity and uncertainty
- Clinical skills

Domain 3: Professional knowledge

- Professional requirements
- National legislative requirements
- The health service and healthcare system in the four countries

Domain 4: Capabilities in health promotion and illness prevention

Domain 5: Capabilities in leadership and team working

Domain 6: Capabilities in patient safety and quality improvement

- Patient safety
- Quality improvement

Domain 7: Capabilities in safeguarding vulnerable groups

Domain 8: Capabilities in education and training

Domain 9: Capabilities in research and scholarship

Simply put, CiPs and GPCs are the constituent parts of the role of a consultant surgeon. Each part is as important as the next and doctors are required to be capable in all parts of the role in order to be able to practice independently. Doctors who have gained entry to the Specialist Register will be able to demonstrate that they are capable of unsupervised practice in all CiPs and that they demonstrate all the Generic Professional Capabilities. For example, managing an unselected emergency take (CiP 2) requires integration of knowledge, clinical and diagnostic skills, and technical skills described in the syllabus, as well as communication and interpersonal skills, time management skills and many other generic skills described in the GPCs in order to be delivered safely, professionally and effectively. This will be assessed using the Multiple Consultant Report (MCR) as described below. The full content of the five CiPs can be found in Appendix 1.

Fellows will already have achieved the professional capabilities to the level required for consultant practice. This curriculum requires them to demonstrate the GPCs within the clinical context of OPBS.

Items from the syllabus are combined with items taken from the Generic Professional Capabilities Framework to form the small tasks which are the CiP descriptors. When the small tasks of the descriptors are integrated they comprise the constituent parts of the role of a Consultant Surgeon (CiPs). When CiPs are taken together, along with the Generic Professional Capabilities, the role of a Consultant Surgeon, the overall outcome of the curriculum, is described. Each of these CiPs will be developed through training until the level required of a day one consultant is reached. Assessment in an outcomes-based curriculum through the Multiple Consultant Report (MCR) examines the trainee from the perspective of the outcome (Consultant Surgeon), and compares performance in each CiP and in the GPCs to that level. If the outcome level is not reached, then targeted feedback and development plans can be made with reference to the CiP descriptors and beyond to the syllabus items and GPC items that combine to form the descriptors.

3.2 Descriptors for CiPs

The five CiPs taken together describe the role of a Consultant Surgeon in OPBS, but more detail is needed to help fellows develop that capability through training via detailed feedback and focused development goals.

We can break CiPs down into smaller tasks. Each of these smaller tasks is a CiP descriptor. If a fellow has not yet reached the level required of a new consultant in a CiP then the descriptors can be used to describe in standard language what needs to be improved through learning and training to allow the fellow to get closer towards the outcome of training. By describing component parts of a CiP, descriptors also aid decisions on assessment of the level of supervision required by a fellow at the time of that assessment, providing prompts for feedback of performance by allowing identification of areas of excellence or specific detail on areas for development, including in behavioural and professional domains. Descriptors can therefore help fellows identify where to focus their efforts to become competent and safe independent practitioners (more detail about assessment and feedback is given in the Programme of Assessment section of the curriculum).

Each CiP is judged against a scale that describes the level of supervision required to perform the CiP to the standard of successful completion of the fellowship. The level of supervision changes in line with the fellow's progression, consistent with safe and effective care for the patient. Typically, there should be a gradual reduction in the level of supervision required and an increase in the complexity of cases managed until the level of competence for independent practice is acquired. In the early years, therefore, it would be normal for trainees to achieve a lower supervision level and progress as experience is gained.

The supervision levels are:

Fellowship Level I: Able to observe only

Fellowship Level II: Able and trusted to act with direct supervision:

a. Supervisor present throughout

b. Supervisor present for part

Fellowship Level III: Able and trusted to act with indirect supervision

Fellowship Level IV: Able and trusted to act at the level expected of a day one consultant in the clinical area of the fellowship

Fellowship Level V: Able and trusted to act at a level beyond that expected of a consultant within the clinical area of the fellowship

See Appendix 1 for more details.

Capabilities in Practice	Indicative Supervision Level (end of phase 3 and certification)	Indicative Fellowship Level (end of Oncoplastic Breast Surgery fellowship)
Manages an out-patient clinic	SL IV	FL IV
Manages the unselected emergency take	SL IV	FL IV
Manages ward rounds and in-patients	SL IV	FL IV
Manages an operating list	SL IV	FL IV
Manages multi-disciplinary working	SL IV	FL IV

3.3 End point of fellowship

The end point of the Fellowship will be reached when Fellowship Level IV or V has been achieved in all the CiPs and when all the GPCs are demonstrated at the level of consultant practice in OPBS.

The GPCs will be assessed as being suitable for consultant practice in OPBS or requiring development to reach that level.

Upon completion of fellowship a certificate will be issued to each individual fellow describing the Fellowship Levels achieved and any GPCs requiring development, all within the context of consultant practice within OPBS.

3.4 Breadth of experience required during the fellowship

Fellows will practice at consultant level in General Surgery and Plastic Surgery during the fellowship while gaining further supervised experience in OPBS as defined in the syllabus, Critical Conditions and Index Procedures.

The curriculum requires fellows to accrue a rich experience that promotes deep learning of knowledge, clinical skills, technical skills, professional behaviours, leadership and all other generic professional skills that are considered necessary to ensure patient safety throughout the training process and specifically at the end of training. The scope of practice of a day-one consultant in OPBS is described in the syllabus.

3.4.1 The syllabus (See Appendix 2)

The syllabus shown in appendix 2 provides a detailed description of the specialty-specific knowledge, clinical and technical skills required for each phase of training and for certification in OPBS. The syllabus is organised by topics.

3.4.2 Critical Conditions (See Appendix 3)

A list of Critical Conditions from within the syllabus has been identified which are of significant importance for patient safety and a demonstration of a safe breadth of practice. These are defined as any condition where a misdiagnosis could be associated with devastating consequences for life or limb. These Critical Conditions are assessed individually by means of the Case Based Discussion (CBD) and Clinical Evaluation Exercise (CEX), which both include an assessment of clinical judgement and decision-making. They provide formative feedback to the fellow and feed into the summative assessments of the Assigned Educational Supervisor (AES) and end of fellowship assessment.

3.4.3 Index Procedures (See Appendix 4)

A list of Index Procedures has been identified. These are common but important operations central to practice in OPBS, competence in which is essential to the delivery of safe patient care. Taken together they form a representative sample of the breadth of operative procedures required. Learning in the Index Procedures is indicative of learning in the broad range of technical procedures in the syllabus and they are therefore of significant importance for patient safety and demonstration of a safe breadth of practice. Each of these Index Procedures is assessed individually by means of the Procedure Based Assessment (PBA) which provides formative feedback to the fellow and feeds into the summative assessments of the AES and end of fellowship assessment.

3.4.4 Fellowship Completion Requirements

To support the demonstration of a sufficient breadth of experience and achievement of competence in OPBS, Fellowship Completion Requirements, shown in section 5.2, summarise the experience fellows need to achieve by the end of the Fellowship. These include indicative numbers of cases, as fellows would not normally be expected to have achieved sufficient experience to be

able to manage the range of pathology they will encounter unless these numbers are met. It is recognised that competence could be achieved with fewer cases, if supported by evidence from other assessments. Meeting the numbers does not, in itself, imply competence.

4 Teaching and learning

4.1 How the fellowship curriculum is delivered

The curriculum is used to help design training locally to ensure all fellows can develop the necessary skills and knowledge in a variety of settings and situations. The curriculum is designed to ensure it can be applied in a flexible manner, meeting service needs as well as supporting each fellow's own tailored learning and development plan. In keeping with formal pre-certification training, fellowship training should comply with the GMC standards presented in *Promoting excellence: standards for medical education and training* (2017). Units which train specialty trainees must already meet these standards:

Theme 1: Learning environment and culture

- S1.1 The learning environment is safe for patients and supportive for learners and educators. The culture is caring, compassionate and provides a good standard of care and experience for patients, carers and families.
- S1.2 The learning environment and organisational culture value and support education and training so that learners are able to demonstrate what is expected in *Good medical practice* and to achieve the learning outcomes required by their curriculum.

Theme 2: Educational governance and leadership

- S2.1 The educational governance system continuously improves the quality and outcomes of education and training by measuring performance against the standards, demonstrating accountability, and responding when standards are not being met.
- S2.2 The educational and clinical governance systems are integrated, allowing organisations to address concerns about patient safety, the standard of care, and the standard of education and training.
- S2.3 The educational governance system makes sure that education and training is fair and is based on the principles of equality and diversity.

Theme 3: Supporting learners

- S3.1 Learners receive educational and pastoral support to be able to demonstrate what is expected in *Good medical practice* and to achieve the learning outcomes required by their curriculum.

Theme 4: Supporting educators

- S4.1 Educators are selected, inducted, trained and appraised to reflect their education and training responsibilities.
- S4.2 Educators receive the support, resources and time to meet their education and training responsibilities.

Theme 5: Developing and implementing curricula and assessments

- S5.1 Medical school curricula and assessments are developed and implemented so that medical students are able to achieve the learning outcomes required for graduates.
- S5.2 Postgraduate curricula and assessments are implemented so that doctors in training are able to demonstrate what is expected in *Good medical practice* and to achieve the learning outcomes required by their curriculum.

4.2 Learning opportunities

Fellows will be familiar with the educational approaches used in the General Surgery and Plastic Surgery curriculum:

- Self-directed learning
- Learning from clinical practice
- Learning from formal situations
- Simulation

Fellows and their trainers will use these methods within the context of a mentor and mentee, rather than that of a trainer and trainee. It is expected that bi-directional learning will be a feature of this relationship.

4.2.2 Self-directed learning

The curriculum is fellow-led and self-directed learning is encouraged. Fellows are expected to take a proactive approach to learning and development and towards working as members of a multi-professional team. Fellows are expected to undertake personal study in addition to attending formal and informal teaching. This includes using study materials and publications and reflective practice. Fellows are expected to use the developmental feedback they get from their trainers in Learning Agreement meetings and from assessments to focus further research and practice.

Reflective practice is an important part of self-directed learning and of continuing professional development. It is an educational exercise that enables fellows to explore, with rigour, the complexities and underpinning elements of their actions in order to refine and improve them. Reflection in the oral form is very much an activity that surgeons engage in and find useful and developmental. Writing reflectively adds more to the oral process by deepening the understanding of practice. Written reflection offers different benefits to oral reflection which include: a record for later review, a reference point to demonstrate development and a starting point for shared discussion. Whatever the modality of reflection, it is important that it takes place and that there is a record of it having taken place, whether or not the specific subject or content of the reflection is recorded¹. Self-directed learning permits development in all five CiPs, especially when there is effective reflection on all aspects of learning at the centre of self-directed learning.

4.2.3 Learning from clinical practice

Surgical learning is largely experiential in nature with any interaction in the workplace having the potential to become a learning episode. The workplace provides learning opportunities on a daily basis for surgical trainees, based on what they see and what they do. For JCST Post-Certification Fellowships, suitable training units will be selected and trainees appointed following a process to be defined in an accompanying document.

¹ *Improving feedback and reflection to improve learning. A practical guide for trainees and trainers*
<http://www.aomrc.org.uk/reports-guidance/improving-feedback-reflection-improve-learning-practical-guide-trainees-trainers/>

While in the workplace, fellows are involved in supervised clinical practice, primarily in a hospital environment in wards, clinics or theatre. There are strong links to practitioners working in primary care and training environments may include private settings and, where available for training, a variety of community settings where the necessary facilities and governance arrangements are in place. The role of the fellow in these contexts determines the nature of the learning experience. Learning begins with observation of a trainer (not necessarily a doctor) and progresses to assisting a trainer; the trainer assisting/supervising the fellows and then the fellow managing a case independently but with access to their supervisor. The level of supervision changes in line with the fellow's progression through the phases of the curriculum. As training progresses, trainees should have the opportunity for increased autonomy, consistent with safe and effective care for the patient. Typically, there should be a gradual reduction in the level of supervision required and an increase in the complexity of cases managed until the level of competence for independent practice is acquired.

