

The Royal Orthopaedic Hospital NHS Trust

Locum Consultant in Degenerative Spinal Surgery

Background

The Royal Orthopaedic Hospital is seeking to recruit a Consultant Spinal Surgeon to maintain capacity and improve delivery of high-quality spinal surgery to patients referred from General Practitioners, spinal triage services, and other secondary or tertiary care providers.

The spinal department at The Royal Orthopaedic Hospital (ROH) is currently made up 12 consultant spinal surgeons supported by registrars, advanced nurse practitioners, extended scope physiotherapists, and junior doctors. This post is to increase capacity.

The individual appointed to the post will have completed orthopaedic or neurosurgical training and have completed (or be undertaking) a training fellowship in spinal surgery, with particular interest in adult degenerative conditions of the spine. There is no requirement to lead on paediatric deformity cases but assistance may be sought as required.

The on-call rota includes 10 of the 12 surgeons and runs 24 hours a day. The on-call referrals are managed through an electronic referral system (ReferAPatient) in line with regional and national guidelines and include secondary, tertiary, and quaternary level referrals. Poly-trauma in the West Midlands region is in line with the Trauma Networks which are managed by regional Major Trauma Centres. Mono-trauma to the spine can be referred to The ROH for ongoing management. This is less frequent than poly-trauma. Trauma is managed in line with Regional Spinal Network (RSN) guidelines. The spinal on-call rota is separate to the rest of the hospital and does not cover orthopaedic patients with non-spinal conditions.

The department undertakes a very comprehensive range of spinal surgical procedures throughout the spine including different approaches to the spine. We have access to modern facilities including operative beds, microscopes, intra operative 3D imaging, navigation, and spinal endoscopy equipment. The post holder will be joining several colleagues with a predominantly degenerative focus to make the most of these facilities for the betterment of patient care.

Consultants maintain a level of competence commensurate with participating in a comprehensive spinal on call service; including decompression and stabilisation for spinal cord and cauda equina compression, and support to paediatric neurosurgeons for instrumentation in children. The department is recognized as a super-regional centre for paediatric deformity, oncology (in particular for primary spinal tumours), undertaking reconstructive surgery, and the full range of degenerative conditions.

All spinal surgeons may work between the Birmingham Women's and Children's Hospital (BWCH) and The ROH covering adult and paediatric spinal services though there is variation in split between these sites. Paediatric spinal surgery is undertaken at BWCH and consultants hold honorary contracts for this. The ROH does not provide paediatric (under 16) surgery at the ROH. Paediatric spinal surgery can be either elective (often deformity) or emergency work to support the paediatric neurosurgeons based at BWCH. Surgeons working within the spinal oncology service at times will also operate at University Hospital Birmingham or Heartlands Hospital when multidisciplinary working requires. The primary tumour service covers quaternary referrals from across a large portion of England, Wales, and Northern Ireland. The Trust is responsible for provision of spinal surgery to Worcestershire and to facilitate this runs outreach outpatient and virtual clinics within the county. The spinal unit delivers around 1100 operations per year on the ROH site alone, with a further 900 surgical out-patient interventions (such as injections) per annum.

Further Post Description

Whilst currently there is no anticipated requirement for operative working other than on the BWCH and ROH sites for this post, it is recognised that closer working with other local centres may develop over time, and the potential for regular working at other sites close to the ROH may develop.

Consultants are expected to demonstrate an ability to work reasonably flexibly to maximise team working and maintain activity. There will be no greater expectation of this for the appointee than other consultants within the service.

The spinal service is also supported by a well developed MSK team with orthopaedic physicians with specialist interests and by extended role physiotherapists who run a triage clinic and Back and Neck Assessment clinics, as well as supporting the surgical clinics. The spinal service is supported by Advanced Nurse Practitioners (general spine and oncology), with CNS support to the paediatric service.

