

MEDICO LEGAL CURRICULUM VITAE

John Maurice Hadley
MA(Cantab) MBA BM BCh(Oxon)
FRCS(Eng) FRCS(Orl) CUEW

Honorary Consultant Ashford St. Peter's NHS Foundation Trust
Formerly Consultant Ear, Nose and Throat - Head and Neck Surgeon,
Ashford St. Peter's NHS Trust and Royal Surrey County Hospital
Guildford

Formerly National Lead for Outpatients, Get It Right First Time,
Clinical Lead NHSI/E Outpatients Transformation Program Board,
Member Transforming Outpatients Expert Clinical Working Group and
Member of Medical Advisory Group NHSE

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General Medical Council Registration Number 02845999
Medical Defence Union Registration Number 179069H
Accreditation Date 1st December 1994
Appraisal last completed July 2024
Next Revalidation Submission Date January 2029

Medico Legal Background

I am an Ear Nose and Throat Surgeon with twenty five years experience working at the Consultant grade as a surgeon at Ashford St Peter's NHS Trust and the Royal Surrey County Hospital in Guildford, two of the acute hospitals in the Surrey Heartlands STP. In this role I have held both clinical and senior managerial roles.

Throughout this time, I have also worked at the BMI Runnymede as a private practitioner in ENT surgery, basing my practice and secretary here. I have also worked at other private hospitals including BMI Princess Margaret Hospital, Woking and Guildford Nuffield Hospitals, and Ramsay Ashted Hospital. I have been the National Lead for Outpatient Transformation for the Get It Right First Time program, part of NHS England

I possess formal qualifications in medicine, management and law. I am a broadly trained ENT surgeon and my main clinical interests lie in nasal surgery and particularly endoscopic sinus surgery, balloon sinuplasty and benign head and neck surgery. Paediatric ENT surgery constitutes a significant part of my practice.

I have practiced as a medico legal expert for about twenty five years. Since 2010, I have been available to advise on medical negligence relevant to my areas of clinical expertise and have declined a number of instructions where I do not feel my expertise is relevant. I generally produce one to two medico legal reports per week. These are mostly instructions for Claimants seeking redress for injuries and noise induced hearing loss – 90% of instructions. Approximately one in ten of instructions are from a defendant – 10% on instructions. I have worked as a single joint expert and with other experts to produce a joint report and attended conferences with Counsel. I have appeared in Court as an Expert Witness on two occasions.

I have a longstanding interest in the law and its application within medicine. I changed from medicine to law for my Part II at Cambridge University, qualifying in all six subjects necessary at that time to practice law (1980). After qualifying in medicine from Oxford University (1983) and completing house posts, I was offered a Harmsworth Exhibition to the Middle Temple to train as a Barrister. I was obliged to turn down this opportunity for personal reasons but continued training in medicine. I have nevertheless maintained an interest in law, developing a medico legal practice as a Consultant and completing the Bond Solon Expert Witness Diploma through Cardiff University. I maintain a wider interest in medico legal issues, and particularly of late, the application of gross negligence manslaughter in the medical environment (notably

the Cases of Hadiza Bawa Garba and Mr David Sellu) and changes in the law of consent after the case of Montgomery v Lanarkshire Health Authority. I maintain continuous professional development in medico legal issues. I have recently attended conferences organized by Inspire Medical Law (December 2020 and December 2023) and Bond Solon (November 2021).

I see clients face to face in my Consulting rooms in Surrey, usually the Runnymede Hospital. I can usually offer appointments within one to two weeks if required. I am also happy to offer remote appointments either by telephone or video consultation, although it might be necessary to undertake hearing tests through a separate arrangement. Reports can generally be produced within two weeks of the consultation. My terms and conditions can be obtained through my secretary by email at Secretary.ENT@Bhealth.co.uk

Consultant Appointments

- 1995 – 1998 **Consultant Ear, Nose and Throat - Head and Neck Surgeon,** West Middlesex University Hospital Trust, Isleworth and Ashford Hospital, Staines and honorary Consultant Charing Cross Hospital
- 1998 - 2018 **Consultant Ear, Nose and Throat – Head and Neck Surgeon,** Ashford St. Peter’s NHS Foundation Trust and Royal Surrey County Hospital, Guildford and honorary Consultant Epsom General Hospital
- 2018 - 2020 **Consultant Ear, Nose and Throat – Head and Neck Surgeon,** Ashford St. Peter’s NHS Foundation Trust