At the beginning of the fellowship, CiPs in the context of the clinical area of the fellowship are best taught by a specifically selected trainer directly watching and supervising while the fellow carries out the activity. This type of training is known as Professionalised Training and requires more time (and so, consequently, a reduced clinical workload) than conventional methods. It permits more thorough teaching, more rapid achievement of skill and earlier recognition of difficulties. Continuous systematic feedback and reflection are integral to learning from clinical practice. CiP descriptors and the MCR assessment provide detailed feedback and identify specific, timely and relevant goals for development through training. Education providers should make every attempt to ensure that each fellow has exposure to Professionalised Training appropriate to their phase of progression through the curriculum. It is recommended that this be one session per week per fellow. Fellows are required to keep a surgical logbook to support their reflection and the assessment of their operative skills.

4.2.4 Learning from formal situations

Learning from clinical practice is supplemented by an educational programme of courses and teaching sessions arranged at local, regional and national levels. These should be mapped to the CiPs, GPCs and the syllabus and may include a mixture of formal talks including attendance at national conferences relevant to the speciality, small group discussion, case review and morbidity and mortality meetings, literature review and skills teaching. Some knowledge and capabilities are best gained in the formal setting of a taught course.

4.2.5 Simulation

Teaching in formal situations often involves the use of simulation. In this context simulation can be any reproduction or approximation of a real event, process, or set of conditions or problems e.g. taking a history in clinic, performing a procedure or managing post-operative care. Trainees have the opportunity of learning in the same way as they would in the real situation but in a patient-free environment. Simulation can be used for the development of both individuals and teams. The realism of the simulation may reflect the environment in which simulation takes place, the instruments used or the emotional and behavioural features of the real situation. Simulation training does not necessarily depend on the use of expensive equipment or complex environments e.g. it may only require a suturing aid or a role play with scenarios.

Simulation training has several purposes:

- supporting learning and keeping up to date;
- addressing specific learning needs;
- situational awareness of human factors which can influence people and their behaviour;
- enabling the refining or exploration of practice in a patient-safe environment;
- promoting the development of excellence; and
- improving patient care.

The use of simulation in surgical training is part of a blended approach to managing teaching and learning concurrent with supervised clinical practice. The use of simulation on its own cannot replace supervised clinical practice and experience or authorise a doctor to practice unsupervised. Provision of feedback and performance debriefing are integral and essential parts of simulation-based training. Simulation training broadly follows the same pattern of learning opportunities offering insight into the development of technical skills, team-working, leadership, judgement and professionalism. Education providers should use all teaching methods available, including simulation teaching, to ensure that the full breadth of the syllabus is covered. Where there is a need for specific intensive courses to meet specific learning outcomes, there may be a number of equivalent providers, for example for the management of trauma a valid certificate may be achieved through the *Advanced Trauma Life Support (ATLS®)*, *Advanced Paediatric Life Support (APLS)* or equivalent.

4.3 Supervision

Supervision of the fellow by their supervising mentor/trainer is fundamental in the delivery of safe and effective training. It takes advantage of the experience, knowledge and skills of expert clinicians and ensures a mutually beneficial interaction between two experienced clinicians with the aim being for the supervising mentor to impart their knowledge, wisdom and skill to the fellow. The ultimate responsibility for the quality of patient care and the quality of training lies with the supervising mentor/trainer.

Training units are expected to use GMC recognised trainers as supervising mentors/trainers and fellows are expected to interact and work with all consultants on the training unit. Training units must be approved by the JCST

Fellows must have a named AES and one or more CS, responsible for overseeing their development. Depending on local arrangements these roles may be combined into a single role of AES. The defined roles and responsibilities of each training role are described below and further information is given in the Gold Guide².

Fellows will be expected to work at consultant level in the generality of practice within General Surgery and Plastic Surgery but will be supervised to a degree appropriate to their skill level in OPBS. As the fellowship progresses, fellows should have the opportunity for increased autonomy, consistent with safe and effective care for the patient. Achievement of Fellowship Level IV in the CiPs indicates that a fellow is able to work at an independent level, with advice from their trainer at this level being equivalent to a consultant receiving advice from senior colleagues within a

² <https://www.copmed.org.uk/gold-guide/>

multidisciplinary team. However, within the context of a training system fellows are always under the educational and clinical governance structures of the Health Service.

4.4 Roles and responsibilities for supervision

The key roles involved in fellowship teaching and learning are the AES, CS, assessor and fellow. Their responsibilities are described in Appendix 5.

4.5 Supporting feedback and reflection

Effective feedback is known to enhance learning and combining self-reflection³ with feedback promotes deeper learning. Fellows are encouraged to seek feedback on all they do, either informally, through verbal feedback at the end of a learning event, or formally through workplace based assessment. The MCR and use of the CiP descriptors provide regular opportunities for detailed and specific feedback. Self-assessment of CiPs provides a regular opportunity for focused and structured reflection and development of self-directed goals for learning as well as developing these goals through dialogue with trainers. All the assessments in the curriculum are designed to include a feedback element in multiple ways:

- *Learning Agreement*: appraisal meetings with the AES at the beginning, middle and at the end of the fellowship
- *WBA*: immediate verbal dialogue after a learning episode
- *CBD*: meeting with a consultant trainer to discuss the management of a patient case
- *MSF*: meeting with the AES to discuss the fellow's self-assessment and team views
- *MCR (mid-point formative)*: meeting with the AES or CS to discuss the fellow's self-assessment and CSs' views on CiPs
- *MCR (final formative, contributing to the AES's summative report)*: meeting with the AES or CS to discuss the fellow's self-assessment and CSs' views on CiPs

Constructive feedback is expected to include three elements:

- 1) a reflection on performance;
- 2) identification of the fellow's achievements, challenges and aspirations; and
- 3) an action plan.

³ *Improving feedback and reflection to improve learning. A practical guide for trainees and trainers*
<http://www.aomrc.org.uk/reports-guidance/improving-feedback-reflection-improve-learning-practical-guide-trainees-trainers/>

5 Programme of assessment

5.1 Delivery of the programme of assessment

Fellows and their trainers will be familiar with the programme of assessment described in the pre-certification curriculum.

The fellow and their AES will create a Learning Agreement at the start of the fellowship. This will describe how the fellow will aim to achieve the curriculum requirements and will indicate the workplace based assessments that will be used. As a minimum these should include the Multiple Consultant Report on the CiPs and GPCs (mid-point and end of fellowship), CBDs on the critical conditions and PBAs on the index procedures.

The fellow and their AES should ensure that sufficient reflection and feedback arising from these assessments is recorded in ISCP to demonstrate the full extent of the fellow's progression through the fellowship.

Each fellow will have nominated Clinical Supervisors from both General Surgery and Plastic Surgery.

The OPBS TIG Chair will take the role of TPD for the fellow. An OPBS Review Panel will review fellows' progress and make recommendation to the JCST about successful completion of the fellowship.

The end of fellowship MCR and AES report will feed into the end of fellowship assessment. This will be conducted by a national panel likely to comprise representation from the SAC, the Surgical Specialty Association (SSA) and the relevant statutory education body. If possible, a lay member should also be included. The panel will review the fellow's portfolio with particular reference to:

- The Learning Agreement
- AES report
- The MCR
- CBDs in the critical conditions
- PBAs in the index procedures
- Operative logbook
- Record of reflection

If the panel is satisfied that the curriculum requirements have been met then that outcome will be recorded and the fellow informed. Alternatively, a narrative record of achievement will be written by the panel to indicate the skills gained by the fellow. This will be agreed with the training unit before being released to the fellow.

There will be no formal examinations.

5.2 Completion of fellowship training in OPBS

The following requirements are applied to all fellows completing this curriculum

- a) be fully registered with the GMC and have a licence to practise (UK fellows) or be registered with the Medical Council in Ireland (Ireland fellows);
- b) have achieved Fellowship Level IV or V in all the relevant Capabilities in Practice (CiPs)
- c) have achieved the competencies described in the nine domains of the Generic Professional Capabilities Framework; and
- d) have been recognised by the end of fellowship assessment panel as having met the curriculum requirements. These include the following:

5.2.2 Fellowship completion requirements for OPBS

Area	Requirement	Evidence
Educational progress – confirmation that all requirements of the curriculum have been achieved	Completion of fellowship recommended via supportive report	AES report
CiPs and GPCs	All relevant CiPs and GPCs assessed at the appropriate level	MCR
Critical conditions (assessed at level IV/demonstrating consultant-level competence)	Case Based Discussions must be presented as detailed in Appendix 3	CBDs and CEXs
Operative competence - evidence of competence in indicative operative procedures (assessed at level IV/demonstrating consultant-level competence)	Procedure based assessments must be presented as detailed in Appendix 4	PBA's
Operative experience - consolidated logbook evidence of the breadth of operative experience as defined in the curriculum	Minimum indicative numbers of index procedures are listed in Appendix 4	eLogbook

Area	Requirement	Evidence
Reflection	Fellows should reflect on the development of their practice during the fellowship, and how they would like to develop their practice over the next 2-3 years ⁴	MSF Self-Assessment Self-Assessment on GPCs and CiPs (midpoint and end of placement) Journal entries Reflective section in all WBAs and Other Evidence sections Other type of reflective statement
Professional skills	Research	Fellows will be encouraged to participate in research including publication/poster etc.
	Audit	Fellows will be encouraged to complete an OPBS themed audit and close the loop.
	Medical education	Demonstrable teaching i.e., Faculty on National/Regional courses with formal feedback
	Management	Attendance on the TIG residential course
	Courses	Completion of a course related to breast surgery approved for Study Leave
	Educational conferences	Attendance at recommended conferences approved for Study Leave
	Leadership	Participation in a leadership course approved for study leave
Clinical competence	OPBS Fellows will be expected to be able to provide evidence of the breadth of clinical experience defined in the OPBS TIG syllabus	Fellows will be encouraged to complete Work Based Assessments (WBAs) through the year. These WBAs are linked to the OPBS syllabus

⁴ *Improving feedback and reflection to improve learning. A practical guide for trainees and trainers*
<http://www.aomrc.org.uk/reports-guidance/improving-feedback-reflection-improve-learning-practical-guide-trainees-trainers/>

Area	Requirement	Evidence
	Case based discussions and Procedure Based Assessments should show progression to the defined level and should cover the modules required by the curriculum (see above)	CBDs and PBAs

5.3 Assessment framework components

5.3.1 The sequence of assessment

Training and assessment take place throughout the fellowship, which will usually be of twelve months' duration. Assessments are carried out by relevant qualified members of the fellow's multi-professional team whose roles and responsibilities are described in Appendix 5. The fellow's progress is monitored primarily by the fellow's AES through Learning Agreement meetings held between the fellow and the AES. Throughout the fellowship, fellows must undertake WBAs. The fellow's Clinical Supervisors must assess the fellow on the five CiPs and nine GPC domains using a Multiple Consultant Report (MCR). This must be done towards the mid-point of each fellowship in a formative way and at the end of the fellowship when the formative assessment will contribute to the AES's summative assessment at the final review meeting of the learning agreement. The fellowship culminates with the AES report of the fellow's progress for the end of fellowship assessment, which provides a summary of the competences gained during the fellowship.

