

## Job Description

<b>Job Title:</b>	<b>Sarcoma Locum Consultant – Fixed term 12 months</b>
<b>Department:</b>	<b>Division of Orthopaedic Oncology &amp; Specialist Hip &amp; Knee Unit</b>
<b>Grade:</b>	<b>Consultant (locum)</b>
<b>Hours:</b>	<b>10 PAs</b>
<b>Responsible to:</b>	<b>Clinical Director</b>
<b>Accountable to:</b>	<b>Divisional Clinical Director</b>

### TRUST PROFILE

The Royal National Orthopaedic Hospital was founded in 1907 with the amalgamation of London's three specialist orthopaedic hospitals into one single centre of excellence. We can trace the hospital history back to 1838 when the Royal Orthopaedic Hospital was founded. The Royal National Orthopaedic Hospital NHS Trust was formed in 1991 as part of the first wave of NHS Trusts.

The RNOH provides a comprehensive range of neuro-musculoskeletal healthcare, ranging from acute spinal injury or complex bone tumour to orthopaedic medicine and specialist rehabilitation for chronic back pain sufferers. This broad range of neuro-musculoskeletal services is unique within the NHS.

Our range of services includes Joint Reconstruction, Spinal Reconstructive Surgery, Bone Tumour and Soft Tissue Sarcomas (supra regional service), Peripheral Nerve Injury, Paediatric Orthopaedics, Congenital Deformity, and Complex and Revision Joint Work. There is also a dedicated Spinal Injury Service taking referrals from London and the South of England.

The main hospital site is located in Middlesex, within the strategic health authority for London. We have a state of the art outpatient facility at our Bolsover Street site in Central London. However, as a national and international centre of excellence, we treat patients from all over the UK and other parts of the world, many of whom are tertiary referrals for second opinions or for treatment of complex or rare conditions

### TRAINING & EDUCATION

Teaching is inherent to the Trust's work and the specialist training provided across a range of disciplines is in great demand both in this country and abroad. We work closely with the on-site Institute of Orthopaedics and Musculoskeletal Sciences, which forms the hub of the country's most comprehensive training programme for orthopaedic surgeons (20% of all UK orthopaedic surgeons receive training here).

The Postgraduate Medical Education Centre offers a wide range of training courses as well as graduate programmes in conjunction with the Institute of Orthopaedics. Both the MSc in Musculoskeletal Science and MSc in Trauma & Orthopaedics are combined with our existing Higher Surgical Training Programme. There is also a DocOrth programme (Professional Doctorate in Orthopaedics) which is designed to train the next generation of academic orthopaedic surgeons. Our facilities include a lecture theatre which can seat up to 100 people, seminar rooms capable of seating 50, a learning resource room with the latest IT and extensive audio visual facilities. The Postgraduate Medical Education Centre also houses the Trust's medical library.

A wide range of post registration nurse and other professional training is provided in liaison with South Bank University, which has a campus on site.

## RESEARCH AND DEVELOPMENT

Our teaching and our clinical effectiveness are enhanced by our work in research and development and our academic links with University College, London. Our R&D Department and RNOH staff work closely with UCL Institute of Orthopaedics and Musculoskeletal Sciences (IOMS), which is based on site and incorporates several centres.

The Institute provides facilities and support for research and Institute departments engage in both laboratory and clinical research related to orthopaedics.

The RNOH has a well-established Board of Clinical Studies, which has a remit to manage the research endeavour of the Trust and to ensure that all research carried out adheres to an agreed criteria, legal requirements and research governance standards. All research is compliant with existing regulatory requirements and is of a high standard. This is a sub-committee of the Trust Board, and is chaired by Alister Hart, who is the Director of Research and Development and Chair of Clinical Orthopaedics).