Junior support is provided by 4 Specialist Registrars from the West Midlands training programme and two Spinal Fellows. Ward based cover is provided by GP VTS trainees. The appointee will have an equitable share of the secretarial support to others.

The Royal Orthopaedic Hospital NHS Trust

The Royal Orthopaedic Hospital NHS Trust became a National Health Service Foundation Trust on 1 February 2007, the first specialist hospital to achieve this status in England. It has a significant income base is the largest provider of elective orthopaedic surgery within its host Birmingham & The Black Country Strategic Health Authority. Its specialist services receive a significant number of referrals from further a field including many outside the region.

The Hospital currently has 95 adult beds, including an 8 bedded adult High Dependency Unit. Children are cared for at Birmingham Women's and Children's Hospital (BWCH). There are 14 operating theatres as well as a plaster room. 3 theatres are usually allocated to spinal surgery. The Day Surgery Unit has 24-places and an injection suite. There are plans to develop the day case spinal surgery offering.

There is an up-to-date Radiology Department with a state of the art imaging facilities, including a 3 Tesla MRI scanner installed in 2011, a new MRI in 2021, and CT scanner. A PACS system was introduced in 2007. Five full time musculoskeletal radiologists provide excellent support.

There are more than 40 Consultant Surgeons working at the Royal Orthopaedic Hospital NHS Trust. Several surgeons are involved at the University Hospital Trauma Unit to varying degrees. The surgeons are grouped into clinical teams for Orthopaedic Oncology, Spinal Surgery, Hand Surgery, Foot & Ankle Surgery (Small Joints), Arthroscopy and Joint Replacement Surgery (Large joints) and Children's Orthopaedic Surgery. These combine to form Division 1 (Patient Services), with Anaesthetics, HDU and theatres forming Division 2. Support Services (radiology, physiotherapy, OT, outpatients, chronic pain services) for Division 3 with Estates services encompassed in Division 4. Each service has a clinical service lead supported by management team.

The hospital has an excellent Anaesthetic Department which has expanded considerably in recent years and Imaging Department with full time musculoskeletal Consultant Radiologists

There is a modern Knowledge Hub with a library, lecture theatre, seminar room and other recently renovated facilities. The Trust lies in pleasant wooded grounds about five miles south west of the City Centre. It is about two miles from Birmingham University and from University Hospital Birmingham. There is parking for staff within the hospital grounds and nearby staff car parks.

The post holder will be expected to interact and teach medical students from Aston and University of Birmingham Medical Schools as part of their role. This is in addition to supporting the education of junior doctors in the trust.

Aston Medical School

Aston University received its royal charter from Queen Elizabeth II on 22 April 1966. It runs an innovative MBChB. They welcome students from over 120 countries. The ROH has a growing teaching and research collaboration with Aston University.

The University of Birmingham

The University of Birmingham was founded in 1900. It is a large, research led, civic university with over 20,000 students studying a broad range of academic disciplines, and almost 6000 staff. Annual turnover is around £280 million.

The University is located in Edgbaston, 2.5 miles south of the City centre on a large campus noted for its green and leafy environment. The University is organised in 20 academic units (schools), some of which may include a sub-structure of divisions or departments. The Schools have delegated budgetary responsibility for the University. The breadth of academic disciplines in the University is very wide, among the broadest of any UK University.

UoB School of Medicine

The School of Medicine, the largest in the University, is located just off the University campus adjacent to the Queen Elizabeth, Women's, and Psychiatric Hospitals. Other School departments including Public Health and General Practice are located on the University campus.

The School offers courses leading towards the degrees of MBChB, BMedSci and the higher masters and doctorate degrees. It continues to enjoy close working relationships with the local NHS Trusts, including University Hospital Birmingham, The Women's Hospital, Heartlands Hospital, City Hospital, Birmingham Women's and Children's Hospital and South Birmingham Mental Health NHS Trust and The Royal Orthopaedic Hospital.