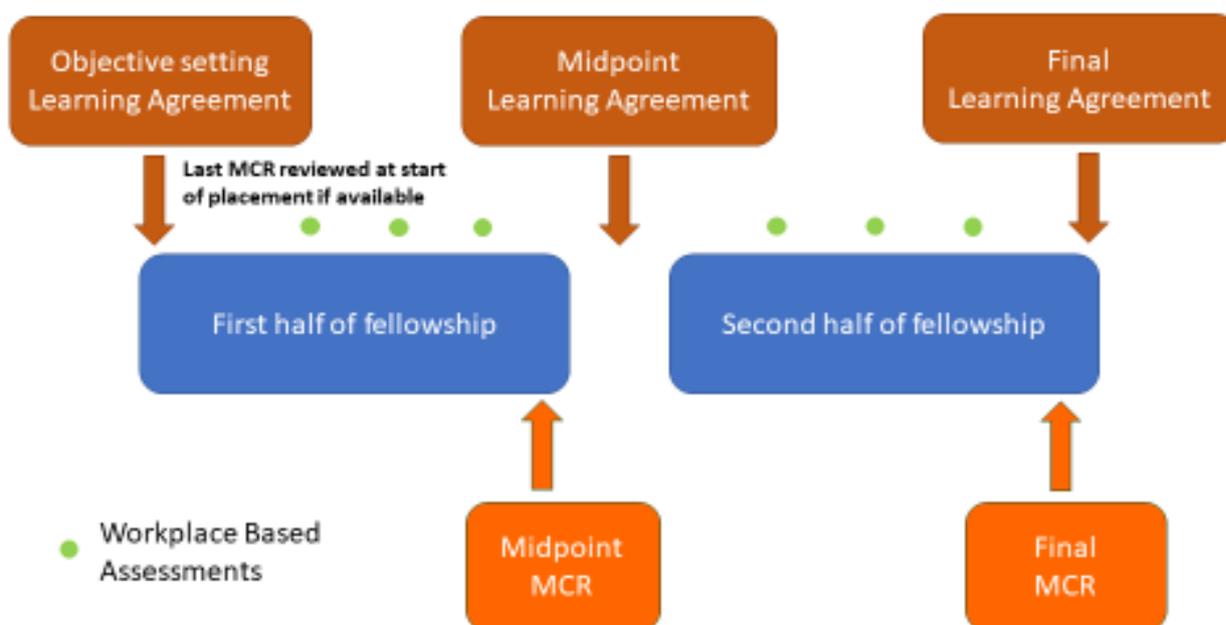


Figure 1: The sequence of assessment through a fellowship.

5.3.2 The Learning Agreement

The Learning Agreement is a formal process of goal setting and review meetings that underpins training and is formulated through discussion. The process ensures adequate supervision during training, provides continuity between different placements and supervisors and is one of the main ways of providing feedback to fellows. There are three Learning Agreement meetings in each placement and these are recorded in the fellow's learning portfolio. Any significant concerns arising from the meetings should be fed back to the AES at each point in the Learning Agreement.

Objective-setting meeting

At the start of the fellowship the AES and fellow must meet to review the fellow's current competence and experience, agree learning objectives and identify the learning opportunities presented by the fellowship. The Learning Agreement is constructively aligned towards achievement of the high-level outcomes (the CiPs and GPCs) and, therefore, the CiPs are the primary reference point for planning how fellows will be assessed and whether they have attained the learning required. The Learning Agreement is also tailored to the fellow's current abilities and learning needs. The most recent summative MCR (if available) will be reviewed alongside the fellow's most recent self-assessment. Any specific targeted training objectives should also be considered and addressed through this meeting and form part of the Learning Agreement. The Learning Agreement is signed by both the fellow and the AES and recorded in the learning portfolio.

Mid-point review meeting

A meeting between AES and the fellow must take place at the midpoint of a placement (or each three months within a placement that is longer than six months). The Learning Agreement must be reviewed, along with other portfolio evidence of training such as WBAs, the eLogbook and the formative midpoint MCR, including the fellow's self-assessment. This meeting ensures training opportunities appropriate to the fellow's own needs are being presented in the fellowship, and are adjusted if necessary in response to the areas for development identified through the MCR. Particular attention must be paid to progress against targeted training objectives and a specific plan for the remaining part of the fellowship made if these are not yet achieved. There should be a dialogue between the AES and CSs if adequate opportunities have not been presented to the fellow, and the Head of School informed if there has been no resolution. Discussion should also take place if the scope and nature of opportunities should change in the remaining portion of the fellowship in response to areas for development identified through the MCR.

Final review meeting

Shortly before the end of the fellowship fellows should meet with their AES to review portfolio evidence including the MCR. The dialogue between the fellow and AES should cover the overall progress made in the fellowship and the AES's view of the fellowship outcome.

AES report

The AES must write an end of fellowship report which informs the end of fellowship assessment. The report includes details of any significant concerns and provides the AES's view about whether fellow's learning objectives have been achieved. If necessary, the AES must also explain any gaps and resolve any differences in supervision levels which came to light through the MCR.

5.3.3 The Multiple Consultant Report

The assessment of the CiPs and GPCs (high-level outcomes of the curriculum) involves a global professional assessment of a range of different skills and behaviours to make decisions about a learner's suitability to take on particular responsibilities or tasks that are essential to consultant practice in the clinical area of the fellowship. The assessment, called the Multiple Consultant Report (MCR), must be carried out by the consultant CSs involved with a fellow, with the AES contributing as necessary to some domains (e.g. Quality Improvement, Research and Scholarship). The number of CSs taking part reflects the size of the specialty unit and is expected to be no fewer than two. The exercise reflects what many consultant trainers do regularly as part of a faculty group.

The MCR includes a global rating in order to indicate how the fellow is progressing in each of the five CiPs. This global rating is expressed as a supervision level recommendation described in Table 1. Supervision levels are behaviourally anchored ordinal scales based on progression to competence and reflect a judgment that has clinical meaning for assessors. Using the scale, Clinical Supervisors must make an overall, holistic judgement of a fellow's performance on each CiP and GPCs. Levels IV and V, shaded in grey equate to the level required for successful completion of the fellowship and the level of practice expected of a day one consultant in the clinical area of the fellowship (level IV) or beyond (level V). If not at the level required for completion of the fellowship the MCR can identify areas for improvement by using the CiP or GPC descriptors or, if further detail is required, specific syllabus items or GPC descriptors through free text. The assessment of GPCs can be performed by CSs, whilst GPC domains 6-9 might be more relevant to assessment by the AES in some placements.

CSs will be able to best recommend supervision levels because they observe the performance of the fellow in person on a day-to-day basis. The CS group, led by a Lead CS, should meet at the midpoint of a placement to conduct a formative MCR and at the end of a placement to conduct a summative MCR. Through the MCR, they agree which supervision level best describes the performance of a fellow at that time in each of the five CiP areas and also identify any areas of the nine GPC domains that require development. It is possible for those who cannot attend the group meeting, or who disagree with the report of the group as a whole, to add their own section (anonymously) to the MCR for consideration by the AES. The AES will provide an overview at the end of the process, adding comments and signing off the MCR.

In making a supervision level recommendation, CSs should take into account their experience of working with the fellow and the degree of autonomy they were prepared to give the fellow during the fellowship. They should also take into account all the descriptors of the activities, knowledge, skills and GPCs listed in the detailed descriptions of the CiPs. If, after taking all this into account, the CSs feel the trainee is able to carry out the activity without supervision (Level IV) then no further detail of this assessment is required, unless any points of excellence are noted. If the fellow requires a degree of supervision to carry out the activity then the CSs should indicate which of the descriptors of the activities, knowledge, skills and GPCs require further development (to a limit of five items per CiP, so as to allow targets set and feedback to be timely, relevant and achievable). Similarly, if a fellow excels in one or more areas, the relevant descriptors should be indicated.

The MCR uses the principle of highlight reporting, where CSs do not need to comment on every descriptor within each CiP but use them to highlight areas that are above or below the expected level of performance. The MCR can describe areas where the fellow might need to focus development or areas of particular excellence. Feedback must be given for any CiP that is not rated as level IV and in any GPC domain where development is required. Feedback must be given to the fellow in person after each MCR and, therefore, includes a specific feedback meeting with the fellow using the highlighted descriptors within the MCR and/or free text comments.

The midpoint MCR feeds into the mid-point and final Learning Agreement meetings. At the mid-point it allows goals to be agreed for the second half of the fellowship, with an opportunity to

specifically address areas where development is required. Towards the end of the fellowship the MCR feeds into the final review learning agreement, helping to inform the AES report (Figure 1). The MCR is an iterative process involving CSs, self-assessment by fellows, face to face meetings between fellows and supervisors and the development of an action plan focused on identified learning needs over the next three to six months of training. Progress against these action plans is reviewed by AES and at subsequent MCRs.

The MCR, therefore, gives valuable insight into how well the fellow is performing, highlighting areas of excellence, areas of support required and concerns. It forms an important part of detailed, structured feedback to the fellow at the mid-point and before the end of the fellowship, and can trigger any appropriate modifications for the focus of training as required. The final formative MCR, together with other portfolio evidence, feeds into the AES report, which in turn feeds into the end of fellowship assessment. The end of fellowship assessment uses all presented evidence to make the definitive decision on the fellow's achievements during the fellowship.

Table 1: MCR anchor statements and guide to recommendation of appropriate supervision level in each CiP.

MCR Rating Scale	Anchor statements	Trainer input at each supervision level			
		Does the fellow perform part or all of the task?	Is guidance required?	Is it necessary for a trainer to be present for the task?	Is the fellow performing at a level beyond that expected of a day one consultant? ^c
Level I:	Able to observe only: no execution	no	n/a	n/a	n/a
Level IIa:	Able and trusted to act with direct supervision: The supervisor needs to be physically present throughout the activity to provide direct supervision	yes	all aspects	throughout	n/a
Level IIb:	Able and trusted to act with direct supervision: The supervisor needs to guide all aspects of the activity. This guidance may partly be given from another setting but the supervisor will need to be physically present for part of the activity	yes	all aspects	will be necessary for part	n/a
Level III:	Able and trusted to act with indirect supervision: The supervisor does not need to guide all aspects of the activity. For those aspects which do need guidance, this may be given from another setting. The supervisor may be required to be physically present on occasions.	yes	some aspects	may be necessary for part	n/a
Level IV:	Able and trusted to act at the level of a day one consultant in the clinical area of the fellowship	yes	None ^{a,b}	None ^{a, b}	n/a
Level V:	Able and trusted to act at a level beyond that expected of a day one consultant in the clinical area of the fellowship	yes	None ^a	None ^a	yes

- a. This equates to the level of practice expected of a day one consultant in the clinical area of the fellowship. It is recognised that advice from senior colleagues within a multi-disciplinary team is an important part of consultant practice. Achievement of Supervision Level IV indicates that a trainee is able to work at this level, with advice from their trainer at this level being equivalent to a consultant receiving advice from senior colleagues within a multidisciplinary team. It is recognised that within the context of a training system that trainees are always under the educational and clinical governance structures of the Health Service.
- b. Where the PBA level required by the syllabus is less than level 4 for an operative procedure, it would be expected that mentorship is sought for such procedures and this would fall within the scope of being able to carry out this activity without supervision (SL IV), i.e. be a level commensurate with that of a day 1 consultant.
- c. Achievement of this level across the entirety of an activity would be rare, although free text could describe aspects of an activity where this level has been reached.

5.3.4 Fellow self-assessment of CiPs

Fellows should complete the self-assessment of CiPs in the same way as CSs complete the MCR, using the same form and describing self-identified areas for development with free text or using CiP or GCP descriptors. Reflection for insight on performance is an important development tool and self-recognition of the level of supervision needed at any point in training enhances patient safety. Self-assessments are part of the evidence reviewed when meeting the AES at the mid-point and end of a fellowship. Wide discrepancy between self-assessment of supervision level and the recommendation by CSs in the MCR allows identification of over- or under-confidence and for support to be given accordingly.

5.3.5 Workplace Based Assessment (WBA)

Each individual WBA is designed to assess a range of important aspects of performance in different training situations. Taken together, the WBAs can assess the breadth of knowledge, skills and performance described in the curriculum. They also constructively align with the clinical CiPs and GPCs (as shown in Appendix 7) and will be used to underpin assessment in those areas of the syllabus central to the clinical area, i.e. the critical conditions and index procedures, as well as being available for other conditions and operations as determined by the fellow and supervisors. The WBAs described in this curriculum have been in use for over ten years and are now an established component of training.

