



ML Experts Consulting

Mr Richard Henry James Baker

MB BChir, MA, MRCS (Edin), MD (Res)(London), FRCS (plast)
Consultant Plastic Surgeon

GMC number: 4767884

ML Experts Consulting
16 Caudwell Close
Coleford
Gloucestershire
GL16 8EY

0207 118 1134
reports@mlecl.com

Qualifications

European Diploma in Hand Surgery	June 2014
FRCS(Plast) 1 & 2	September 2012
M.D. (Res) (London)	September 2008
M.R.C.S. (Edinburgh)	May 2004
M.A. (Cambridge)	June 2001
M.B, B.Chir (Cambridge)	December 2000

Present Appointment

Consultant Plastic Surgeon, Wexham Park Hospital

Summary

I was appointed as Specialty Training Registrar in Plastic Surgery in October 2008 beginning at the Queen Victoria Hospital, East Grinstead and rotating to the Royal

Free Hospital, London, and finally Broomfield Hospital, Chelmsford. I have undertaken courses in microsurgery, hand surgery, burns and trauma as well as the BSSH Instructional Courses. My research into insulin and its anti-scarring properties enabled me to achieve an MD(Res) and I've continued my academic activities undertaking audits, giving presentations and writing papers. I have completed Training Interface Group Fellowships in Reconstructive Cosmetic Surgery in Leicester and Hand and Wrist Surgery in Nottingham culminating in the European Diploma of Hand Surgery (2014). I have visited prestigious international units: E'Da Hospital in Taiwan, the Kleinert Institute in Louisville and Santander (Francisco Del Pinal) in Spain. I was appointed locum Consultant Plastic Surgeon at Wexham Park Hospital in August 2015, becoming substantive in July 2017, and specialise in hand & wrist surgery, hypospadias and general plastic surgery.

Consultant Plastic Surgeon

Wexham Park Hospital, 12.07.2017 –

Locum Consultant Plastic Surgeon

Wexham Park Hospital, 05.08.2015 – 12.07.2017

Training Interface Group Fellowship in Hand and Wrist Surgery

Nottingham University Hospitals, 01.08.2014 – 04.08.2015

Institute for Hand & Wrist and Plastic Surgery

Santander, Spain 25.05.14 – 25.07.14. (Financially supported by locums 02.05.14)

ST8 Training Interface Group Fellowship in Reconstructive Cosmetic Surgery

Leicester University Hospitals, 01.10.2013 – 01.02.2014

ST7 in Plastic Surgery

Broomfield Hospital, Chelmsford 03.10.2012 – 01.10.2013

ST6 in Plastic Surgery

Royal Free Hospital, London, 02.10.11 – 02.10.2012

ST5 in Plastic Surgery

Royal Free Hospital, London, 02.10.10 – 01.10.11

ST4 in Plastic Surgery

Royal Free Hospital, London, 07/04/10 – 01/10/10

ST4 in Plastic Surgery

Queen Victoria Hospital, East Grinstead, 03.10.09 – 06.04.10

ST3 in Plastic Surgery

Queen Victoria Hospital, East Grinstead, 01.10.08 – 02.10.09

ST2 in General Surgery

Medway Maritime Hospital, Gillingham, Kent, 06.02.08 – 05.08.08

ST2 in Plastic Surgery

Queen Victoria Hospital, East Grinstead, 08.08.07 – 05.02.08

Senior House Officer in Plastic Surgery

Royal Free Hospital, London, 07.02.07 – 07.08.07

Surgical Research Fellow

RAFT Institute of Plastic Surgery, London, 02.02.05 – 06.02.07

Senior House Officer in Plastic Surgery

Mount Vernon Hospital, London, 04.08.04 – 01.02.05

Senior House Officer in Trauma & Orthopaedics (Hand Surgery)