Research at the IOMS is organised into four centres:

- [John Scales Centre for Biomedical Engineering](#)
- [Centre for Tissue Regeneration Science](#)
- [Centre for Academic Clinical Orthopaedics](#) Director: [Professor Alister Hart](#)
- [ASPIRE Centre for Disability Science](#)

Additional strong research topics at RNOH include:

- Rehabilitation
- Specialist Orthopaedics

The Director of each centre ensures that effective communication links are in place, to disseminate information throughout their centre and to promote collaboration and multi-disciplinary working both within the Trust and externally with other institutions and organisations.

## ORGANISATIONAL STRUCTURE

Each clinical division is responsible for the management of the patients from the point of referral until discharge. Each clinical division has an elected Divisional Clinical Director and the post works very closely with the divisional head of operations and head of nursing to

manage the division. Clinical units are not discrete in terms of practice; the work within the hospital is guided by the needs of clinical practice and multi-disciplinary management of patients.

## **SARCOMA AND CANCER SERVICES**

Historically, the use of chemotherapy in the treatment of sarcomas was thought to have no significance and amputation was the standard treatment for tumour ablation. The first limb salvage surgery involving endoprosthetic replacement for a primary Bone Tumour Unit was undertaken in 1948 and introduction of multi-agent chemotherapy drug regimes demonstrated significantly improved survival rates.

The Bone Tumour Unit at The Royal National Orthopaedic Hospital provides diagnostic and surgical treatment for sarcomas in collaboration with chemotherapy and/or radiotherapy at The Middlesex Hospital & the University College London Hospitals. Complex and revision orthopaedic surgery is also undertaken by the Consultant Surgeons.

The Endoprosthetic Bone Replacement for Primary Bone Tumours has been a designated national service since 1986. The service involves three stages of assessment and diagnosis, opinion regarding further management and admission for treatment in conjunction with chemotherapy/radiotherapy treatments. Advancements in surgery continue to improve physical and functional outcomes for patients following limb salvage surgery and the first non-invasive growing prosthesis was implanted in 2003. This new prosthesis can be extended without the need for further surgery that risks introducing infection and mirrors subsequent patient growth.

Cancer Services are directed by the Trust Cancer Clinical Director, Clinical Director, Nurse Consultant and an Operational Manager.

## **STAFFING**

The Sarcoma unit has six Consultant Surgeons with the following areas of special interest:

- Mr W Aston BSc MBBS MRCSEd FRCSEd (Tr & Ortho)
  - Arthroscopic knee surgery and hip and knee replacement surgery, complex primary and revision hip and knee surgery, cartilage transplantation and bone and soft tissue tumours.
- Mr Lee Bayliss FRCS (Tr and Orth)
- Mr C Gerrand MB ChB, FRCS Ed (Tr & Orth) MD, MBA, PG Dip Biomech
  - Bone and soft tissue tumour surgery, metastatic bone disease
- Mrs Heledd Havard FRCS (Tr & Ortho)
- Mr Jonathan R Perera BSc(Hons), MBBS, MRCS, Dip Tr&Orth, FRCS Tr&Orth
- Mr R Pollock BSc (Hons) MBBS FRCS (Eng) FRCS (Tr & Orth)  
Hip and knee replacement and revision, arthroscopy, including cartilage repair, bone and soft tissue tumours

## JUNIOR SURGICAL STAFF

- The division is supported by 1 research fellow, 3 clinical fellows, 6 SpRs and ward based junior doctors.

## SUPPORT STAFF

- Sarcoma Clinical Nurse Specialists (CNS)
  - The clinical nurse specialists work alongside the surgical teams to support cancer patients along their pathway. The team of 6 WTE CNSs is headed up by a nurse consultant; in addition we also have 2 paediatric CNSs in post. We also have 1 Advance Nurse Practitioner (ANP) role to help manage the two week cancer waits.

