

“Creating a great place to be cared for and a great place to work”



**University Hospitals of
Morecambe Bay**
NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Consultant in Trauma & Orthopaedics with specialist interest in advanced upper limb surgery.
Department/Ward:	Trauma & Orthopaedics
Care Group:	Surgery and Critical Care
Responsible to:	Clinical Leads in Trauma & Orthopaedics: Ms V. Sinclair Mr P. Marshall
Accountable to:	Clinical Director – Ms Wendy Craig

“Creating a great place to be cared for and a great place to work”

JOB SUMMARY:

This is a new upper limb post at the University Hospitals Morecambe Bay NHS Foundation Trust to help meet the increasing demands for upper limb services. It represents a wonderful opportunity to take up a substantive consultant post in a friendly and well equipped District General Hospital, whilst enjoying an excellent quality of life in an area of outstanding natural beauty.

You will be expected to complement the upper limb orthopaedic services offered by the Trust and provide the highest quality care to the local population. This should include all aspects of elective upper limb surgery including the surgical management of complex fractures. Submission and scrutiny of the last 12 months' surgical log book of prospective candidates would form an integral part of the shortlisting and interview process.

You will be supported by their own SAS/Reg grade doctor. Ward support will be provided by the 2 FY2 Drs, 2 CT level Drs, 2 specialist nurse practitioners and the trauma coordinators. The administrative burden will be supported by a named secretary and waiting-list coordinator. Upon taking up the post the post-holder will be offered a consultant mentor.

You will be part of a 1 in 10 consultant on-call rota and when on-call will be expected to run an emergency orthopaedic service required of a level-two trauma centre performing all common trauma operations. Sub-specialist support from colleagues will be available for specialist fractures outside of your field (eg THR for #NOF). For patient safety and to allow multiple site working, all patients admitted acutely are seen daily on a “Keogh” ward round by an orthopaedic consultant or SAS and the post holder will perform a proportionate share of these ward rounds.

Upon taking up the post the successful candidate will be offered a Consultant mentor. The Trust will expect you to take part in CPD and will support you with a study leave allowance. The Trust is committed to a process of annual appraisal and you will be expected to use the MYL2P website to aid this process. The same will be used to support the revalidation process.

You will undertake 10 PAs including 1.5 SPAs and 1 admin PA. There will be the option to add a further 2 clinical PAs if desired and, once in post, a further 1 SPA can be awarded if justified (this will be reviewed within 12 months of taking up the post).

Attendance at monthly audit, mortality and morbidity meetings will be expected as will engagement in audit. Where travel between sites is required appropriate time will be factored into job plan and and travel expenses will be paid.

As a University Teaching Hospital it will be expected that the post-holder supports the teaching of medical students from Lancaster University. There will also be opportunities to get involved with examining medical students and in conducting research.

“Creating a great place to be cared for and a great place to work”

UNIVERSITY HOPITALS OF MORECAMBE BAY NHS FOUNDATION TRUST

Due to the wide geographical spread and complexity of the Trust, the management structure has been arranged to support multi-site working through a divisional structure:

- **Surgery & Critical Care**
- Emergency & Acute Medicine
- Core Clinical Services
- Elective Medicine
- Womens & Childrens
- Estates and Facilities

Supported by Corporate Management, further sub-divided into:

- Trust Headquarters
- Clinical Governance
- Human Resources & Organisational Development
- Finance, Information & Supplies

The Trust was established in 1998, merging the three acute Trusts based at Lancaster, Kendal and Barrow. The Trust achieved teaching status in December 2005, and provides clinical teaching for students at the Universities of Lancaster and Liverpool. Foundation status was granted in May 2011. The Trust provides an extensive range of acute, emergency and continuing care to a population of 330,000 in South Cumbria and North Lancashire.