Kingston Hospital, London, 04.02.04 – 03.08.04

Senior House Officer in Plastic Surgery

Wexham Park Hospital, Slough, 06.08.03 – 03.02.04

Senior House Officer in Plastic Surgery

Chelsea and Westminster Hospital, London, 05.02.03 – 05.08.03

Senior House Officer in Ear, Nose and Throat Surgery

Edith Cavell Hospital, Peterborough, 06.08.02 – 04.02.03

Senior House Officer in Accident & Emergency Medicine

Queen Elizabeth Hospital, Woolwich, 06.02.02 – 05.08.02

House Physician in General Medicine

Peterborough District Hospital, 08.08.01 – 05.02.02

House Surgeon in General Surgery and Trauma and Orthopaedics

Ipswich Hospital, 07.02.01 – 07.08.01

PRIVATE PRACTICE PRIVILEGES

Spire Thames Valley Hospital
Wexham, Slough

BMI Princess Margaret Hospital
Windsor

The Welbeck Hospital
Welbeck Street, London

Harley Health Village
Harley Street, London

RESEARCH

In November 2008 I was awarded my MD(Res) (Res refers to research – the modern equivalent of an MD) by London University for my thesis “The Efficacy and Mechanism of Action of Insulin as an Anti-scarring agent”. This research was undertaken full time over a two year period at the RAFT Institute of Plastic Surgery. The laboratory work demonstrated that insulin’s effect of inhibiting myofibroblast differentiation is due to the inhibition of the activation of TGF- β 1. A clinical trial undertaken in bilateral breast reduction patients showed that the treated wounds had significantly improved normal scarring. This work has been presented at several international conferences and won several prizes and is undergoing a patent application process after which the work will be published.

PUBLICATIONS

Thesis

- The Efficacy and Mechanism of Action of Insulin as an Anti-scarring agent London University, November 2008.

Books

- Nakhdjevani A, Baker R, Ahmadi H. Plastic Surgery Survival Guide to Trauma. Royal Society of Medicine Press. London; 2007.

Book chapters

- Baker R, Mosahebi A. The Evidence for Brow Lifts. Evidence-Based Cosmetic

Surgery. Book chapter. Nova Science. ISBN: 978-1-63482-096-7.

Papers

- Baker R, Al-Shukri J, Davis TR. Evidence-Based Medicine Thumb: Basal Joint Arthritis. *Plastic & Reconstructive Surgery*. 2017 139(1):256e-266e.
- Baker RH, Niranjana NS. Segmental v-y flaps for reconstruction of longitudinal defects in the digit. *Tech Hand Up Extrem Surg*. 2015;19(2):64-7.
- Baker R, Sood M. A new technique of first carpometacarpal joint suspension arthroplasty using palmaris longus tendon graft as a sling. *Techniques in Hand and Upper Extremity Surgery*, 2014;18(2):98-101.
- Mughal M, Baker R, Mosahebi A, Muneer M. Reconstruction of Perineal Defects. *Annals of the Royal College of Surgeons*, 2013;95(8):539-44.
- Molina A, Baker R, Nduka C. 'What women want' – A survey of women's attitudes to cosmetic surgery in the UK. *European Journal of Plastic Surgery* (13 September 2011), 1- 6.
- Darmanin G, Baker R & Cubison T. Soft Tissue Lower Limb Trauma. *The Internet Journal of Plastic Surgery*, 2011; 7(1).
- Baker R, Urso-Baiarda F, Linge C, Grobbelaar A. Cutaneous Scarring: A Clinical Review. *Dermatology Research and Practice*, 2009 (625376).
- Urso-Baiarda F G, Wallace C G, Baker R. Post-traumatic composite graft fingertip replantation in both adults and children. *European Journal of Plastic Surgery* (2009) 32:229–233.
- Baker R, Akhavan M, Jallali N. Resuscitation of thermal injuries in the United Kingdom and Ireland. *Journal of Plastic, Reconstructive and Aesthetic Surgery*, 2007; 60(6):682-5.
- Baker R, Townley W, McKeon S, Linge C, Vijn V. Retrospective study of the association between hypertrophic burn scarring and bacterial colonisation. *Journal of Burn Care and Research*, 2007; 28(1):152-6.
- C. Vigor, K. J. Rolfe, J. Richardson, R. Baker, A. Grobbelaar, C. Linge. The involvement of the ECM and RGD peptides in apoptosis induction during wound healing. *J Plast Reconstr Aesthet Surg*. 01/2006; 59(9).
- Baker RH, Smith M, Cussons P. The insensate burn: pain insensitivity syndrome. *Burns*, 2006; 32(2):255-7.
- Fattah A, Baker R, Martin DL, Katsarma EP. Atraumatic hand infection in an infant. *European Journal of Emergency Medicine*, 2006; 13(2):104-5.
- Townley WA, Baker R, Sheppard N, Grobbelaar AO. Dupuytren's contracture unfolded. *British Medical Journal*. 2006; 18; 332(7538):397-400.
- Baker RH, de Silva JD, Henderson HW, Kirkpatrick N, Joshi N. A novel technique of harvesting temporalis fascia autografts for correction of recurrent blepharoptosis. *Ophthalmic Plastic & Reconstructive Surgery*, 2005; 21(4):298-300.
- Baker R, Stevens-King A, Bhat N, Leong P. Should patients with noise-induced asymmetrical hearing loss be screened for vestibular schwannomas? *Clinical Otolaryngology*, 2003; 28:346-51.