The WBA methodology is designed to meet the following criteria:

- **Validity** – the assessment actually does test what is intended; that methods are relevant to actual clinical practice; that performance in increasingly complex tasks is reflected in the assessment outcome.
- **Reliability** – multiple measures of performance using different assessors in different training situations produce a consistent picture of performance over time.
- **Feasibility** – methods are designed to be practical by fitting into the training and working environment.
- **Cost-effectiveness** – the only significant additional costs should be in the training of trainers and the time investment needed for feedback and regular appraisal, this should be factored into trainer job plans.
- **Opportunities for feedback** – structured feedback is a fundamental component.
- **Impact on learning** – the educational feedback from trainers should lead to fellows' reflections on practice in order to address learning needs.

WBA uses different trainers' direct observations of fellows to assess the actual performance of fellows as they manage different clinical situations in different clinical settings and provide more granular formative assessment in the crucial areas of the curriculum than does the more global assessment of CiPs in the MCR. WBAs are primarily aimed at providing constructive feedback to fellows in important areas of the syllabus throughout the fellowship. Fellows undertake each task according to their experience and ability level and the assessor must intervene if patient safety is at risk. It would be normal for fellows to have some assessments which identify areas for development because their performance is not yet at the standard for the completion of that training.

Each WBA is recorded on a structured form to help assessors distinguish between levels of performance and prompt areas for their verbal developmental feedback to fellows immediately after the observation. Each WBA includes the fellow's and assessor's individual comments, ratings of individual competencies (e.g. *Satisfactory*, *Needs Development* or *Outstanding*) and global

rating. Rating scales support the drive towards excellence in practice, enabling learners to be recognised for achievements above the level expected for a level or phase of training. They may also be used to target areas of underperformance. As they accumulate, WBAs also contribute to the AES report for the end of fellowship assessment.

WBAs are formative and may be used to assess and provide feedback on all clinical activity. Fellows can use any of the assessments described below to gather feedback or provide evidence of their progression in a particular area. WBAs are only mandatory for the assessment of the critical conditions and index procedures (see Appendix 3 and Appendix 4). They may also be useful to evidence progress in targeted training where this is required e.g. for any areas of concern.

WBAs for index procedures and critical conditions will inform the AES report along with a range of other evidence to aid the decision about the fellow's progress. All fellows are required to use WBAs to evidence that they have achieved the learning in the index procedures or critical conditions by the end of the fellowship. However, it is recognised that fellows will develop at different rates, and failure to attain a specific level at a given point will not necessarily prevent progression if other evidence shows satisfactory progress.

The assessment blueprint (Appendix 7) indicates how the assessment programme provides coverage of the CiPs, the GPC framework and the syllabus. It is not expected that the assessment methods will be used for each competency and additional evidence may be used to help make a supervision level recommendation. The principle of assessment is holistic; individual GPC and CiP descriptors and syllabus items should not be assessed, other than in the critical conditions and index procedures or if an area of concern is identified. The programme of assessment provides a variety of tools for feedback to and assessment of the fellow.

Case-Based Discussion (CBD)

The CBD assesses the performance of a fellow in their management of a patient case to provide an indication of competence in areas such as clinical judgement, decision-making and application of medical knowledge in relation to patient care. The CBD process is a structured, in-depth discussion between the fellow and a consultant supervisor. The method is particularly designed to test higher order thinking and synthesis as it allows the assessor to explore deeper understanding of how fellows compile, prioritise and apply knowledge. By using clinical cases that offer a challenge to fellows, rather than routine cases, fellows are able to explain the complexities involved and the reasoning behind choices they made. It also enables the discussion of the ethical and legal framework of practice. It uses patient records as the basis for dialogue, for systematic assessment and structured feedback. As the actual record is the focus for the discussion, the assessor can also evaluate the quality of record keeping and the presentation of cases. The CBD is important for assessing the critical conditions (Appendix 3). Fellows are assessed against the standard for the completion of the fellowship.

Clinical Evaluation Exercise (CEX) / CEX for Consent (CEX(C))

The CEX or CEX(C) assesses a clinical encounter with a patient to provide an indication of competence in skills essential for good clinical care such as communication, history taking, examination and clinical reasoning. These can be used at any time and in any setting when there is a fellow and patient interaction and an assessor is available. The CEX or CEX(C) is important for assessing the critical conditions (Appendix 3). Fellows are assessed against the standard for the completion of the fellowship.

Multi-Source Feedback (MSF)

The MSF assesses professional competence within a team working environment. It comprises a self-assessment and the assessments of the fellow's performance from a range of colleagues covering different grades and environments (e.g. ward, theatre, out-patients) including the AES. The competencies map to the standards of GMP and enable serious concerns, such as those about a fellow's probity and health, to be highlighted in confidence to the AES, enabling appropriate action to be taken. Feedback is in the form of a peer assessment chart, enabling comparison of the self-assessment with the collated views received from the team and includes their anonymised but verbatim written comments. The AES should meet with the fellow to discuss the feedback on performance in the MSF. Fellows are assessed against the standard for the completion of the fellowship.

Procedure Based Assessment (PBA)

The PBA assesses advanced technical, operative and professional skills in a range of specialty procedures or parts of procedures during routine surgical practice in which fellows are usually scrubbed in theatre. The assessment covers pre-operative planning and preparation; exposure and closure; intra-operative elements specific to each procedure and post-operative management. The procedures reflect the routine or index procedures relevant to the specialty. The PBA is used particularly to assess the index procedures (Appendix 4). Fellows are assessed against the standard for completion of the fellowship.

Surgical Logbook

The logbook is tailored to each specialty and allows the fellow's competence as assessed by the PBA to be placed in context. It is not a formal assessment in its own right, but fellows are required to keep a log of all operative procedures they have undertaken including the level of supervision required on each occasion using the key below. The logbook demonstrates breadth of experience which can be compared with procedural competence using the PBA and will be compared with the indicative numbers of index procedures defined in the curriculum (Appendix 4).

- Observed (O)
- Assisted (A)
- Supervised - trainer scrubbed (S-TS)
- Supervised - trainer unscrubbed (S-TU)
- Performed (P)
- Training more junior trainee (T)

The following WBAs may also be used to further collect evidence of achievement, particularly in the GPC domains of *Quality improvement, Education and training* and *Leadership and team working*.

Assessment of Audit (AoA)

The AoA reviews a fellow's competence in completing an audit or quality improvement project. It can be based on documentation or a presentation of a project. Fellows are assessed against the standard for completion of the fellowship.

Observation of Teaching (OoT)

The OoT assesses the fellow's ability to provide formal teaching. It can be based on any instance of formalised teaching by the fellows which has been observed by the assessor. The standard is set for the fellowship.

The forms and guidance for each WBA method can be found on the ISCP website (see section 6).

6 Recording progress in the ISCP learning portfolio

This curriculum is available through the JCST's Intercollegiate Surgical Curriculum Programme (ISCP) training management system at <https://www.iscp.ac.uk/>. Fellows and all involved with training must register with the ISCP and use the curriculum as the basis of their discussion and to record assessments and appraisals. Both trainers and fellows are expected to have a good knowledge of the curriculum and should use it as a guide for their training programme. Each fellow must maintain their learning portfolio by developing learning objectives, undergoing assessments, recording training experiences and reflecting on their learning and feedback.

The ISCP Learning Portfolio can be used to build a training record of a fellow's conduct and practice as follows:

- Fellows can initiate the learning agreement and WBAs directly with supervisors. They can record logbook procedures and other evidence using a variety of forms. They can also link WBAs with critical conditions and index procedures
- AESs can complete fellow appraisal through the learning agreement, monitor fellow portfolios and provide end of placement AES Reports;
- CSs complete the MCR at the midpoint and endpoint of each placement;
- Assessors can record feedback and validate WBAs, including the MSF;
- Other people involved in training can access fellow portfolios according to their role and function.

Appendix 1: Capabilities in Practice

In each of the CiPs the word ‘manage’ is defined as clinical assessment, diagnosis, investigation, treatment (both operative and non-operative) and recognition of the degree of discussion required within, and support from, the multidisciplinary team. Fellows are expected to apply syllabus defined knowledge and skills in straightforward and unusual cases across the breadth of the clinical area of the Fellowship across all CiPs.

All CiPs relate to Good Medical Practice domains 1, 2, 3, and 4.

Shared Capability in Practice	1. Manages an out-patient clinic
<p>Description</p> <p>Manages all the administrative and clinical tasks required of a consultant surgeon in order that all patients presenting as out-patients in the specialty are cared for safely and appropriately.</p>	
<p>Example descriptors:</p> <ul style="list-style-type: none"> • Assesses and prioritises GP and inter-departmental referrals and deals correctly with inappropriate referrals • Assesses new and review patients using a structured history and a focused clinical examination to perform a full clinical assessment, and determines the appropriate plan of action, explains it to the patient and carries out the plan • Carries out syllabus-defined practical investigations or procedures within the out-patient setting • Adapts approach to accommodate all channels of communication (e.g. interpreter, sign language), communicates using language understandable to the patient, and demonstrates communication skills with particular regard to breaking bad news. Appropriately involves relatives and friends • Takes co-morbidities into account • Requests appropriate investigations, does not investigate when not necessary, and interprets results of investigations in context • Selects patients with urgent conditions who should be admitted from clinic • Manages potentially difficult or challenging interpersonal situations, including breaking bad news and complaints • Completes all required documentation • Makes good use of time • Uses consultation to emphasise health promotion 	

Shared Capability in Practice	1. Manages an out-patient clinic
<p>Supervision level:</p> <p>Fellowship Level I: Able to observe only</p> <p>Fellowship Level II: Able and trusted to act with direct supervision:</p> <ul style="list-style-type: none">a. Supervisor present throughoutb. Supervisor present for part <p>Fellowship Level III: Able and trusted to act with indirect supervision</p> <p>Fellowship Level IV: Able and trusted to act at the level expected of a day one consultant in the clinical area of the fellowship</p> <p>Fellowship Level V: Able and trusted to act at a level beyond that expected of a consultant within the clinical area of the fellowship</p>	

Shared Capability in Practice	2. Manages the unselected emergency take
<p>Description</p> <p>Manages all patients with an emergency condition requiring management within the clinical area of the fellowship. Able to perform all the administrative and clinical tasks required of a consultant surgeon in order that all patients presenting as emergencies in the clinical area of the fellowship are cared for safely and appropriately.</p>	
<p>Example descriptors:</p> <ul style="list-style-type: none"> • Promptly assesses acutely unwell and deteriorating patients, delivers resuscitative treatment and initial management, and ensures sepsis is recognised and treated in compliance with protocol • Makes a full assessment of patients by taking a structured history and by performing a focused clinical examination, and requests, interprets and discusses appropriate investigations to synthesise findings into an appropriate overall impression, management plan and diagnosis • Identifies, accounts for and manages co-morbidity in the context of the surgical presentation, referring for specialist advice when necessary • Selects patients for conservative and operative treatment plans as appropriate, explaining these to the patient, and carrying them out • Demonstrates effective communication with colleagues, patients and relatives • Makes appropriate peri- and post-operative management plans in conjunction with anaesthetic colleagues • Delivers ongoing post-operative surgical care in ward and critical care settings, recognising and appropriately managing medical and surgical complications, and referring for specialist care when necessary • Makes appropriate discharge and follow up arrangements • Carries out all operative procedures as described in the syllabus • Manages potentially difficult or challenging interpersonal situations • Gives and receives appropriate handover 	
<p>Supervision level:</p> <p>Fellowship Level I: Able to observe only</p> <p>Fellowship Level II: Able and trusted to act with direct supervision:</p> <ol style="list-style-type: none"> a. Supervisor present throughout b. Supervisor present for part <p>Fellowship Level III: Able and trusted to act with indirect supervision</p> <p>Fellowship Level IV: Able and trusted to act at the level expected of a day one consultant in the clinical area of the fellowship</p> <p>Fellowship Level V: Able and trusted to act at a level beyond that expected of a consultant within the clinical area of the fellowship</p>	