Barrow is an industrial town that builds the nation's submarines. It is situated on the edge of the Lake District, which is quite probably the most beautiful region in England and not surprisingly the National Park is the most visited in the country. Holiday makers are attracted by the stunning scenery, the wealth of leisure activities and the multitude of good places to eat and drink. Whether it's sailing, fell walking, cycling, rock climbing, golf, mountain biking, tennis, kite surfing, open-water swimming or fine-dining in breath taking surroundings the Lake District can provide it in abundance.

Local educational facilities in Barrow, Kendal and Lancaster are excellent with some of the best secondary school education in the country. The M6 provides easy access to Scotland and the rest of England and there are direct rail links to Manchester (international airport), London and Edinburgh.

ROYAL LANCASTER INFIRMARY

This is a major DGH, the largest hospital in the Trust. The Centenary building housing surgical services was opened in 1996. The vascular unit, which offers endovascular stenting, is based here.. CT and MR and nuclear scanning are available in the main radiology department, and some of the more complex interventional radiological procedures are performed.

FURNESS GENERAL HOSPITAL

This DGH opened in 1984 and provides services to the population of the Furness peninsula (population 110,000), and to much of South Cumbria in collaboration with the other two hospitals within the Trust. There is a suite of seven operating theatres, an ICU and a Patient Progression Unit, which has 4 beds and full monitoring for step down and step up care of surgical patients. There is a 36 bed Day-Care Unit open 5 days a week and 3 nights a week for patients undergoing short stay surgery. There is also a separate ring-fenced Elective Orthopaedic Unit for patients undergoing inpatient elective orthopaedic surgery. A full radiological service is available with Ultrasound, CT, and MRI on site as well as a nuclear medicine facility. On site General Surgical emergency services, Obstetrics and Gynaecology, Medicine and Paediatrics are provided, and Cross Bay working is in place for Head and Neck Surgical specialties and Urology. There is a 24/7 A&E Department and an Oncology Unit, as well as a Day Hospital for the Elderly.

WESTMORLAND GENERAL HOSPITAL

This small hospital was opened in 1991. It serves a population of 75,000 living in a wide rural district from Grasmere in the Lake District, to Sedbergh in the Yorkshire Dales. The Trust administrative headquarters are on this site. It houses three ultra-clean-air theatres and carries out a significant amount of orthopaedic surgery functioning as a ring-fenced elective unit for surgeons based in Lancaster and Barrow. Some breast surgery is carried out here, as well as short stay, day case general surgery on suitable patients. There are no acute in-patient services on this site, but some specialist services such as haemodialysis and peritoneal dialysis are already provided, and new radiotherapy services will be based here within the next 2-3 years to minimise the number of South Cumbria patients who have to travel to Preston.

Department of Orthopaedics Information

There are currently 23 orthopaedic consultant surgeons providing a wide range of surgical services across the Trust. Elective orthopaedic surgery and outpatient trauma is performed on all 3 sites (FGH RLI and WGH), but emergency surgery is mainly concentrated at RLI and FGH.

The department as a whole performs approximately 4,000 elective operations per year (approx. 300-350 per month) with the majority of elective cases taking place at the WGH site (approximately 60% of total volume).

Upon appointment of this post, the department will have the following Consultant composition;

Name	Specialty	Sites
This post	Upper Limb	RLI, WGH
S Kumar	Upper Limb	RLI, WGH
S Odak	Upper Limb	RLI, WGH
PD Marshall	Paediatric Orthopaedics, Lower Limb & RLI Joint Clinical Site Lead	RLI, WGH, FGH
SK Garg	Foot and ankle	RLI, WGH
T Millar	Foot & Ankle	RLI, WGH
V Sinclair	Foot & Ankle & RLI Joint Clinical Site Lead	RLI, WGH
D Herlekar	Lower limb	RLI,WGH
SN Radcliffe	Lower limb	RLI, WGH
K Patel	Lower limb	RLI,WGH

“Creating a great place to be cared for and a great place to work”