## MAIN DUTIES AND RESPONSIBILITY

The appointee will:

- Be on a full time 10 PA job plan, there will be 9 Direct Clinical Care Programmed Activities sessions and 1 Supporting Programmed Activities (SPA). These will comprise of ward rounds, theatre sessions, planning meetings, procedures, MDTs outpatient clinic appointments and patient related administration.
- Provide in-patient and out-patient medical, surgical and rehabilitation care to patients.
- The unit has a commitment to uphold our teaching element. The appointed consultant will play their full part in continuing and extending teaching within the unit.
- The new Consultant is expected to have a varied range of clinical interests to compliment the skills of the existing consultant team in the department, the development of which will be supported.

## Job Plan

**10 PA – 9 DCC & 1 SPA – Example of a flexible job planned week:**

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Theatre session (+Pre & post-op ward round) Flexi AM or PM session	Theatre session	Clinic - Stanmore	SPA – 1 PA	Ward round, VTC, NPM, Surgical planning
PM		Theatre session (+Pre & post-op ward round)	Clinic - Stanmore	Clinic - Bolsover	Patient related admin

## **10 Programmed Activities will be offered to cover all Direct Clinical Care and Supporting Professional Activities.**

Secretarial support will be provided to the post holder.

Surgeons within the Sarcoma Unit take responsibility for their patients by out of hours arrangements with their Sarcoma colleagues. There is no on-call commitment for this locum consultant post at this current time, subject to review.

### **MENTORING**

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and surgical colleges and is committed to providing time and financial support for these activities.

### **CONDITIONS OF SERVICE**

This post is subject to The Medical and Dental Terms and Conditions, Consultant (England) 2003 and conditions of employment of the Royal National Orthopaedic Hospital NHS Trust.

This post is full-time. Applicants who wish to be considered for a part-time post are welcome to discuss this. The job plan will be adjusted accordingly.

### **ANNUAL LEAVE/STUDY LEAVE**

The annual leave is 32 or 34 working days depending on years of service in the NHS. Study leave consists of 30 days over a three-year period. Consultants are expected to co-ordinate their leave. Six weeks' notice of leave is required for theatre and clinic timetable setting purposes.

### **Safeguarding Children and Adults**

You have a duty to safeguard and promote the welfare of children and adults at risk of abuse. You should be aware of your responsibilities as detailed in the RNOH Safeguarding Children Policy and Safeguarding Adults at Risk Policy and know what to do if you have concerns about a child or adult who is at risk of or who has suffered abuse. The Trust will assist you by providing support and advice, and mandatory training in accordance to your role.

### **IT Skills**

All staff are required to demonstrate a level of IT literacy skills appropriate to their job, as the use of IT is fundamental in delivering good quality efficient health care.

### **Effort and Environment**

The following information has been designed to assist the recording of the effort and environment factors required for Agenda for Change.

- **Physical**

Measures the nature, level, frequency and duration of the physical effort required for the job e.g. Kneeling, crouching, work in confined space, sitting, standing, walking, lifting, pulling, running, pushing.

- **Mental**

Measures the nature, level, frequency and duration of the mental effort required for the job e.g. Checking documents, calculations, analyzing statistics, operating machinery, microscope work, assessing patients, formal minute taking, assessing students.

- **Emotional**

Measures the nature, level and frequency of emotional effort required to undertake clinical or non-clinical duties that are generally considered to be distressing and/or emotionally demanding. E.g. giving un-welcome news to staff/patients, dealing with difficult situations / circumstances or those with severely challenging behaviour, caring for the terminally ill, typing / processing reports / letters transmitting highly distressing events.

- **Working conditions**

Measures the nature, level, frequency and duration of demands arising from adverse environmental conditions and hazards which are unavoidable and required for the job. E.g. Use of VDU, exposure to extreme temperatures, unpleasant smells, dust / dirt, aggression, noxious fumes, chemical spills, fleas, lice, body fluids, foul linen,  
**Assuming normal Health and Safety standards are met.**  
**Driving to and from work is not included.**

## **Professional conduct**

The post holder must comply with the Code of Professional Conduct applicable to their profession.