Shared Capability in Practice	3. Manages ward rounds and the on-going care of in-patients
<p>Description</p> <p>Manages all hospital in-patients with conditions requiring management within the clinical area of the fellowship. Able to perform all the administrative and clinical tasks required of a consultant surgeon in order that all in-patients requiring care within the specialty are cared for safely and appropriately.</p>	
<p>Example descriptors:</p> <ul style="list-style-type: none"> • Identifies at the start of a ward round if there are acutely unwell patients who require immediate attention • Ensures that all necessary members of the multidisciplinary team are present, knows what is expected of them and what each other's' roles and contributions will be and contributes effectively to cross specialty working • Ensures that all documentation (including results of investigations) will be available when required and interprets them appropriately • Makes a full assessment of patients by taking a structured history and by performing a focused clinical examination and requests, interprets and discusses appropriate investigations to synthesise findings into an appropriate overall impression, management plan and diagnosis • Identifies when the clinical course is progressing as expected and when medical or surgical complications are developing and recognises when operative intervention or re-intervention is required and ensures this is carried out • Identifies and initially manages co-morbidity and medical complications, referring on to other specialties as appropriate • Contributes effectively to level 2 and level 3 care • Makes good use of time ensuring all necessary assessments are made and discussions held, while continuing to make progress with the overall workload of the ward round • Identifies when further therapeutic manoeuvres are not in the patient's best interests, initiates palliative care, refers for specialist advice as required and discusses plans with the patient and their family • Summarises important points at the end of the ward round and ensures all members of the multi-disciplinary team understand the management plans and their roles within them • Gives appropriate advice for discharge documentation and follow-up 	

Shared Capability in Practice	3. Manages ward rounds and the on-going care of in-patients
Supervision level: Fellowship Level I: Able to observe only Fellowship Level II: Able and trusted to act with direct supervision: a. Supervisor present throughout b. Supervisor present for part Fellowship Level III: Able and trusted to act with indirect supervision Fellowship Level IV: Able and trusted to act at the level expected of a day one consultant in the clinical area of the fellowship Fellowship Level V: Able and trusted to act at a level beyond that expected of a consultant within the clinical area of the fellowship	

Shared Capability in Practice	4. Manages an operating list
<p>Description</p> <p>Manages all patients with conditions requiring operative treatment within the clinical area of the fellowship. Able to perform all the administrative and clinical tasks required of a consultant surgeon in order that all patients requiring operative treatment receive it safely and appropriately.</p>	
<p>Example descriptors:</p> <ul style="list-style-type: none"> • Selects patients appropriately for surgery, taking the surgical condition, co-morbidities, medication and investigations into account, and adds the patient to the waiting list with appropriate priority • Negotiates reasonable treatment options and shares decision-making with patients • Takes informed consent in line with national legislation or applies national legislation for patients who are not competent to give consent • Arranges anaesthetic assessment as required • Undertakes the appropriate process to list the patient for surgery • Prepares the operating list, accounting for case mix, skill mix, operating time, clinical priorities, and patient co-morbidity • Leads the brief and debrief and ensures all relevant points are covered for all patients on the operating list • Ensures the WHO checklist (or equivalent) is completed for each patient at both the beginning and end of each procedure • Understands when prophylactic antibiotics should be prescribed and follows local protocol • Synthesises the patient's surgical condition, the technical details of the operation, co-morbidities and medication into an appropriate operative plan for the patient • Carries out the operative procedures to the required level for the phase of training as described in the specialty syllabus • Uses good judgement to adapt operative strategy to take account of pathological findings and any changes in clinical condition • Undertakes the operation in a technically safe manner, using time efficiently • Demonstrates good application of knowledge and non-technical skills in the operating theatre, including situation awareness, decision-making, communication, leadership, and teamwork • Writes a full operation note for each patient, ensuring inclusion of all post-operative instructions • Reviews all patients post-operatively • Manages complications safely, requesting help from colleagues where required 	

Shared Capability in Practice	4. Manages an operating list
<p>Supervision level:</p> <p>Fellowship Level I: Able to observe only</p> <p>Fellowship Level II: Able and trusted to act with direct supervision:</p> <ul style="list-style-type: none"> a. Supervisor present throughout b. Supervisor present for part <p>Fellowship Level III: Able and trusted to act with indirect supervision</p> <p>Fellowship Level IV: Able and trusted to act at the level expected of a day one consultant in the clinical area of the fellowship</p> <p>Fellowship Level V: Able and trusted to act at a level beyond that expected of a consultant within the clinical area of the fellowship</p>	

Shared Capability in Practice	5. Manages multi-disciplinary working
<p>Description</p> <p>Manages all patients with conditions requiring inter-disciplinary management (or multi-consultant input as in trauma or fracture meetings in Trauma and Orthopaedic Surgery) including care within the clinical area of the fellowship. Able to perform all the administrative and clinical tasks required of a consultant surgeon in order that safe and appropriate multi-disciplinary decisions are made on all patients with such conditions requiring care within the clinical area of the fellowship.</p>	
<p>Example Descriptors:</p> <ul style="list-style-type: none"> • Appropriately selects patients who require discussion at the multi-disciplinary team • Follows the appropriate administrative process • Deals correctly with inappropriate referrals for discussion (e.g. postpones discussion if information is incomplete or out-of-date) • Presents relevant case history, recognising important clinical features, co-morbidities and investigations • Identifies patients with unusual, serious or urgent conditions • Engages constructively with all members of the multi-disciplinary team in reaching an agreed management decision, taking co-morbidities into account, recognising when uncertainty exists, and being able to manage this • Effectively manages potentially challenging situations such as conflicting opinions • Develops a clear management plan and communicates discussion outcomes and subsequent plans by appropriate means to the patient, GP and administrative staff as appropriate • Manages time to ensure the case list is discussed in the time available • Arranges follow up investigations when appropriate and knows indications for follow up 	
<p>Supervision level:</p> <p>Fellowship Level I: Able to observe only</p> <p>Fellowship Level II: Able and trusted to act with direct supervision:</p> <ul style="list-style-type: none"> a. Supervisor present throughout b. Supervisor present for part <p>Fellowship Level III: Able and trusted to act with indirect supervision</p> <p>Fellowship Level IV: Able and trusted to act at the level expected of a day one consultant in the clinical area of the fellowship</p> <p>Fellowship Level V: Able and trusted to act at a level beyond that expected of a consultant within the clinical area of the fellowship</p>	

Appendix 2: Syllabus

The syllabus provides a description of the knowledge, clinical and technical skills required for the fellowship. The syllabus is organised by topics.

Modules and structure of the Syllabus

1. Breast and axillary assessment
2. Benign breast conditions
3. Breast cancer
4. Principles of oncoplastic surgery
5. Implant based/assisted reconstruction
6. Autologous reconstruction
7. Principles of breast aesthetics including symmetrising surgery

The updated 2021 General and Plastic Surgery curriculum cover many of the same topics outlined below. The General Surgery curriculum includes aspects of the modules listed under Plastic Surgery, while the Plastic Surgery curriculum includes aspects of the modules listed under General Surgery. The OPBS curriculum rationalises the discrepancies between the two parent curricula while increasing clarity and enhancing the educational aims.

These 7 modules have become the framework of the OPBS curriculum.

All OPBS Fellows will be expected to achieve the defined competency levels in these modules.

Evidence should include at least 2 workplace based assessments at desired level or parent specialty level depending on the interest of the trainee for each of the topics. The fellowship is designed to accommodate trainees from both plastic and general surgery backgrounds as a result, sign off for some modules will be more / less involved, which emphasises the need to tailor the fellowship to suit the clinical requirements of the trainees.

Trainees will be expected to have completed their parent specialty modules by the start of the Fellowship:

- General Surgery trainees will have completed OPBS modules 1-3 from the General Surgery curriculum. Modules 4, 6 and part of module 5 are completed during an OPBS TIG Fellowship.
- Plastic Surgery trainees will have completed OPBS modules 4-6 from the Plastic Surgery Curriculum. Modules 1, 3 and part of module 2 are completed during an Oncoplastic fellowship.

A structured 12-month Learning Agreement (LA) will help the fellow and the Assigned Educational Supervisor (AES) define the trainee's individual learning requirements to meet the essential exit requirements of the OPBS fellowship post at the end of the 12 months. The LA should be submitted together with the weekly work plan that should fulfil the JCST Quality Indicators for OPBS Fellowships. This includes 3 sessions in Theatre, 3 sessions in clinic including 1 in a breast reconstruction planning clinic, 1 session for MDT, 1 session for Research and Audit, 1 session for administration and 1 flexible session (this can be used for attending aesthetic surgery in the independent health sector).

OPBS Training units will be compliant with SAC/JCST Quality Indicators in training for OPBS surgery.

Standards for knowledge

Specific competency levels in knowledge have been removed except for the critical conditions where the topic for a phase of training has a competence level ascribed to it for knowledge ranging from 1 to 4 which indicates the depth of knowledge required:

1. knows of
2. knows basic concepts
3. knows generally
4. knows specifically and broadly

Standards for clinical and technical skills

The practical application of knowledge is evidenced through clinical and technical skills. Competency levels for clinical and technical skills range from 1-4 as detailed below.

1. Has observed Exit descriptor; at this level the fellow:
 - has adequate knowledge of the steps through direct observation;
 - can handle instruments relevant to the procedure appropriately and safely;
 - can perform some parts of the procedure with reasonable fluency.

2. Can do with assistance Exit descriptor; at this level the fellow:
 - knows all the steps - and the reasons that lie behind the methodology;
 - can carry out a straightforward procedure fluently from start to finish;
 - knows and demonstrates when to call for assistance/advice from the supervisor (knows personal limitations).

3. Can do whole but may need assistance Exit descriptor; at this level the fellow:
 - can adapt to well- known variations in the procedure encountered, without direct input from the trainer;
 - recognises and makes a correct assessment of common problems that are encountered;
 - is able to deal with most of the common problems;
 - knows when help is needed;
 - requires advice rather than help that requires the trainer to scrub.

4. Competent to do without assistance, including complications Exit descriptor; at this level the fellow:
 - with regard to the common clinical situations in the clinical area, can deal with straightforward and difficult cases to a satisfactory level and without the requirement for external input;
 - is at the level at which one would expect a UK consultant surgeon to function;
 - is capable of supervising trainees.

Numbers have been removed as they have been generally removed from both new curricula. As part of the assessment of trainees this will be assessed via MCR and CiPS based systems.

Specific competency levels for the critical conditions which are defined in Appendix 3.