P Maguire	Lower Limb	RLI, WGH
A Khajuria	Paediatric Orthopaedics and Lower Limb	RLI, WGH
M Magra	Lower Limb	RLI, WGH
HD Stewart	Lower Limb	WGH
R Kakkar	Hand & Wrist	FGH, WGH
D Knowles	Lower Limb	FGH, WGH
A Eid	Upper Limb	FGH, WGH
G Talawadkar	Upper Limb	FGH, WGH
M Freudmann	Lower Limb	FGH, WGH
D Das	Lower Limb & Clinical Lead	FGH, WGH
R Michaud	Lower Limb	FGH
V Sharma	Lower Limb	FGH, WGH
N Baqai	Foot & Ankle	FGH
S Munshi	Lower Limb	FGH, WGH

The department is committed to ensuring all Consultant colleagues are treated equally and fairly and equal senior decision makers. This is part of our commitment to fostering a culture excellent team work and collaboration.

DUTIES OF THE POST

- Provide outpatient new & review clinics including urgent referrals
- Preparation of patients for theatre and post-operative care.
- Dealing with both routine and emergency attenders.
- Play a lead role in the clinical management of patients.
- In conjunction with your consultant colleagues conduct “Keogh” ward rounds at RLI seeing all acutely admitted patients under all orthopaedic consultants
- Be involved in complex clinical, patient management problems and inter-disciplinary planning treatment.
- Participate in clinical audit & demonstrate evidence based practice where appropriate.
- Participation in consultant on-call service at Royal Lancaster Infirmary
- Adequate handover of care must take place where appropriate and necessary as directed by the clinical lead, with communication of details about all problem patients.
- Completion of discharge summaries is mandatory for all patients within 48 hours.
- Initiate and be involved in service developments in their areas of special interest and in line with the Trust’s vision.
- Comply with Trust policies and complete mandatory training

“Creating a great place to be cared for and a great place to work”

- Use Trust systems as directed (eg paperless clinics, e-outcomes, Lorenzo)
- Actively participate in continuing medical education.
- Undertake and participate in the appraisal process, job planning as part of revalidation.

The Trust encourages development towards a special area of interest in Orthopaedics and involvement in Clinical Governance.

The post holder will undertake 10 PAs including 1.5 SPAs for personal CPD and 1 admin PA. There will be the option to add a further 2 clinical PAs if desired and, once in post, a further 1 SPA can be awarded if justified (this will be reviewed within 12 months of taking up the post).

On Call

The on call is 1 in 10. This includes x1 weekend on call (Friday to Monday - to incorporate all day Saturday and Sunday trauma theatre) and x1 week on call (Monday to Friday) over the 10 week rota. Whilst on call during the day time the post holder will conduct a daily Consultant Ward Round (excluding weekends) and afternoon on call new patient fracture clinic. They will also lead the trauma huddle and coordinate cases for the daily trauma theatre lists. The overnight element of the on call is non-resident and supported by a non-resident registrar on call.

Compensatory rest will be given in line with European Working Time Directive Regulations and agreed Trust guidelines.

Job Plan

Attached as a primary additional document

The post holder will undertake 10 PAs including 1.5 SPAs for personal CPD and 1 admin PA. There will be the option to add a further 2 clinical PAs if desired (and renewable on an annual basis up to a maximum of 12 PA's, in line with service requirements) and, once in post, a further 1 SPA can be awarded if justified (this will be reviewed within 12 months of taking up the post).

Travel Between Sites

Where travel between hospital sites is required, travel time will be provided (built into job plan if a regular session) and travel expenses reimbursed. The current job plan has sessions at both RLI and WGH. If sessions are conducted on multiple sites, the Trust will ensure that safe medical cover is in place for all ward patients and post-op patients. At RLI this will be provided by the supporting team of junior doctors and nurse practitioners with support available from the on-call Orthopaedic Consultant and SAS/Reg grade doctors. There is also 24 hour full emergency cover available from other emergency specialties including anaesthetics, medicine, surgery and paediatrics. WGH is a cold elective centre which only treats fit patients who are ASA 1 or 2 and some select ASA 3's. In hours at WGH there will always be an RMO Doctor on the wards and Consultant Anaesthetic and Orthopaedic cover available. Out of hours the Hospital at Night Team are available.