## **Risk Management**

The Royal National Orthopaedic Hospital NHS Trust strives to take a holistic approach to the management of risk; Health and Safety, Caldicott, Corporate and Clinical Governance requirements are all elements of risk management.

Risk management is fundamental in ensuring the safety of all whilst on Trust premises and in ensuring that a high level of quality care is continually provided. To support staff in the management of risk, the Trust provides training programmes and facilitates staff in the use of risk management identification tools. In turn, individuals are responsible for ensuring that they attend training sessions and adhere to the Trust's policies and procedures, which includes the reporting of incidents, both actual and near miss.

## **Health and Safety at Work Act**

Under the provisions of the Health and Safety at Work Act 1974 it is the duty of every employee to:

- Take reasonable care of themselves and of others who may be affected by their acts or omissions.
- Co-operate with their employer in ensuring that all statutory and other requirements are complied with.

## **Clinical Governance**



All staff must comply with the Trust Infection Control Policy. All employees must attend infection control training as required within their department as directed by their line manager.

## **Confidentiality**

Post-holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection of 1998. Post-holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information. Following the Freedom of Information Act (FOI) 2005, post-holders must apply the Trust's FOI procedure if they receive a written request for information.

## **Equal Opportunities**

The Trust welcomes all persons without regard to age, ethnic or national origin, gender or sexual orientation, religion, lifestyle, presenting illness or disability. We aim to provide a non-judgemental service at all times.

## **No Smoking Policy**

The Trust prohibits smoking in all of their buildings and premises.

**CONSULTANT SARCOMA SURGEON  
FIXED TERM – 12 MONTHS**

**PERSON SPECIFICATION**

	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Full GMC Registration</li> <li>• Entry on the GMC Specialist Register via               <ul style="list-style-type: none"> <li>- CCT or CESR (CP) – proposed CCT / CESR (CP) date must be within 6 months of interview</li> <li>- CESR or</li> <li>- European Community Rights</li> </ul> </li> <li>• An appropriate higher Orthopaedic surgical qualification</li> </ul>	<ul style="list-style-type: none"> <li>• Success in an Intercollegiate speciality examination or equivalent</li> </ul>
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Clinical training and experience equivalent to that required for gaining UK CCST in relevant speciality</li> <li>• Ability to offer expert clinical opinion on a range of problems within speciality</li> <li>• Experience of supporting patients with suspected and diagnosed cancer</li> <li>• Experience of bone and soft tissue tumour surgery</li> <li>• Experience in lower limb joint reconstruction of the hip and knees</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of NHS Cancer Plan, The role of Cancer Networks and NHS Modernisation Agenda</li> </ul>



<b>Management and Administrative experience</b>	<ul style="list-style-type: none"> <li>• Ability to advise on the efficient and safe running of a specialist service</li> <li>• Ability to organise and manage outpatient priorities, surgical waiting lists and operating schedules</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of audit</li> </ul>
<b>Teaching Experience</b>	<ul style="list-style-type: none"> <li>• Experience of supervising trainees</li> <li>• Ability to teach clinical and operative skills</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of teaching clinical skills to undergraduate students</li> <li>• Ability to supervise postgraduate research</li> </ul>
<b>Research Experience</b>	<ul style="list-style-type: none"> <li>• Ability to apply research outcomes to clinical and surgical problems</li> <li>• Publications in peer reviewed journals</li> </ul>	
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to work within a multi-disciplinary team</li> <li>• Good interpersonal skills</li> <li>• An enquiring, critical approach to work</li> <li>• Caring attitude to patients</li> <li>• Ability to communicate effectively</li> <li>• Commitment to continuing medical education</li> <li>• Willingness to undertake additional professional responsibilities at local, regional or national levels</li> </ul>	
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Ionising Radiation Course Certificate</li> </ul>	