Letters

- Uppal L, Baker R, Akhavani M. Short reviews. J Hand Surg Eur Vol. 2013 Mar;38(3):336-9.
- Rakowski K, Baker R, Mistry R, Dheansa B. The association between alcohol misuse and hand trauma. BMJ.com, 25 Jan 2010.
- Baker R, Gill K, Davey PA. A Simple Way of Reducing Neurovascular Complications in Open Carpal Tunnel Decompression. Plastic & Reconstructive Surgery, 2008;121(4):224e- 5e.
- Mackey SP, Hettiaratchy SP, Baker RH, Armstrong AP. Use of absorbable sutures to mark excised skin lesions. Plastic & Reconstructive Surgery, 2005;15;116(4):1188-9.
- Akhavani M, Baker R. Steam Inhalation Treatment for Children. British Journal of General Practice, 2005; 55(515): 557.
- Baker R, Nakhdjevani A, Mackey S. MRSA. Annals of the Royal College of Surgeons of England, 2005; (87): 69-70.
- Baker R, Mackey S. The European perspective on shorter working hours for residents. Plastic & Reconstructive Surgery, 2004;114(5):1362.
- Baker R. Vestibular schwannoma screening. Clinical Otolaryngology, 2004; 29(3):292.

Abstracts

- Rakowski K, Dhillon B, Baker R, Dheansa B. Alcohol and hand trauma—an opportunity for alcohol misuse education? Injury Extra, 2010; 41:194.
- Baker R, Sojitra N, Grobbelaar AO, Linge C. A randomised controlled trial of the efficacy of insulin as an antiscarring agent. Journal of Plastic, Reconstructive & Aesthetic Surgery, 2007; 60(4):S11.
- Baker R, Vigor C, Richardson J, Rolfe K, Grobbelaar A, Linge C. Potential mechanism of action of insulin as an anti-scarring agent. Journal of Plastic, Reconstructive & Aesthetic Surgery, 2006; 59(9):S3-S4.

PRESENTATIONS (national/international only)

- Baker R. Treating phalangeal fractures. Aberdeen Upper Limb Dissection Course, Aberdeen, 17.05.16.
- Baker R. Differentiating radicular from peripheral neuropathy. N-Spine Conference, Nottingham, 25.06.15.
- Baker R. Evolution of the Upper Limb Part II. Institute for Hand & Wrist and Plastic Surgery, Santander, Spain, 16.07.14.

