

Application and Recruitment Pack

Position: Consultant in Orthogeriatrics

Reference: 177-MDELEC-



**#Proud
of the
Paget**

James Paget University Hospitals NHS Foundation Trust, Lowestoft Road,
Gorleston, Norfolk, NR32 6LA

Hospital Switchboard: 01493 452452
Medical Staffing: 01493 452677 / 3869 / 2676 / 3415
ipaget.nhs.uk

Welcome from Chief Executive *Jo Segasby*



Dear candidate,

I am delighted that you are interested in joining our Trust, and are taking the time to read this information pack. James Paget University Hospitals NHS Foundation Trust is a rapidly growing Trust with a very bright future, and we take pride in finding the right 'Paget's People' to help deliver the best care for our patients on the east coast of Norfolk.

Our Trust has become a valued and much-loved local institution, serving the communities of Great Yarmouth and Waveney since it fully opened in 1982. Today, we employ over 4000 members of staff, working closely with our hospital partners to deliver innovative and compassionate care.

We cherish our role as a provider of education, working closely with local and international universities Higher Education institutions, and we are committed to 'growing our own' – investing in employing and training people from our community to develop and flourish in a variety of clinical and non-clinical careers.

The James Paget is known internationally for its excellence in research and training, and for the clinical experience we offer to our trainee doctors and healthcare staff. We are a diverse, welcoming hospital, and are committed to offering flexible working arrangements to help develop the skills and experience of our teams.

Our hospital is also on the path towards developing a new hospital over the coming years, working closely with the Department of Health and Care to deliver a modern, innovative health and care campus on our current site as part of the national New Hospital Programme.

We are looking for people that embody our values of caring for our patients, each other and ourselves, underpinned by our Trust behaviours:

Courtesy and respect
Attentively kind and helpful
Responsive communication
Effective and professional

We welcome your interest, and look forward to receiving your application!

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Jo Segasby'.

Jo Segasby, Chief Executive

SECTION 1: PERSON SPECIFICATION

Job Title: Consultant Ortho-Geriatrics

Directorate: Elective Division

Reports to: Clinical lead and AMD Elective Division

Criteria	Essential/ Desirable Criteria	Assessment Method			
		A	I	T	R
Education and Qualifications					
MBBS	E		✓		
Full GMC registration	E		✓		
ALS/MD/PhD		D	✓		
MRCP or equivalent	E		✓		
Hold a certificate or being within 6 months of completion of training or being on or eligible for the UK Specialist Register at the date of interview.	E		✓		
Experience & Knowledge					
Ability to provide expert clinical opinion across a wide range of problems with a wide experience in Acute and General Medicine	E		✓		
Knowledge & understanding of UK Hospital systems & practises and value: awareness of current issues in the NHS.	E		✓		
Evidence of training progression	E		✓		
Clinical Knowledge & Expertise: appropriate knowledge base and ability to apply sound clinical judgement to problems.	E			✓	
Understands the principles of patient confidentiality and data protection. Understands principles of clinical governance in clinical practise.	E		✓	✓	
Ability to prioritise clinical needs with awareness of own limitations and the ability to know when to consult senior advice.	E		✓	✓	✓
An understanding of the principles of research	E		✓		
Academic Achievements					
Ability to provide complete details of employment history	E		✓		
Key Skills					
Knowledge of using evidence base medicine to support decision making	E		✓		
Computer literate	E		✓	✓	
Able to establish good working relations with patients, carers and multidisciplinary colleagues	E			✓	✓
Motivated, trustworthy and well organised	E			✓	✓
Energy and enthusiasm with the ability to work under pressure	E			✓	✓
Ability to communicate clearly with colleagues, laboratory staff and other staff and agencies	E			✓	✓

Assessment Criteria A= Application, I= Interview, T= Test, R= References

Title	Consultant Orthogeriatrics
Location	James Paget University Hospitals Foundation NHS trust.
New or Replacement Post	New Post
Accountable to	Clinical lead and AMD (Elective Surgical Division)
Principle Job Purpose	<p>To provide Medical services to the Trauma and Orthopaedics patients in the Trust</p> <p>This special post aims on providing service to the Orthogeriatric group of patients in the Department of Trauma and Orthopaedic with some cover to the speciality of Medicine.</p>
Main Duties	<p>The successful candidate in this post will be responsible in providing Consultant level support for medical needs of the Orthopaedic patients on a regular basis. The Consultant will be based largely on the Orthopaedic wards providing support to the Orthopaedic juniors and nursing staff. Clinical duties will include performing regular Orthogeriatric Consultant ward rounds. They will be expected to train and teach during their ward round and deliver teaching sessions as and when required. The Consultant will be expected to liaise with other members of the team and contact patient's family members when required.</p> <p>Subject to the timetable, the doctor will be available for advice and help with medical assessment of the admitted elective Orthopaedic patients.</p> <p>There is no formal on call commitment however a general medical on call could be negotiated if the candidate is willing to participate.</p> <p>The job role includes no on calls in Orthopaedics.</p>
Tenure	Permanent
Advertising	We welcome applications from internal and external candidates.

Other Responsibilities

Subject to the provisions of the Terms and Conditions of Service to observe the Trust's agreed policies and procedures drawn up in consultation with the profession on clinical matters and to follow the standing orders and financial instructions of the Trust.

To abide by the clinical and Corporate governance policies and follow the GMC guidance on good clinical practice

To observe local and national employment and personnel policies and procedures, and to comply with Regional and Trust Health and Safety policies.

To assume responsibility for and facilitate contact from members of staff with delegated duties for personally accountable patient care.