Module 1	Breast and Axillary Assessment
<p>Objective</p>	<p><i>Knowledge of embryology, development, anatomy, physiology and genetics, stem cell biology, biology of scarring, wound healing and management of abnormal scars</i></p> <p><i>Clinical assessment and investigation of patients presenting with breast symptoms</i></p>
<p>Knowledge</p>	<ul style="list-style-type: none"> • Topographical and segmental anatomy of the breast, vascular, neural and lymphatic supply / drainage of breast, anatomy of chest wall, abdomen and axilla • Lymphatic system physiology • Embryology of breast • Endocrine physiology and endocrine effects on the breast at puberty, pregnancy, lactation, menopause and in mastalgia • Effect of hormonal therapeutics on the breast (Oral Contraceptive Pill, Hormone Replacement Therapy, Selective Oestrogen Receptor Modulators and Aromatase Inhibitors) • Developmental abnormalities - accessory nipples, accessory breast tissue • Breast aesthetics (including breast measurements) • Breast asymmetry • Breast hyperplasia • Hypoplastic breast syndromes including Poland’s syndrome • Chest wall deformities and associated limb abnormalities • Association of high risk benign conditions with breast cancer

Module 1	Breast and Axillary Assessment
Clinical Skills	<ul style="list-style-type: none"> • History taking for all breast conditions • Examination <ul style="list-style-type: none"> ○ Breast, nodal basin, relevant systems ○ Ability to discuss findings at an MDM • Triple assessment <ul style="list-style-type: none"> ○ Understand indications, use, interpretation and limitations ○ Diagnostic grid/concordance • Imaging <ul style="list-style-type: none"> ○ Indications for and techniques used in ultrasound and mammography ○ Ultrasound interpretation ○ Mammography interpretation ○ Additional mammography views ○ MRI • Pathology <ul style="list-style-type: none"> ○ Cytology – indications, interpretations and limitations ○ Histology – indications, interpretations and limitations • Management <ul style="list-style-type: none"> ○ Record findings – diagnostic grid ○ Interpret findings ○ Analyse results, synthesize a diagnosis and use judgement in developing a treatment plan ○ Communicate findings and plan to patient and colleagues
Technical Skills and Procedures	<ul style="list-style-type: none"> • Free-hand lesion FNA • Free-hand core biopsy • Punch biopsy of skin / nipple • Excisional biopsy (palpable)

Module 2	Benign Breast Conditions
Objective	<p><i>Assess and manage benign breast lumps, breast pain, nodularity and conditions affecting the nipple</i></p> <p><i>Assess and manage congenital, developmental and aesthetic problems of the breast</i></p>
Knowledge	<ul style="list-style-type: none"> • Pathophysiology <ul style="list-style-type: none"> ○ Benign Breast Disease ○ Breast pain ○ Skin conditions e.g. eczema ○ Breast cysts ○ Benign nipple discharge ○ Duct disease / ectasia / papilloma ○ Periductal mastitis ○ Mammary duct fistula ○ Fibroadenoma ○ Phylloides tumour ○ Interaction of systemic conditions, medication and lifestyle factors with breast disease
Clinical Skills	<ul style="list-style-type: none"> • As per module one
Technical Skills and Procedures	<ul style="list-style-type: none"> • Free hand cyst / abscess drainage • Benign lump excision (palpable) • Wire / seed / image guided excision of lesion • Microdochectomy • Major duct excision • Fistulectomy • Nipple eversion

Module 3	Breast Cancer
Objective	<p><i>Diagnose, assess, manage breast cancer - symptomatic and screen detected</i></p> <p><i>Assess and manage atypical and precancerous lesions</i></p> <p><i>Diagnose, assess and manage less common and advanced presentations of breast cancer</i></p> <p><i>Assess and select patients for oncoplastic and reconstructive procedures</i></p> <p><i>Perform basic surgical breast procedures and manage postoperative care and follow-up</i></p>
Knowledge	<ul style="list-style-type: none"> ● Genetics of breast cancer <ul style="list-style-type: none"> ○ Family History assessment and NICE guidelines ○ Risk lesions - LCIS, ADH ○ Identified genetic abnormalities - risk assessment models / genetic testing / counselling ○ Advice, diet, lifestyle, screening, risk reduction surgery ● In-situ disease <ul style="list-style-type: none"> ○ Epidemiology ○ Biology, Clinicopathology, including classification and sub-types ● Invasive breast cancer <ul style="list-style-type: none"> ○ Epidemiology ○ Cancer biology - hormonal, growth factors and receptors, tumour metastasis
Clinical Skills	<ul style="list-style-type: none"> ● Develop and record plan ● Skillful discussion of cancer diagnosis, breaking bad news, etc. ● Informed consent for complex treatment scenarios ● MDM working: Use of multimodality treatments to minimize surgery

Module 3	Breast Cancer
Technical Skills and Procedures	<ul style="list-style-type: none">• Breast Conservation<ul style="list-style-type: none">○ Palpable○ Impalpable and wire / seed / image guided (localized)• Mastectomy<ul style="list-style-type: none">○ Simple○ Modified Radical• Axillary Surgery<ul style="list-style-type: none">○ Removal axillary breast tissue○ Lymph node biopsy○ Axillary clearance -Primary. Level 1-3○ Axillary clearance -completion (delayed)○ Axillary surgery – repeat (recurrence)○ SLNB (any technique)○ Targeted Axillary Dissection

Module 4	Principles of Oncoplastic Surgery
Objective	<i>Competency in the knowledge, assessment, limitations and risks of patients undergoing oncoplastic and reconstructive surgical procedures.</i>
Knowledge	<ul style="list-style-type: none"> • Anatomy of the blood supply of volume displacement pedicles and volume replacement flaps • Factors affecting outcome in volume replacement/volume displacement surgery (patient/operative/adjuvant therapy) • Incisions and approaches to skin and nipple sparing mastectomies with awareness of bloody supply to nipple
Clinical Skills	<ul style="list-style-type: none"> • Assessment of patients to determine suitability for volume replacement /displacement techniques based on size/location of disease and available donor sites • Interpretation of digital mammograms with regard to tumour location to safely plan and execute oncoplastic procedures • Assessment of patients suitability for skin reducing, skin sparing or nipple sparing mastectomies • Understand the limitations of breast conservation and need to offer patients mastectomies +/- total breast reconstruction
Technical Skills and Procedures	<ul style="list-style-type: none"> • Oncoplastic - volume displacement techniques <ul style="list-style-type: none"> ○ Breast re-coning ○ Therapeutic Mammoplasty ○ Others (e.g. Grisotti, round block, etc.) • Oncoplastic - volume replacement techniques <ul style="list-style-type: none"> ○ Local flaps - AICAP / MICAP / LICAP / LTAP / TDAP ○ Regional flaps – Mini LD etc • Advanced Mastectomy Techniques <ul style="list-style-type: none"> ○ Skin sparing-nipple sacrificed ○ Skin reducing ○ Skin sparing- nipple preserving

Module 5	Implant Based/Assisted Reconstruction
Objective	<i>Acquire competence in implant based reconstruction including indications, technique and management of complications</i>
Knowledge	<ul style="list-style-type: none"> • Indications and CI's to implant based reconstruction • Surgical anatomy of implant / expander based reconstructive procedures • Alloplastic materials (dermal xenografts etc.) and tissue interfaces • Advantages and disadvantages compared with other reconstruction techniques • Range of TEX and fixed volume implants available • Staged procedures – single and two stage: advantages and disadvantages • Management of implant infection, extrusion, malposition, rotation. • Capsular contracture: Aetiology, classification, management • Impact of RT on implants and management, historical development and controversies • Lipomodelling in reconstruction (indications, complications and controversies – stem cells, mammographic follow-up) • Long term outcomes of breast reconstruction (clinical/PROMS) • Reconstruction techniques in risk reducing surgery • Nipple reconstruction and techniques available
Clinical Skills	<ul style="list-style-type: none"> • Identify pre-operative factors which can be optimized prior to surgery (smoking, systemic disease) • Discuss advantages and disadvantages of reconstruction - specifically setting of realistic expectation, reconstruction as a process, template in-patient stay and complications • Assess suitability for immediate vs delayed reconstruction • Assess suitability for implant based reconstruction Vs alternatives • Describe importance of informed consent and joint decision making • Ability to consent patients describing full range of potential complications, and set realistic expectations • Ability to select appropriate implants / expanders for patients • Recognise post-operative complications and formulate appropriate management plans • Manage complications of surgery in clinic (wound, seroma) • Manage patients appropriately in post-operative period

Module 5	Implant Based/Assisted Reconstruction
Technical Skills and Procedures	<ul style="list-style-type: none">• Preoperative marking of patient• Orient devices and prepare appropriately• Minimising infection techniques: antibiotics, drains, changing gloves• Creation and closure of sub-pectoral pocket, including total sub-muscular cover• Two stage reconstruction using TEX and subsequent exchange for FVI• Single staged reconstruction using FVI and dermal xenograft sling• Inferior dermal sling to achieve implant cover• Identification and correction of aesthetic deficiencies as secondary procedures• Nipple reconstruction techniques

Module 6	Autologous Tissue Based Reconstruction
Objective	<i>Acquire competence in autologous tissue based breast reconstruction including indications, technique and management of complications</i>
Knowledge	<ul style="list-style-type: none"> • Classification of flaps (random versus axial / muscle flap – Mathis and Nahai / type of tissue being transferred) • Factors affecting outcome in flap surgery (patient related, operative, adjuvant therapy related) • Principles of flap surgery (replace “like with like”, reconstructive units, back-up plan and “life boat”, donor site considerations) • Principles of microsurgery • Relevant surgical anatomy and neurovascular supply of flaps used in breast reconstruction (e.g. LD, Abdominal wall, I/S GAP, TUG, TDAP) • Concept of angiosomes, specifically in reconstructions using abdominal free flaps • Indications and CI’s for IBR and DBR – pre-operative factors to be considered in decision making • Tissue effects of radiotherapy • Psychological impact of IBR and DBR - advantages and disadvantages in comparison with implant based reconstruction • Pre-operative investigations for specific flaps • Complications of autologous tissue reconstruction including donor site morbidity • Autologous reconstruction in risk reducing surgery • Volume replacement - partial breast reconstruction techniques (local flaps etc.) • Flap salvage and options following failure
Clinical Skills	<ul style="list-style-type: none"> • Elicit factors important for decisions regarding suitability / type of autologous reconstruction • Assess suitability for IBR vs DBR • Discuss advantages and disadvantages of reconstruction - specifically setting of realistic expectation, reconstruction as a process, template in-patient stay and complications • Describe importance of informed consent and joint decision making • Manage complications of surgery in clinic (wound, seroma) • Manage patients appropriately in post-operative period • Identify patients not suitable for autologous reconstruction (physical and psychological contraindications) • Undertake appropriate post-operative assessment of (free) flaps • Plan algorithms for managing autologous complications

Module 6	Autologous Tissue Based Reconstruction
Technical Skills and Procedures	<ul style="list-style-type: none">• Preoperative marking up of patient• Techniques for raising different autologous flaps (pedicled or free)• Flap shaping techniques• Flap revision techniques• Lipomodelling in breast reconstruction

Module 7	Principles Of Breast Aesthetics Including Symmetrising Surgery
Objective	<p><i>Acquire competence in the diagnosis, aesthetic assessment and safe management of all deformities and conformations of the breast, developmental and acquired, pathological and physiological</i></p> <p><i>Acquire proficiency in all aspects of breast reconstruction and subsequent revisional procedures</i></p> <p><i>Acquire facility in the psychological assessment of patients presenting for breast surgery</i></p>

Module 7	Principles Of Breast Aesthetics Including Symmetrising Surgery
Knowledge	<ul style="list-style-type: none"> • Applied and surgical anatomy of the breast, its blood, nerve supply and function • Development of the breast and congenital deformity and variations of breast form and associated structures • Effect of ionizing radiation on the breast and implants • Planning incisions on the breast • Closure and management of breast wounds • Self-perception and self-consciousness in relation to breast conformation and proportion including the social and sexual dimensions • Pathology of deranged self-image • Content, structure, physical and biological properties of breast implants • Spectrum of implants available and their applications • Design, principles and applications of tissue expanders • Nature, physiology and behaviour of implant capsules • Management of capsular contractures • Biology, implications, avoidance of and management of implant infection • Various designs and approaches to breast augmentation and their applications • Issues surrounding breast size and its assessment • Complications of breast augmentation and their management • Various designs and patterns of breast reduction and mastopexy • Complications and management of breast reduction/remodeling • Presentation, management and complications of gynecomastia • Assessment of envelope and volume in relation to breast asymmetry, both developmental and acquired • Classification and management pathways of the tuberous breast • Management pathways and choices in breast asymmetry • Impact of breast reconstruction choices on symmetry • Effect of time, ageing and pregnancy on breast asymmetry correction • Various techniques of breast reconstruction, their applications, design and planning • Complications of breast reconstruction • Techniques for salvage of failed breast surgery • Techniques for nipple reconstruction, including considerations of sequence and timing • Features of dysmorphophobia • Psychosexual dimension in aesthetic breast surgery