- Baker R. Evolution of the Upper Limb Part I. Institute for Hand & Wrist and Plastic Surgery, Santander, Spain, 14.07.14.
- Baker R, Sood M, Akhavani M (presenter). A prospective randomised controlled trial comparing the incidence of nail deformity in adult nail bed injuries treated non-operatively versus operatively. Reconstructive Surgery Trials Network Research Meeting, London 21.06.14.
- Baker R, Sood M. Predictors of Outcome in Flexor Sheath Infection in an 88 Patient Case Series. BSSH Spring Meeting, Newcastle Gateshead, 02.05.14.
- Baker R, Sood M. The Broomfield experience of flexor sheath infections. North East Thames Regional Hand Meeting, 03.02.14.
- Baker R, Molina A, Nduka C. Attitudes of women to cosmetic surgery in the UK. BAPRAS Summer meeting, Sheffield 01.07.11.
- Rakowski K, Dhillon B, Baker R, Dheansa B. Alcohol and hand trauma – an opportunity for alcohol misuse education? British Trauma Society Annual Scientific Meeting, Manchester, 21.05.10.
- Bisarya K, Baker R, Nduka C. Establishing a Facial Palsy Service: The East Grinstead Experience. BAPRAS - Winter Scientific Meeting, 02-4.12.09.
- Nakhjdevani A, Baker R, Bisayara K. Medical tourists – are they welcome in the land of reconstructive surgery? European Society of Plastic, Reconstructive and Aesthetic Surgeons, Rhodes, 20-26.09.09.
- Baker R. Plastic Surgery of the Hand. Plastic Surgery Symposium, Poznan, Poland, 02- 4.04.08.
- Baker R. An introduction to Head and Neck and Craniofacial Surgery. Plastic Surgery Symposium, Poznan, Poland, 02-4.04.08.
- Baker R. The principles of Burn Surgery. Plastic Surgery Symposium, Poznan, Poland, 02- 04.04.08.
- Baker R, Shepherd N, Haywood R, Grobbelaar A. An investigation into the in vitro anti- melanoma properties of ascorbate. 11th European Congress of Scientists and Plastic Surgeons, Aachen, 21-22.09.07.
- Baker R, Sojitra N, Grobbelaar A, Linge C. A pilot prospective randomised controlled trial of insulin's efficacy as an antiscarring agent. 10th European Congress of Scientists and Plastic Surgeons, London, 22-23.09.06.
- Baker R, Richardson J, Rolfe K, Linge C. Teaching an old drug new tricks: the mechanism of action of insulin as an antiscarring agent. European Tissue Repair Society, Pisa, Italy; 14-16.09.06.
- Baker R, Richardson J, Rolfe K, Linge C. A new role for an old hormone: insulin as an antiscarring agent. British Association of Plastic Surgeons Summer Meeting, Sheffield, 12- 14.07.06.
- Baker R, Linge C, Vijn V. Retrospective study of the association between bacterial colonization and hypertrophic burn scarring. 1st Scar Conference, Montpellier, 2006.
- Baker R, Richardson J, Rolfe K, Linge C. Investigation into the potential use and mechanism of action of insulin as an anti-scarring agent. 1st Scar Conference, Montpellier, 2006.

- Baker RHJ, Gill K, Davey PA. A Simple Way of Avoiding the Ulnar Artery in Carpal Tunnel Decompression. Douglas Murray Prize at National Scientific Plastic Surgery Meeting, Birmingham, 2005.
- Baker R, Vigor C, Richardson J, Rolfe K, Grobbelaar A, Linge C. Potential mechanism of action of insulin as an anti-scarring agent. European Congress of Scientists and Plastic Surgeons, Leuven, Belgium 2005.
- Baker R, Akhavan M, Jallali N. How we are resuscitating burns – a survey of all UK & Ireland burns units. British Burn Association Conference, York, 2005.
- Baker R, Stevens-King A, Bhat N, Leong P. Should patients with noise-induced asymmetrical hearing loss be screened for vestibular schwannomas? Politzer Society International Conference, Amsterdam, 2003.
- Baker R, Kelly M. Nasal Reconstruction. Royal Society of Medicine Plastic Surgery Section, 2003.

POSTERS

- Baker R, Sood M. The Character of Flexor Sheath Infection: Lessons Learnt from an 88 patient case series. FESSH, Paris, 19-21.06.14.
- Baker R, Sood M. A novel technique of first metacarpal suspension arthroplasty using palmaris longus graft. British Society of Surgery of the Hand Scientific Meeting, London 17- 18.10.13.
- Baker R, Niranjani N. Segmental V-Y flaps for reconstruction of longitudinal defects of the digits. British Society of Surgery of the Hand Scientific Meeting, London 17-18.10.13.
- Zakeri R, Sadr A, Akhavan M, Baker R. From fins to fists: Evolution of the human hand. British Society of Surgery of the Hand Spring Scientific Meeting, Manchester, 29.03 – 01.04.11.
- Baker R, Molina A, Nduka C. What women want – A survey of women's attitudes to cosmetic surgery in the UK. Controversies in Plastic Surgery and Dermatology Conference, 04 – 07.11.10, Barcelona.
- Baker R, Molina A and Nduka C. Attitudes of women to cosmetic breast surgery in the UK. British Association of Aesthetic Plastic Surgeons, London, 23 – 24.09.10. (Poster Prize)
- Longmore D, Baker R, Nduka C. The potential cost savings from using telemedicine consultations for skin lesions. BAPRAS summer meeting, Sheffield, 30.06 – 01.07.10.
- Rakowski K, Baker R, Dhillon B, Dheansa B. Alcohol and Hand Trauma: Can we break the connection? Association of Surgeons in Training Conference, Kingston-upon-Hull 12 – 14.03.10.
- RHJ Baker 01.2018
- Baker R, Hallam M, Dheansa B. Managing patient expectations in hand trauma – nipping misinformation in the bud. European Society of Plastic, Reconstructive and Aesthetic Surgeons, Rhodes 21-25.09.09.