Support and Mentor Provision

The appointee will work as part of a multidisciplinary team to assist in the management of inpatients, and to attend outpatient clinics and operating sessions. Doctors responsible for in patient management may not attend all theatre or clinic sessions, depending on the requirements of the

“Creating a great place to be cared for and a great place to work”

service to provide safe inpatient care. The department of Trauma & Orthopaedic has a team of 2 FY2 doctors allocated to inpatient management, and there are 2 Core Trainees & 1 Trust doctor at FY2/Core Trainee level. On-call is currently supported out of hours with an “Intermediate grade” tier (FY2, CT, ST1-2). In addition there are two specialist nurse practitioners for elective inpatients and a trauma coordinator. There is a 24 hour non-resident middle-grade cover.

The post holder will have the support of an assigned SAS/Reg grade doctor. They will also have a named secretary and a named waiting-list officer and a coding officer. Office facilities will be made available by mutual agreement.

Upon starting, the post-holder will be offered a Consultant Mentor to provide guidance and support to them in their new role.

Audit and Continuing Professional Development

There is an active audit programme within the Surgical department with one half day allocated each month to formal audit meetings. The Audit Department is available to provide assistance and all audits should be registered with the department. The audit lead for orthopaedics will also provide guidance.

Continuing medical education is recognised as extremely important by the Trust. Staff are encouraged to give priority to continuing professional development and there is provision of appropriate facilities, study leave(2 weeks) and funding.

Clinical Governance

Undertake induction and mandatory training. CPD, audit and appraisal is mandatory

Medical Education

Medical Students from Lancaster Medical School receive the whole of their education, academic and clinical, in Cumbria and North Lancashire following the Liverpool undergraduate medical curriculum. The University Hospitals of Morecambe Bay NHS Foundation Trust is the lead NHS organisation and takes responsibility throughout the five years of the degree for the provision of acute practice placements. In addition to time spent at UHMBFT students spend around a third of their clinical time in the community. Primary care placements are based in practices across Cumbria and North Lancashire, and their mental health placements are provided by North Lancashire Primary Care Trust and the Lancashire Care NHS Trust.

There is ample opportunity for Drs within the Trust to get involved with teaching and examining medical students and indeed students are likely to be present in clinics, theatre sessions and on the wards.

Study leave entitlement

Two weeks annually, subject to a maximum level of expenses.

Appraisal and revalidation

V 03-01-2024 Bands 8 & 9

“Creating a great place to be cared for and a great place to work”

The appointee will be required to take part in annual appraisal within the Trust and to use MYL2P to support the process. The appointee will be able to nominate an appraiser from a list of trained appraisers. One outcome of the appraisal process will be a Personal Development Plan and the Trust will assist the post-holder in achieving goals laid down in the PDP. This appraisal process and Responsible Officer will aid the post-holder when undergoing revalidation with the GMC; a mandatory requirement for the post

Safeguarding and protecting children

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior clinician you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to undertake the mandatory training provided by the Trust for provision of paediatric care. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments. FGH has a paediatric ward with an acute 24 hour paediatric service. Paediatric trauma patients may be admitted to this ward and 24 hour full paediatric support will be available.

Due to the nature of the post this post is subject to a satisfactory enhanced Criminal Records Bureau disclosure.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior manager you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

“Creating a great place to be cared for and a great place to work”

ENVIRONMENTAL SUSTAINABILITY – NET ZERO CARBON

University Hospitals of Morecambe Bay NHS Foundation Trust are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- **Energy:** Switch off non-essential electrical equipment and lighting when not in use. Report heating issues such as when buildings are too hot or too cold to the Estates Team.
- **Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- **Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle. Do not over order equipment or medicines. Healthcare waste must be disposed of in line with the Trust’s Waste Management policy.
- **Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the Estates Team for further details.
- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

“Creating a great place to be cared for and a great place to work”

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.