Module 7	Principles Of Breast Aesthetics Including Symmetrising Surgery
Clinical Skills	<ul style="list-style-type: none"> • Demonstrate skills of analysis and diagnostic synthesis, judgement, surgical planning • Assess and accurately record aesthetic concerns about the breast • Formulate management plans in relation to aesthetic interventions • Clearly explain, consent and counsel potential patients for aesthetic breast surgery • Assess the psychological suitability for aesthetic breast surgery and appropriately refer for expert psychological advice as necessary • Undertake risk benefit analysis of non-pathological based surgery • Deal with disappointment and postoperative dissatisfaction
Technical Skills and Procedures	<ul style="list-style-type: none"> • Planning, execution and closing incisions on the breast with reference to aesthetic principles and sub units • Designing and conduction of excision of skin lesions of the breast • Undertaking an aesthetic approach to removal of benign lesions of the breast • Scar revision in aesthetic breast surgery • Correction of the inverted nipple (various techniques) • Bilateral breast augmentation by various routes, in various planes • Wise pattern bilateral breast reduction • Vertical pattern bilateral breast reduction • Bilateral mastopexy of periareolar, vertical and Wise patterns • Excision of gynecomastia, incorporating various forms of liposuction as appropriate • Correction of the spectrum of nipple deformities • Unilateral or differential breast augmentation to attain symmetry • Unilateral or asymmetric breast reduction in pattern or volume to attain symmetry • Synchronous mastopexy and breast augmentation in several patterns • Correction of tuberous breast by combinations of mastopexy, augmentation or tissue expansion • Unilateral or differential mastopexy in pattern or extent to attain symmetry • Revision procedures following previous aesthetic surgery of the breast • Aesthetic surgery of the breast as above in patients with previous breast cancer or irradiation. • Fat grafting for minor deformities of the breast

Appendix 3: List of Critical Conditions

The list of critical conditions covers a range of conditions which are the sine qua non of the specialty, where misdiagnosis or mismanagement can result in devastating consequences for the patient.

These Critical Conditions must be assessed individually by means of the CBD and CEX, which both include an assessment of clinical judgement and decision-making.

Fellows are expected to complete CBDs or CEX in each of the critical conditions to level 4c by completion of the fellowship.

Critical Condition
Decision making and management skills within the MDT- e.g. trainee can be assessed leading/presenting at the MDT
Management of screen detected breast cancers
Management of symptomatic breast cancer
Use of neo-adjuvant chemotherapy in the management of breast cancer patients (engagement with oncology clinics)
Breast imaging and interpretation (engagement with breast radiologists)
Breast conservation techniques
Adjuvant therapies for breast cancer
Secondary salvage surgery after breast cancer and reconstruction

Appendix 4: Index Procedures / Indicative Numbers

Index procedures are common but important operations central to the clinical area of the fellowship, competence in which is essential to the delivery of safe patient care. Taken together they form a representative sample of the breadth of operative procedures in the clinical area of the fellowship. Learning in the index procedures is indicative of learning in the broad range of technical procedures in the syllabus and surgical logbook and they are, therefore of significant importance for patient safety and demonstration of a safe breadth of practice. Each of these index procedures is assessed individually by means of the PBA which provides formative feedback to the fellow and feeds into the summative assessments of the AES and the end of fellowship assessment.

The table includes indicative numbers of cases, as fellows would not normally be expected to have achieved sufficient experience to be able to manage the range of pathology they encounter unless these numbers were met. It is recognised that competence could be achieved with fewer cases, if supported by evidence from other assessments. Meeting the numbers does not, in itself, imply competence.

Previous training experience will be counted with regards to indicative numbers allowing trainees to focus on areas where experience is lacking. i.e. a General Surgery trainee may already have performed well in excess of 35 breast lump excisions and be comfortable with technique and Plastic Surgery trainee may already be comfortable with autologous reconstruction. We would not expect the stated curriculum outcomes to be achievable without the structured training and formative assessment that would be demonstrated by completion of 40 WBAs and 335 procedures.

Index Procedure	Level Required	Indicative Number (P+ S-TS + S-TU + T)
Breast lump excision / Level 1 Oncoplastic Techniques		35
Mastectomy		25
Lymph node surgery		45
Therapeutic mammoplasty		10
Chest wall perforator flap(s)		5
Autologous reconstruction		10
Implant based / assisted reconstruction		20
Symmetrising or aesthetic surgery including breast augmentation, reduction mammoplasty, mastopexy		20
Nipple reconstruction including tattooing		10
Fat grafting / lipomodelling		15

Appendix 5: Roles and responsibilities for supervision within the Fellowships

Assigned Educational Supervisor (AES)

AESs are consultant surgeons responsible for the management and educational progress of the fellow. AESs must be appropriately trained for the role, familiar with the curriculum and have demonstrated an interest and ability in teaching, training, assessing and appraising. They should have gained skills equivalent to courses such as Training the Trainers offered by an appropriate educational institution and must keep up-to-date with developments in training. They must have appropriate access to teaching resources and time for training allocated. They must have access to the support and advice of other colleagues regarding any issues related to teaching and training and to keep up to date with their own professional development.

AESs are responsible for:

- Providing induction to the unit (where appropriate);
- Ensuring that fellows are familiar with the curriculum and assessment system relevant to the level/phase of training and undertakes it according to requirements;
- Ensuring that fellows have appropriate day-to-day supervision appropriate to their position;
- Helping fellows with both professional and personal development;
- Completing a learning agreement with fellows and undertaking appraisal meetings (typically one at the beginning, middle and end of a placement);
- Ensuring the MCR is completed by CSs, ensuring all the CiPs are addressed, any differences in supervision level are explained and final sign-off of the MCR;
- Ensuring a record is kept in the portfolio of any serious incidents for concerns and how they have been resolved;
- Regularly inspecting fellow learning portfolios and ensuring fellows are making the necessary clinical and educational progress;
- Informing fellows of their progress and encouraging fellows to discuss any deficiencies in the training programme, ensuring that records of such discussions are kept;
- Ensuring access to fellow data is kept confidential;
- Ensuring patient safety in relation to fellow performance by the early recognition and management of those doctors in distress or difficulty;
- Discussing fellows' progress with each trainer with whom fellows spend a period of training and involving them in the formal reporting process; and
- Providing an end of placement AES report for the end of fellowship assessment.

Clinical Supervisor (CS)

CSs are consultant surgeons responsible for delivering teaching and training under the delegated authority of the AES. The training of CSs should be similar to that of the AES.

CSs are responsible for:

- Ensuring patient safety in relation to fellow performance;
- Carrying out WBAs for fellows and providing verbal and written feedback;
- Liaising closely with other colleagues, with whom the fellow is working, regarding the progress and performance of fellows;
- Keeping the AES informed of any significant problems that may affect training;
- Ensuring access to fellow data is kept confidential;
- Contributing to the MCR as part of the faculty of CSs and providing constructive feedback to the fellow.

The roles of AES and CS come under the umbrella of the Professionalised Trainer outlined as described in the Trainer's Area on the ISCP. The JCST is supportive of the GMC's move towards greater recognition and accreditation for clinicians undertaking the roles of AES and CS, and other responsibilities supporting education and training.

The Assessor

Assessors carry out a range of WBAs and provide verbal and written feedback to the fellow. Assessments during training are usually be carried out by CSs, who will be responsible for the MCR, recommending the supervision level and providing detailed formative feedback to fellows with reference to the CiPs. Other members of the surgical team including senior trainees, senior nurses and doctors from other medical disciplines may assess fellows in areas where they have particular expertise. Those who are not medically qualified may also act as assessors for the fellow's Multisource Feedback (MSF). Assessors must be appropriately qualified in the relevant professional discipline and trained in the methodology of WBA. This does not apply to MSF raters.

Assessors are responsible for:

- Carrying out WBAs, including the MCR, according to their area of expertise and training;
- Providing constructive verbal feedback to fellows, including an action plan, immediately after the event;
- Ensuring access to fellow data is kept confidential; and
- Providing written feedback and/or validating WBAs in a timely manner.

The Fellow

Fellows will have been awarded certification by the GMC in their specialty and will have been selected into the fellowship. All doctors have a responsibility to recognise and work within the limits of their professional competence and to consult with colleagues as appropriate. Throughout the curriculum, great emphasis is laid on the development of good judgement and this includes the ability to judge when to seek assistance and advice. Fellows must place the well-being and safety of patients above all other considerations. They are required to take responsibility for their own learning and to be proactive in initiating appointments to plan, undertake and receive feedback on learning opportunities.

Fellows are responsible for:

- Engaging with opportunities for learning;
- Creating a learning agreement and initiating meetings with the AES;
- Raising concerns with the AES about any problems that might affect training;
- Initiating regular WBAs with assessors in advance of observations;
- Undertaking self and peer assessment;
- Undertaking regular reflective practice;
- Maintaining an up-to-date learning portfolio.
- Working as part of the surgical and wider multi-professional team.

Appendix 6: Quality management of the curriculum

Internal Quality Review

The Joint Committee on Surgical Training (JCST) works as an advisory body to the four surgical Royal Colleges of the UK and Ireland for all matters related to surgical training. It is the parent body of the Specialty Advisory Committees (SACs) and the Training Interface Groups (TIGs) (under the umbrella of the Interface Training Oversight Group (ITOG)) and works closely with the Surgical Specialty Associations (SSAs) in the UK and Ireland. The JCST sets out a curriculum quality framework directed at evaluating and monitoring curriculum delivery against curriculum standards whereby a range of qualitative and quantitative measures inform continuous improvement. The JCST is also the umbrella organisation for the Intercollegiate Surgical Curriculum Programme (ISCP), the curriculum training management system. Through the variety of mechanisms outlined below, the JCST complies, and ensures compliance, with the requirements of all equality and diversity legislation.

The quality system has three components:

- **Quality assurance:** This is the responsibility of the GMC (in the UK) and is not relevant to the JCST Post-Certification Fellowship initiative.
- **Quality management:** The implementation of curriculum standards through training programmes at Local Office (HEE) / Deanery level in conjunction with the JCST
- **Quality control:** The implementation of training standards by local education providers. The local delivery of curriculum through the people involved with training, their recruitment, selection and training and the systems and resources upon which they can address concerns.

The following mechanisms provide sources of information that, together, provide complementary information which informs the quality management and quality improvement programme.

GMC survey

This will not apply to JCST Post-Certification Fellowships.

Specialty Advisory Committees (SACs)

There is one SAC for each GMC-recognised surgical specialty and a Core Surgical Training Advisory Committee (CSTAC) which oversees core surgical training. Each SAC will comprise appointed Liaison Members to cover all training regions in the UK and Ireland, the Lead Dean for the specialty, a trainee representative, the Chair of the Intercollegiate Specialty Board (ex officio), the President of the Surgical Specialty Association or deputy, a representative of Royal College of Surgeons in Ireland and additional members may be co-opted for a time-limited period to provide specific expertise as necessary. The skill set and experience of SAC members will reflect the breadth of the specialty. The Liaison Members act on behalf of the SAC by overseeing training in a particular region(s) other than their own. Duties include contributing to the local quality management systems, the ARCP and to the JCST's quality processes through first hand independent knowledge of training programmes.

The SACs' activities will include the Post-Certification Fellowships

Curriculum development

The SACs, working with their Specialty Associations, supported by each specialty's Lead Dean, are responsible for curriculum development. They monitor innovations in clinical practice and, when these become established components of service delivery, they can be incorporated into an approximately three yearly review of the specialty curriculum. Similarly, the JCST, ISCP

Management Committee, JCST Quality Group and the SACs monitor developments in training delivery and incorporate these into formal curriculum reviews. Curriculum updates are made in consultation with all stakeholders, including trainees, trainers, specialty organisations, deans, employers, patient and lay representatives. The process of curriculum development for post-certification fellowships will mirror this.