The Medical School sees itself as among the top medical schools in the UK and aims to take advantage of its excellent position to grow further, to serve better the needs of the region through the provision of specialist patient care, its first-class training of tomorrow's doctors and its internationally renowned research.

The Birmingham Area

Birmingham is Britain's second City with a population approaching one million within a West Midlands conurbation of 2.5 million. The population covered by the West Midlands Region is 5.5 million. The City of Birmingham has excellent road and rail links and a rapidly expanding international airport serving Europe and the USA.

The City offers a host of social, cultural and sporting activities and entertainment. The International Convention Centre is the largest in Europe and includes a Symphony Hall for the City of Birmingham Symphony Orchestra and visiting international orchestras. Adjacent to the International Indoor Arena and nearby is the Repertory Theatre, Town Hall, Museum and Art Gallery and the City Library, one of the largest in Europe. The Birmingham Royal Ballet (previously Saddler's Wells Ballet) is resident and almost every cultural interest, hobby or sport

can be pursued. The Barber Institute for Fine Arts, at the University of Birmingham contains a fine collection of paintings and is the venue for any classical music concerts.

The City Centre is undergoing extensive redevelopment with the aim of making the City a more attractive and convenient area for pedestrians. The city now has one of the largest retail outlets in Europe.

On the outskirts of the city the National Exhibition Centre, besides being the regular site for many large national and international exhibitions, is the venue for many sports and entertainment events.

There are now three Universities based in the City. The University of Birmingham with its Medical School close to the Queen Elizabeth Hospital; the University of Aston with a medical school, and the University of Central England both have links with the medical sciences. The ROH receives students from both the University of Birmingham and Aston University medical schools.

The City is well served with Schools, both state and private. There are seven King Edward VI Foundation Schools in the City, five of which are non-fee paying. Attractive housing is available in the City's leafy suburbs and in adjoining areas.

Job Plan

The job plan will be based upon 10PA's initially. It is anticipated that the successful candidate would undertake up to 6 all day theatre lists and 8 clinics per 4 weeks (3.75 PA theatre and 2 PA clinic per week average). There is a fixed MDT (0.75 PA). The Trust currently offers 1.5 PA for supporting professional activities to cover mandatory training, CPD, preparation for appraisal, attendance at audit etc. 1 PA is paid for patient related administration (DCC). This is commensurate with most other spinal consultants in the department.

The trust is keen to offer a further 1 SPA in recognition of other SPA activities that support improvement in patient care, service delivery and efficiency, or other activities as specified in the job planning policy. This can be agreed at any time although it is anticipated the candidate would be unlikely to take a lead role within the first 6 months of starting.

Currently, on call commitments attract 1 PA for unpredictable activity. The availability supplement is currently rated band A (3%). Consultants within the Trust are expected to complete job plan diaries when required to ensure appropriate remuneration.

A sample job plan of fixed clinical activities is laid out below:

	Mon	Tues	Wed	Thurs	Fri
am	Dept Meeting / MDT	Alt Week Theatres All Day		Theatre	Clinic
pm	Admin		SPA	Theatre	Clinic

Clinical Governance

The appointee will be expected to participate in all aspects of the Clinical Governance structure developed by the Trusts to monitor, maintain and develop the quality and effectiveness of care. The Trusts are committed to the development of medical staff through individual appraisal. This will include:-

- audit of personal clinical practice as well as involvement in department/speciality reviews
- attention to continuing professional development and to meeting the requirements for Continuing Medical Education defined by the relevant Royal College (and for which appropriate study leave support will be available)
- awareness of professional standards and the responsibility to undertake safe and ethical clinical practice
- the importance of responding promptly to any circumstances which may result in increased clinical risk of adverse outcome.

Funding is available for approved study leave as defined in the Trust's study leave policy.