- Darmanin G, Uddin R, Masud D, Powell C, Marsh D, Baker R. The Rise of Knife Crime in London: Conflicting Perspectives from the Media, Emergency Departments and Plastic Surgery Units. British Trauma Society, Newcastle 14.05.09.
- Baker R, Akhavani M, Jallali N. The resuscitation of thermal injuries in the United Kingdom and Ireland. British Association of Plastic Surgeons Winter Meeting, 06-8.12.06.
- Nakhdjevani A, Baker R. An analysis of the international trends in plastic surgery publications. British Association of Plastic Surgeons Summer Meeting, Sheffield, 12- 14.07.06.
- Baker RHJ, Gill K, Davey PA. Reducing neurovascular complications in Carpal Tunnel Surgery. British Association of Plastic Surgeons Summer Meeting, Sheffield, 12-14.07.06.
- Baker R, Richardson J, Rolfe K, Linge C. Teaching an old drug new tricks: insulin as an antiscarring agent. University College London Postgraduate Poster Competition, London, 03.06.
- Baker RHJ, Gill K, Davey PA. A Method of Avoiding the Ulnar Neurovascular Bundle in Carpal Tunnel Decompression. Congress of the Federation of the European Society of Surgery of the Hand, Glasgow, 2006.
- Baker R, De Silva J, Kirkpatrick N, Henderson H, Joshi N. The Use of Temporalis Fascia Autografts For Correction of Recurrent Blepharoptosis Following Silicone Sling Suspension. British Association of Plastic Surgeons Summer Conference, Dublin 07 - 09.07.04.
- Baker R, Stevens-King A, Bhat N, Leong P. Vestibular schwannoma screening. 4th International Vestibular Schwannoma Conference, Cambridge, 07.03.

FELLOWSHIPS

Training Interface Group Fellowship in Hand & Wrist Surgery 08.14 – 07.15

Consultants: Professor Tim Davis, Mr Nick Downing, Mr John Oni, Mr Ian Starley. Two fracture clinics, two trauma lists and three elective lists per week. Subspecialties covered: Dupuytren's, nerve surgery, osteoarthritis, wrist surgery, congenital hand, brachial plexus, rheumatoid hand and trauma including scaphoid and carpal injuries.

Institute for Hand & Wrist and Plastic Surgery, Santander, Spain 25.05.14 – 25.07.14. Dr Francisco Del Pinal practices complex hand reconstruction. I attended clinics and theatre lists and saw toe to hand transfer, vascularised bone grafts, dry wrist arthroscopy, congenital hand surgery, multiple free flaps and cannulated screw fixation of phalangeal and metacarpal fractures.

Training Interface Group Fellowship in Reconstructive Cosmetic Surgery, Leicester 10.13 – 02.14

Lead consultant: Mr Graham Offer. I learnt reconstructive techniques with plastic, oculoplastic, ENT and maxillofacial surgeons. This included techniques that are applicable to reconstruction of oncological defects and cosmetic indications.

AWARDS

Best Trial Proposal, Reconstructive Surgery Trials Network, 04.14

FESSH Travel Award, 11.13

HCA Foundation Travelling Scholarship, 10.13

Highly commended poster prize, British Association of Aesthetic Plastic Surgeons 2010.