BMI Runnymede Hospital, Chertsey, Surrey
Nuffield Hospital, Woking, Surrey
Nuffield Hospital, Guildford, Surrey
Ramsay Ashted Hospital, Ashted, Surrey

Additional Appointments

- 2010 - 2018 Clinical Director and later Divisional Director Theatres, Anaesthetics, Surgery, Critical Care and Trauma and Orthopaedics, Ashford St. Peter’s NHS Foundation Trust
- 2018 - 2020 National Lead for Outpatients Get It Right First Time – hosted by Royal National Orthopaedic Hospital, Stanmore two days per week
- 2018 - 2020 Joint Clinical Lead for GIRFT Implementation, Ashford St. Peter’s NHS Foundation Trust

Personal details

Married to Dr Amanda Britton General Practitioner

Four Adult children

Education and Training

1968 - 1976 **Plymouth College**, Ford Park, Plymouth
1976 - 1980 **King's College, Cambridge** – MA Law Class 2:1
1980 - 1983 **New College, Oxford** – John Radcliffe Hospital - BM BCh
1983 **House Physician – Poole General Hospital**
1984 **House Surgeon – John Radcliffe Hospital, Oxford**

Higher Surgical Training

1984 - 1986 **General Surgery** - Poole General Hospital
1987 **Plastic Surgery** - Mount Vernon Hospital, Northwood, Middlesex
1987 - 1989 **ENT Surgery SHO**– Charing Cross Hospital, London
1989 - 1991 **Rotating Registrar in ENT Surgery**, Royal National Throat, Nose and Ear Hospital, Gray's Inn Road, London and Queen Elizabeth Hospital for Children, Hackney, London and Great Ormond Street Children's Hospital
1991 **Visiting Fellow to Department of Head and Neck Surgery**, Queen Mary Hospital, University of Hong Kong
1991 - 1995 **Rotating Senior Registrar in ENT Surgery**, The Royal Hospitals NHS Trust, Whitechapel and Northwick Park and St. Mark's NHS Trust, Harrow.

Further Training

1994 - 1999 Master of Business Administration, Open University Business School
2002 - 2004 Bond Solon Cardiff University Expert Witness Certificate
2003 - 2004 Terema (Team Resource Management) Training Program
2014 Hay Group Divisional Director Program
2015 – 2016 NHS Leadership Academy Directors Program
2018 ASPH Quality Improvement Academy Training Day

Post Graduate Qualifications

October 1985	Primary Fellowship Examination, Royal College of Surgeons of England
May 1988	Part II of Fellowship Examination in General Surgery, Royal College of Surgeons of England
October 1990	Part II of Fellowship in Otolaryngology, Royal College of Surgeons of England, and Part II of Clinical Surgery in General with Otolaryngology, Royal College of Surgeons of England
May 1994	Intercollegiate Specialty Examination in Otolaryngology
Dec 1994	Certificate of Accreditation in Otolaryngology, Joint Committee on Higher Surgical Training, Royal College of Surgeons of England
May 1999	Masters of Business Administration, Open University Business School
November 2004	Cardiff University Expert Witness Diploma (CUEW)

Honours

Head Boy, Plymouth College
Open Entrance Scholarship, King's College, Cambridge 1976
Harmsworth Entrance Exhibition, Middle Temple 1984

Responsibilities

Former Chairman of Medical Advisory Committee, BMI Runnymede Hospital, Chertsey, Surrey
Former Member of Joint Management Board, Runnymede Hospital and Ashford St. Peter's NHS Trust
Former Chairman of Clinical Audit and Effectiveness Committee, Ashford St. Peter's NHS Trust
Member of Clinical Governance Committee, Ashford St. Peter's NHS Foundation Trust
Member of Quality and Performance Committee, Ashford St. Peter's NHS Foundation Trust
Former Member of Private Practice Committee of British Association of Otolaryngologists – Head and Neck Surgeons
Board of Directors, Federation of Independent Practitioner Organisation
Founding Clinician and formerly Partner Circle Health
Clinical Director of Specialist Surgery, Ashford St Peter's NHS Foundation Trust
Divisional Director Theatres, Anaesthetics, Surgery and Critical Care, Trauma and Orthopaedics, Ashford St Peter's NHS Foundation Trust
Member of Fund Raising Committee, Notre Dame School, Cobham, Surrey
National Lead for Outpatient Transformation, Get It Right First Time