Cross-Cover for Clinical Duties with Colleagues

The appointee will be expected to provide cross-cover for his/her colleagues during periods of leave and short term sickness absence. During periods of planned leave, consultants are expected to hand over in-patients to a nominated colleagues. Cover when consultants are off site, and not available, is provided by the on call consultant. There is an additional level of cross cover provided and expected between members of the service who are on either the ROH or BWCH sites.

Teaching

The post holder will be expected to contribute to undergraduate medical student teaching and to play a full role in postgraduate medical education and the training of other relevant staff groups. This includes mentoring and educational support.

Research

The post holder will be expected to facilitate research undertaken within his/her department and elsewhere within the Trust, and to be aware of current Research and Development initiatives in relation to clinical service developments.

Health & Safety

You have a legal responsibility not to endanger yourself, your fellow employees or others by their individual acts or omissions. The post holder is required to comply with the requirements of any policy or procedure issued by the Trust in respect of minimising the risk of injury or disease.

Equality and Dignity

The post holder will be expected to adhere strictly to principles of fairness and equality in carrying out the role. At all times the post holder will be required to show respect to and maintain the dignity of patients, the public and work colleagues.

The Trust will not tolerate any form of bullying or harassment, violence or aggression against its employees.

Arrangements should be made to ensure that local and Trust wide matters are communicated and discussed via appropriate means i.e. team meetings, written briefings etc. The postholder has a duty to attend these team meetings.

Induction

It is the responsibility of every employee to participate fully in induction in both Trusts.

A Trust wide induction course is held monthly and a consultant induction pack is available from the Personnel Department.

A formal induction process will be arranged by your Clinical Director/Clinical Lead and a consultant mentor will be appointed.

Appraisal and Performance Management

All staff will be expected to fully participate in the Appraisal/Performance Management process. This obligation will include the preparation for and attendance at appraisal/performance management interviews and completion of the associated documentation.

For Consultant Medical Staff an annual appraisal and review of the Job Plan is a contractual requirement. Failure to participate in any stage of the process will render the process ‘incomplete’. The Trust will support consultants towards revalidation as required by the General Medical Council.

The post holder will be expected to contribute to undergraduate medical student teaching and to play a full role in postgraduate medical education and the training of other relevant staff groups. This will include mentoring and education. Mentoring will be available to the candidate.

Terms and Conditions of Service

The appointment will be held at The Royal Orthopaedic Hospital. The appointment will be held in accordance with the Terms and Conditions of Service of Hospital Medical and Dental Staff and general Whitley Council Terms and Conditions of Service. The appointment will be made on the new consultant contract. Pay will be commensurate with start date at consultant level.

The post holder will be required to be available to meet their clinical commitments in line with “Good Surgical Practice”, published by the Royal College of Surgeons. They should live with 10 miles of the base hospital unless otherwise agreed by the Chief Executives of both Trusts.

Working Time Directive

The working time regulations 1998 required that you should not work more than an average of 48 hours per week, i.e. in a 17 week period no more than 816 hours or 1248 hours in a 26 week period. To work more you must have the authorisation of your manager and you must sign an opt-out agreement and you must choose to work more.

Should you have more than one job with Trust or have a job with another employer, then the hours worked in all your jobs should not exceed an average of 48 hours as above. You are therefore required to inform your manager if you continue to work elsewhere and the number of hours you work, or if you take up work elsewhere during your employment with the Trust.

Confidentiality

Your attention is drawn to the confidential nature of information collected within the NHS. The unauthorised use of disclosure of patient or other personal information is a dismissible offence and, in the case of computerised information, could result in a prosecution or action for civil damages under the Data Protection Act 1982.

Visiting Arrangements

Interested applicants are invited to visit on an informal basis by arrangement with:-

Mr M Revell

Mr A Young

Medical Director

Clinical Lead for Spinal Services

The Royal Orthopaedic Hospital NHS
Foundation Trust

The Royal Orthopaedic Hospital NHS
Foundation Trust

Northfield

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