Quality Indicators

The JCST Quality Indicators are the JCST and SACs' guidance on the attributes of good quality Fellowship posts. They are not used to assess the achievements of individual fellows, but rather to identify good and poor quality training, in order that appropriate action may be taken, with compliance measured via the JCST fellow survey.

Annual Fellowship Report (AFR) – Regional and National

Through the AFR process, the JCST will work with a variety of postgraduate bodies to collate and share information to promote training quality improvement. The Regional AFR describes the SAC's view on the quality of Fellowship training in each region and is fed back to Heads of School (or equivalent) and individual units. The National AFR gives a broad overview of training in each Fellowship and in draws out themes common to all Fellowships. The reports will be based on local quality management information, analysis of the JCST survey and other surveys, the development of curricula and the monitoring of the progress of fellows through to successful completion of the Fellowship. The AFR identifies what each specialty considers to be good practice, areas of concern and trends attributed to different areas of implementation.

JCST survey

The JCST Survey measures training post compliance with the JCST Quality Indicators across all UK training programmes. The anonymised survey responses are pivotal to the JCST's quality processes. Fellows complete one survey during their Fellowship prior to their ARCP equivalent assessment. As part of its five-year strategy, the JCST shares this information in the form of annual reports. The JCST also conducts an annual survey of surgical AEs and CSs to gather information on issues particularly relevant to surgical trainers, such as use of the web-based curriculum, time and support to undertake external and training activities and the recording of continuing professional development (CPD) activity. Analysis of the findings from these surveys are key to the work of the SACs and QA Group, feeding into their meetings and the consultations SAC Liaison Members have with those responsible for curriculum delivery within their regions. The learning points drawn from the analysis and feedback inform all JCST work including projects, pilots and evaluation and help report the specialty and national view of Fellowship training through the AFR.

JCST and ISCP data

Training data collected through the JCST and ISCP are used to inform a variety of aspects of the quality assessment process. These include curriculum delivery, adherence to quality indicators and equality and diversity issues. The ISCP is used to monitor curriculum delivery, fellow progression and WBA performance. The ISCP Management Committee undertakes and supports qualitative and quantitative research and recruits external Research Fellows to conduct specific studies to support curriculum and assessment change.

Fellows' views

Fellows' representatives will, in due course, be involved in working groups, curriculum review and the development of the ISCP training management system, including, where necessary, cascading training, testing and piloting.

Appendix 7: Assessment blueprint

All aspects of the curriculum are assessed using one or more of the described components of the assessment system. Some curriculum content can be assessed in more than one component but the emphasis will differ between assessments so that testing is not excessive in any one area. The key assessment is the MCR through which fellows are assessed on the high-level outcomes of the curriculum: the CiPs and GPCs.

High Level Outcomes

Capabilities in Practice for all surgical specialties	Assessed via							
	CiP/GPC Self-assessment	MCR	MSF	CEX	CBD	PBA	AoA	OoT
1. Manages an out-patient clinic	✓	✓	✓	✓	✓			
2. Manages the unselected emergency take	✓	✓	✓	✓	✓	✓		
3. Manages ward rounds and the on-going care of in-patients	✓	✓	✓	✓	✓			
4. Manages an operating list	✓	✓	✓			✓		
5. Manages multi-disciplinary working	✓	✓	✓		✓			

		Assessed via						
Capabilities in Practice for Paediatric Surgery	CiP/GPC Self-assessment	MCR	MSF	CEX	CBD	PBA	AoA	OoT
6. Assesses and manages an infant or child in a NICU/PICU environment	✓	✓	✓	✓	✓	✓		

		Assessed via						
Capabilities in Practice for Plastic Surgery	CiP/GPC Self-assessment	MCR	MSF	CEX	CBD	PBA	AoA	OoT
6. Safely assimilates new technologies and advancing techniques in the field of Plastic Surgery into practice	✓	✓	✓		✓	✓		

Generic Professional Capabilities	Assessed via							
	CIP/GPC Self-assessment	MCR	MSF	CEX	CBD	PBA	AoA	OoT
Domain 1. Professional values and behaviours	✓	✓	✓	✓	✓	✓	✓	✓
Domain 2. Professional skills	✓	✓	✓	✓	✓	✓		✓
Domain 3. Professional knowledge	✓	✓	✓	✓	✓	✓	✓	✓
Domain 4. Capabilities in health promotion and illness prevention	✓	✓		✓	✓			
Domain 5. Capabilities in leadership and team working	✓	✓	✓		✓	✓	✓	✓
Domain 6. Capabilities in patient safety and quality improvement	✓	✓			✓		✓	
Domain 7. Capabilities in safeguarding vulnerable groups	✓	✓		✓	✓	✓		
Domain 8. Capabilities in education and training	✓	✓						✓
Domain 9. Capabilities in research and scholarship	✓	✓						

Syllabus

		Assessed via							
		CiP/GPC Self-assessment	MCR	MSF	CEX	CBD	PBA	AoA	OoT
Knowledge		✓	✓	✓	✓	✓	✓	✓	✓
Clinical skills	Clinical skills (general)	✓	✓	✓	✓	✓			
	Critical conditions (mandated CEX/CBD)	✓	✓	✓	✓	✓			
Technical skills	Technical skills (general)	✓	✓				✓		
	Index procedures (mandated PBA)	✓	✓				✓	✓	✓

Appendix 8: Fellowship completion checklist

1. Curriculum and knowledge

			Has standard been met and evidence checked?	
	Yes	No	Comments Enter details of where evidence can be found in ISCP or details of omissions and plans to resolve them	Y / N
Has fellow been exposed to all areas of the Oncoplastic Breast Surgery Curriculum?				
Has the fellow completed the following mandatory 7 modules? Evidence should include at least 2 WBAs at level 4 for each of topics.				
1. Breast and axillary assessment				
2. Benign breast conditions				
3. Breast cancer				
4. Principles of Oncoplastic Breast Surgery				
5. Implant based / assisted reconstruction				
6. Autologous reconstruction				
7. Principles of breast aesthetics including symmetrising surgery				

		Has standard been met and evidence checked?			
		Yes	No	Comments Enter details of where evidence can be found in ISCP or details of omissions and plans to resolve them	Y / N
Can the fellow show evidence of WBAs to demonstrate engagement in the following key areas?					
1. Decision making and management skills within the MDT					
2. Management of screen detected breast cancers					
3. Management of symptomatic breast cancer					
4. Use of neo-adjuvant chemotherapy in the management of breast cancer patients (engagement with oncology clinics)					
5. Breast imaging and interpretation (engagement with breast radiologists)					
6. Breast conservation techniques					
7. Adjuvant therapies for breast cancer					
8. Secondary salvage surgery after breast cancer and reconstruction					

2. Operative experience

Including critical conditions, index procedures, and indicative numbers if specified.

Evidence: ISCP PBAs, eLogbook.	Has standard been met and evidence checked?		
	Yes	No	Comments Enter details of where evidence can be found in ISCP or details of omissions and plans to resolve them
Has the fellow performed or assisted in at least 335 procedures during the year?			
Has the fellow performed the key indicative operations as main surgeon for their speciality of interface? (For each indicative procedure the trainee should be at level 4 as evidenced by PBA or DOPS if no suitable PBA on ISCP.)			
• Breast lump excision / Level 1 Oncoplastic Techniques 35			
• Mastectomy 25			
• Lymph node surgery 45			
• Therapeutic mammoplasty 10			
• Chest wall perforator flap(s) 5			
• Autologous breast reconstruction 10			
• Implant based / assisted reconstruction 20			
• Symmetrising or aesthetic surgery including breast augmentation, reduction mammoplasty, mastopexy 20			

Evidence: ISCP PBAs, eLogbook.

			Has standard been met and evidence checked?	
	Yes	No	Comments Enter details of where evidence can be found in ISCP or details of omissions and plans to resolve them	Y / N
• Nipple reconstruction including tattooing 10				
• Fat grafting 15				

3. Research, audit, and management

Evidence: CV, ISCP WPBAs, MSF, completed audits, MSF, Reflection, AES/CS reports			Has standard been met and evidence checked?	
	Yes	No	Comments Enter details of where evidence can be found in ISCP or details of omissions and plans to resolve them	Y / N
Has fellow completed a total of 40 WBAs with appropriate level of reflection and feedback?				
Has the fellow completed and presented at least one audit or quality improvement project during the year?				
Has the fellow had published or had accepted for publication one paper in a peer reviewed journal or had an oral presentation at a national or international meeting?				
Has the fellow attended a training course covering management within the NHS?				

Appendix 9: Glossary

AES	Assigned Educational Supervisor
AES Report	An end of placement report by the fellow's Assigned Educational Supervisor, providing key evidence for the fellow's ARCP equivalent.
ARCP / ARCP 6	<p>The Annual Review of Competence Progression (ARCP) panel will recommend one of eight outcomes to trainees. Outcome 6 sets out that a trainee has gained all required competences and will be recommended as having completed the training programme. For further information, please see the Gold Guide⁵).</p> <p>A similar process will be used for fellows</p>
Capability	The ability to be able to do something in a competent way.
CBD	Case-Based Discussion
CEX	Clinical Evaluation Exercise
CiP	<p>Capabilities in Practice.</p> <p>The high-level learning outcomes of the curriculum.</p> <p>Learning outcomes are statements that set out the essential aspects of learning that must be achieved. Fellows must demonstrate they have met these outcomes to reach Certification.</p>
Core Surgical Training	The early years of surgical training for all ten surgical specialties.
Critical conditions	Any condition (identified in the syllabus) where a misdiagnosis could be associated with devastating consequences for life or limb. See section 3.4.2 and Appendix 3.
CS	Clinical Supervisor
CSTAC	Core Surgical Training Advisory Committee
Fellow	A surgeon undertaking a programme of training in a specific clinical area following entry to the GMC's specialist register.

⁵ <https://www.copmed.org.uk/gold-guide/>

Generic	Applicable to <i>all</i> fellows regardless of specialty, discipline and level of training, e.g. generic professional capabilities.
GPCs	Generic Professional Capabilities. A framework of educational outcomes that underpin medical professional practice for all doctors in the United Kingdom.
GMP	Good Medical Practice. The core ethical guidance that the General Medical Council (GMC) provides for doctors.
High Level Outcome	See <i>CiPs</i> .
Index Procedures	Common but important operations central to practice in a clinical area, competence in which is essential to the delivery of safe patient care. See section 3.4.3 and Appendix 4.
ISCP	Intercollegiate Surgical Curriculum Programme. The online portfolio for surgeons.
JCST	The Joint Committee on Surgical Training. An advisory body to the four surgical Royal Colleges of the UK and Ireland for all matters related to surgical training. The parent body for all ten SACs, the CSTAC, the TIGs and the ISCP.
Manage	Throughout the curriculum the term 'manage' indicates competence in clinical assessment, diagnosis, investigation and treatment (both operative and non-operative), recognising when referral to more specialised or experienced surgeons is required for definitive treatment.
MCR	Multiple Consultant Report. An assessment by Clinical Supervisors that assesses fellows on the high-level outcomes of the curriculum. The MCR provides a supervision level for each of the five Capabilities in Practice (CiPs) as well as giving outcomes for the nine Generic Professional Capabilities. This will be at the midpoint of a placement (formative) and the end of a placement (summative). The MCR feeds into the AES Report. It also provides fellows with both formative and summative feedback.

Protected characteristics	These are defined by the Equality Act (2010) as protected groups with characteristics which may result in that individual suffering discrimination, harassment, victimisation, or some other inequality of opportunity. The protected characteristics are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.
SAC	Specialty Advisory Committee.
Shared	Applicable to all specialties i.e. the five shared CiPs are identical to all ten surgical specialties. In some specialties some additional CiPs may be specialty-specific.
Supervision level	The level of supervision required by a fellow to undertake an activity, task or group of tasks, ranging from observe only through direct and indirect supervision to unsupervised.
TIG	Training Interface Group. Advises on training in cross-specialty clinical areas.