Associations and Memberships

Member of Medical Defence Union
British Association of Otolaryngologists - Head and Neck Surgeons
British Voice Association
British Association of Paediatric Otolaryngology
Fellow of Royal College of Surgeons of England
Member Oxford and Cambridge Club
Member Royal Motor Yacht Club

PRESENTATIONS

Saphenous ligation for venous ulcer in the presence of co-existent primary deep incompetence. J.M.Hadley, S.G.Darke - a retrospective analysis of 50 patients using pressure and venographic measurements pre and post operatively to assess the outcome of surgical intervention, presented to the Vascular and Surgical Society of Great Britain and Ireland.

The Use of a Portable Manometer as a screening procedure in voice rehabilitation.

D.W.Morgan, J.M.Hadley, A.D.Cheesman - a prospective study to assess the efficacy of a portable manometer as a screening procedure in voice rehabilitation by comparison with videofluoroscopy and eventual speech outcome, presented at the Otorhinological Research Society.

Alveolar Soft Part Sarcoma: an Immunohistochemical Study of Eight Cases.

J.Kaluba, J.M.Hadley, L.Bobrow - an immunohistochemical study of eight cases of alveolar soft part sarcoma suggesting its origin as a primitive soft tissue sarcoma with features of muscle differentiation.

Nan Blofeld Lecture 1992, Institute of Laryngology and Otology, Royal National Throat, Nose and Ear Hospital, Gray's Inn Road, London - a lecture by invitation to present my experience gained during a visit to the Department of Head and Neck Surgery of the University of Hong Kong.

"Sex Affects your Senses." H.Patel, J.M.Hadley, N.D.Viswalingham, J.D.Treharne, B.Goh. A presentation at the Venereology section of the Royal Society of Medicine of three cases of Chlamydial pelvic inflammatory disease, conjunctivitis and secretory otitis media with positive culture of Chlamydia from nasopharyngeal swabs and middle ear aspirates.

Safe Anaesthesia during Laser Surgery with the Hayek Oscillator. M.G.Dilkes, Q.Gardiner, J.M.Hadley, P.McKelvie. A presentation at the Royal Society of Medicine of our experience in using the Hayek Oscillator to anaesthetise patients undergoing endoscopic laser procedures of the aero-digestive tracts.

A Review of GP Referral Letters. J.M.Hadley. A pilot study presented to the joint ENT meeting of Northwick Park, Wexham Park, and High Wycombe Hospitals, January 1994 and to the GP meeting at Northwick Park Hospital, June 1994.

A Comparison of the Value and Safety of Percutaneous Endoscopic Gastrostomy in Patients with Head and Neck Cancer and Benign Disease. H.Fawcett, J.M.Hadley, Q.Gardiner, M.Dilkes, G.Kenyon, J.Murfitt, J.Powell-Tuck. A poster presentation at the British Society of Gastroenterology comparing the results of Percutaneous Endoscopic Gastrostomy in patients with Head and Neck Malignancy and patients with benign disease.

Also presented at the Oxford Regional ENT meeting

The Role of Tracheostomy in the Progression of Subglottic Stenosis.

J.M.Hadley, D.Albert, B.Djazaeri - a retrospective analysis of 20 patients with acquired subglottic stenosis to assess endoscopically the role of tracheostomy in the progression of the stenosis - presented at the 1991 Leeds Castle International Workshop on Paediatric Laryngeal Stenosis and presented at the British Association of Paediatric Otolaryngology, Great Ormond Street Hospital for Sick Children, London in October 1994.

Informed Consent in ENT Practice. J.M.Hadley - a review of Informed Consent as relevant to ENT practice, presented at a joint meeting of the ENT Departments of Northwick Park Hospital, Wexham Park Hospital and High Wycombe Hospital, and to the Oxford Regional ENT meeting

Presentation to Adam Smith Institute of House of Commons concerning future working arrangements of Hospital Consultants

Keynote Speaker Outpatient Transformation NHS Benchmarking National Conference – 28 February 2019

Speaker Outpatient Transformation NHS Benchmarking National Conference – 3 October 2019 – follow up presentation on joint work between GIRFT and NHS Benchmarking Network on Outpatient Transformation

PUBLICATIONS

Pseudotumour of the Maxillary Antrum. J.M.Hadley, A.T. Coady, C.A.Milford. Journal of Laryngology Otology 1990 March, 104(3), 244-7 - a clinicopathological review of an unusual presentation of Riedel's Thyroiditis associated with pseudotumour of the Maxillary antrum.