NHS National Technology Awards 2007 in the Therapeutics and Diagnostics category (first place) (for MD thesis research)

London Biotechnology Network Biotechnology Innovation Award, 2006 (for MD thesis research)

Smith and Nephew Award for Innovation in Medical Technology, 2006 (for MD thesis research)

Royal College of Surgeons of Edinburgh Research Support Grant, 2006 (for MD thesis research)

MANAGEMENT EXPERIENCE

- Quality Committee member, Wexham Park Hospital 2015-.
- Trauma Committee member, Wexham Park Hospital 2016-.
- Chair of educational half days including morbidity & mortality, Wexham Park Hospital 2015-.
- Rota coordinator for Royal Free Plastic Surgery Department 10.2010 onwards.
- Medico-legal aspects of Consultant practice, professional responsibilities, leadership. Annual Residential Meeting for the JCST Training Interface Group, Bristol, 02 – 03.03.15.
- Politics, Power and Persuasion (For TIG Fellows) Bristol, 24-25.03.14.
- Management Skills for Registrars, Royal Free Hospital, London, 16-20.04.12.
- Leadership and Organisations & Developing the Team and Group Facilitation, Royal Free Hospital, London, 10.11.
- Clinical Governance and Management Skills, 02.06, 5 day course at Royal Free.
- Conflict Resolution Course, Royal Free Hospital, London, 13.12.10.

- **Transformational Leadership** East Grinstead, 15-17.10.07. Good Clinical Practice, 2015, online course.
- Member of organising committee of “European Congress of Scientists and Plastic Surgeons 2006”

TEACHING EXPERIENCE

- **Faculty member** Hand Surgery FRCS preparation course for Orthopaedic trainees, Queens Medical Centre, Nottingham 10.09.16.
- **Organiser and Faculty Lead**, Wexham Park FRCS(Plast) Clinical and Viva Course, 30.01.16.
- **Faculty member**, Aberdeen Cadaveric Hand Surgery Course, 16-17.05.16.
- **Examiner**, Core Trainee Assessments, 12.11.15.
- **Faculty member** Hand Surgery FRCS preparation course for Orthopaedic trainees, Queens Medical Centre, Nottingham 03-05.09.15.
- **Hypospadias and soft tissue infections**, PanThames Plastic surgery regional teaching for trainees, 08.09.16.
- **Plastic surgical trauma for the emergency department**, regional teaching for emergency medicine trainees, 12.07.16.
- **Examiner** for Mock FRCS for Orthopaedic trainees on East Anglian rotation, Peterborough City Hospital, 20.11.14.
- **Soft Tissue Trauma Assessment and Reconstruction**, Presentation and seminar for core trainees at Nottingham Queens Medical Centre 15.10.14.
- **Static Facial Reanimation and Facial Aesthetics**, Leicester Royal Infirmary, 20.01.14.
- **Regular Journal Club** presentations at Broomfield and Royal Free, 2010-2013.
- **Surgical Tutor** on MinorSurgeryCourses.com – provides practical courses for GPs 2010-2014.
- **Co-founder and organiser** of the 1st Annual Poznan Medical School, Poland, Plastic Surgery Symposium April 2-4th 2008. Presented 3 educational presentations covering hands, burns and head and neck surgery.
- **Surgical Tutor** Finalmed.com – surgical lectures and tutorials for final year medical students.

Teaching Qualifications and Courses:

1. Thames Valley Educational Supervisor Workshop, Health Education England, Slough 11.05.16.
2. Clinical Teaching and Assessment Tools, Royal Free Hospital, London, 24.10.11.
3. Training and Assessment in Practise, RCSEng, London, 17.06.11.
4. TIPS 1 & 2 Teaching course at UCL 10.05 and 06.06 – lecture and bedside teaching skills.

Educational presentations to nursing staff and medical students e.g. “Plastic Surgery for

Recovery Staff” Royal Free Hospital 06.2012.

Departmental teaching presentations e.g. “CRPS and Chronic Pain” Broomfield Hospital, 12.12.

Supervised work experience students at the Royal Free 2011-12.

MEMBERSHIP OF SOCIETIES

British Society of the Surgery of the Hand - associate member.

British Association of Aesthetic Plastic Surgeons – associate member.

PLASTA – full member.

ELECTIVE

Oddanchatram Christian Fellowship Hospital, Tamil Nadu, South India, 02-03.00.

This inspirational hospital served the very poor local rural population, charging only what the patients could afford and accepting no donations. It demonstrated how much can be achieved with only limited resources if the will is there. I worked in the General Surgical and Orthopaedic and Trauma Units where my interest in Plastic Surgery was first sparked by assisting in hand trauma and cleft lip and palate surgery.