The Influence of Calcium Alginate Haemostatic Swabs upon Operative Blood Loss in Adenotonsillectomy. C.A.Milford, R.M.Sudderick, N.R.Bleach, P.E.O'Flynn, T.H.Mugliston, J.M.Hadley. Clinical Otolaryngology 1990; 15(4), 303-306 - a prospective study of seventy-two patients to assess the efficacy of Calcium alginate versus guaze swabs in paediatric adenotonsillectomy using a colorimetric technique.

Medium Dose Rate Endobronchial Radiotherapy using Caesium-137. P.J.M.George, J.M.Hadley, B.S.Mantell, R.M.Rudd. Thorax 1992; 47(6): 474-477 - a review of the results of a new technique for endobronchial radiotherapy as assessed in ten patients.

Acute Orbital Cellulitis due to Gas forming Organisms - J.M.Hadley, G.E.Rose, D.Morgan, P.Thompson. (letter) Eye 1991; 5(Pt 5): 640-641 - a review of the aetiology, presentation and treatment of acute orbital infection, illustrated by a case of gas forming organisms.

The use of a Portable Manometer as a Screening procedure in voice rehabilitation (abstract) - D.W.Morgan, J.M.Hadley, G.Willis, A.D.Cheesman. Clinical Otolaryngology 1991; 16(4): 417-418.- a prospective study to evaluate the use of a portable manometer to predict the outcome of vocal rehabilitation in the laryngectomy patient.

The use of a portable manometer as a screening procedure in voice rehabilitation - D.W.Morgan, J.M.Hadley, A.D.Cheesman. The Journal of Laryngology and Otology. 1992; 106(4): 353-355.

"Report on a Visit to the Department of Surgery, University of Hong Kong" for the King's Fund.

Panel of Reviewers for ENT News - a new Journal established in 1992 and published bimonthly, containing reviews of articles published in the ENT literature to assist those practicing in the specialty in keeping up to date with progress.

Bibliographic support for Current Opinion in Otolaryngology and Head and Neck Surgery - assessment of medical and scientific literature to categorise items of interest to ENT surgeons.

Myxoma of the Larynx: A Case Report and a Review of the Literature - J.M.Hadley, Q.Gardiner, M.Dilkes, M.Boyle. The Journal of Laryngology and Otology 1994, 108, 811-812. A presentation of the only case of laryngeal myxoma recorded in the English literature, with a review of other myxoid lesions of the larynx.

Chapter on Antral Lavage and Intranasal Antrostomy for Operative Surgery Textbook,
joint Editors A. van Hasselt, C.A.Milford and N.Bleach,
Blackwell Scientific Publications Ltd.

A Prospective Randomised Controlled Trial comparing the use of Merocel Nasal Tampons and BIPP in the control of acute Epistaxis. R.Corbridge, B.Djazaeri, W.Hellier, J.Hadley. Clinical Otolaryngology (1995) 20(4): 305-7.

The Radiological Appearances after the Endoscopic Crico-Pharyngeal Myotomy (Dohlman's Procedure). J.Hadley, N.Ridley, B.Djazaeri, G.Glover. Clinical Radiology (1997), 52, 613-615.

Otitis Media in Adults with Chlamydial Conjunctivitis Goh BT, Hadley JM, Lomax N, Patel HC, Viswalingham ND. Sexually Transmitted Infections Journal

Extramedullary Plasmacytoma of the Parotid Gland: A Case Report and Review of the Literature Gonzalez-Garcia J, Ghufor K, Sandhu G, Thorpe P, Hadley J
Journal of Laryngology and Otology 1998 112(20): 179 – 81

Outpatient Data Pack – Get It Right First Time data pack for all NHS Trusts in England containing benchmarked data concerning their performance measured against other Trusts – distributed to NHS Trusts July 2020