Time Table

	AM	PM
Monday	Ward Round	Ward Round
Tuesday	Ward Round	FLS Clinic
Wednesday	Free	Free
Thursday	Ward Round	Ward Round
Friday	Ward Round	SPA
Saturday		
Sunday		

DCC 7.5PA (Ward rounds, MDT, Trauma meetings, Family discussion)
SPA 1.5PA
Admin 0.5PA
Teaching 0.25PA
Ed Supervisor 0.25PA

Health and Safety Responsibilities

To ensure that the Trust's Health and Safety Policies are understood and observed and that procedures are followed.

To ensure the appropriate use of equipment and facilities and that the working environment is maintained in good order.

To take the necessary precautions to safeguard the welfare and safety of yourself, patients, visitors, and staff, in accordance with the Health and Safety at Work Act.

To undertake appropriate health and safety training to support safe working practice, including where appropriate, its management.

To demonstrate a practical understanding of risk assessment in relation to their areas of responsibility and to ensure safe systems of work are in place.

To ensure that all incidents occurring within the department are reported in accordance with Trust procedures, investigated and corrective action taken as necessary and/or reported to senior management and specialist advisers.

To ensure that occupational health advice is sought if employees identify health conditions which may affect their ability to carry out their responsibilities safely.

To be responsible for ensuring that their staff attend statutory and mandatory training.

Equality and Diversity

All employees are required to follow and implement the Trust's equal opportunities policy and to undergo any training and development activities to ensure that they can carry out their duties and responsibilities in terms of promoting, developing, implementing and reviewing the policy arrangements in the course of their work.

Trust Values and behaviours

Proud of the Paget

BUILDING A HEALTHIER FUTURE TOGETHER

OUR PRIORITIES & AMBITIONS

- CARING FOR OUR PATIENTS**
 1. Deliver the best and safest care for our patients
 2. Continuously improve patient experience
 3. Reduce health inequalities, ensuring equitable access for all
 4. Empower patient choice and personal responsibility for health
- COLLABORATING WITH OUR PARTNERS**
 1. Collaborate to achieve seamless patient pathways both at place and system level
 2. Embrace our role as an anchor institution, working together for the best outcomes
 3. Be an effective partner to achieve both our ambitions and our partner's ambitions
- SUPPORTING OUR PEOPLE**
 1. Promote an inclusive, fair and safe workplace
 2. Develop compassionate and effective leadership
 3. Attract, engage, develop and deploy our staff to deliver the best care for our patients
 4. Promote well-being opportunities to keep our staff healthy and well
- ENHANCING OUR PERFORMANCE**
 1. Make the best use of our physical and financial resources
 2. Lead the way towards achieving Net Zero Carbon
 3. Future-proof our services for the people we serve
 4. Improve services through digital transformation, research and new models of care

OUR VALUES
COLLABORATION
ACCOUNTABILITY
RESPECT
EMPOWERMENT
SUPPORT

We're Proud of the Paget.
We hope you will be too.
Scan here to read our full strategy.

www.jpaget.nhs.uk | [James Paget University Hospital](https://www.facebook.com/jamespagetuniversityhospital) | [@JamesPagetNHS](https://twitter.com/JamesPagetNHS) | [James Paget Hospital](https://www.instagram.com/jamespagethospital) | [James Paget University Hospitals NHS Foundation Trust](https://www.jamespagetuniversityhospitalsnhsfoundationtrust.org.uk)

The Department of Orthopaedics

The Orthopaedic department comprises two wards currently ward 6 (trauma) & ward 22 (elective). There is Day Surgery Unit and 3 Orthopaedic theatres (currently 1,3&4) and 2 shared theatre for emergency and an outpatient department. In addition there is access to wards for children and day cases. The Orthopaedic theatres have vertical laminar flow. Daily, three of the theatre sessions are utilised for elective Orthopaedics and one afternoon session is dedicated to Trauma. A dedicated trauma list exists for emergency cover over the weekend. A daytime trauma co-ordinator is available on weekdays.

The Orthopaedic and fracture clinic comprises 6 cubicles and 3 offices. There is a fully equipped plaster room staffed by 2 experienced technicians. The Orthotics department is also attached to the outpatient unit.

The department is staffed by 10 full time consultants and 9 middle grades with support in paediatric and spinal Orthopaedics from visiting consultants based at Norfolk and Norwich Hospital.

There is dedicated Orthogeriatric support for fracture neck of femur patients and physiotherapy support for post-operative rehabilitation.

A broad range of Orthopaedic activity is undertaken here including lower limb surgery and joint replacements, upper limb surgery and trauma. Pelvic and acetabular surgery and more complex spine surgery are done at Norwich.



Junior doctors have allocated time on the rota for theatre sessions and clinic exposure to enhance their orthopaedic knowledge. There are regular meetings on Monday lunchtimes which include junior doctor presentations as well as teaching sessions on Wednesdays. The junior doctors are encouraged to participate in departmental audit and research.

Medical Staffing in Orthopaedics

Consultants

Mr S Garg FRCS (Clinical lead)	Upper limb surgery
Mr A Cohen FRCS	Primary and revision hip surgery
Mr D Khurana MCh	Primary and knee revision arthroplasty.
Mr S Cutts FRCS	General and lower limb surgery
Mr H Deo FRCS (AMD)	Lower limb & soft tissue knee reconstruction
Mr C Nnene FRCS	General, Primary and revision hip surgery
Mr N Modi FRCS	Upper limb surgery
Mr A Nakhla FRCS	General and lower limb surgery
Mr S Gangoo FRCS (Locum)	General and lower limb surgery
Mr A Devany FRCS	Foot and Ankle Specialist
Mr G Swamy FRCS	Visiting Consultant in spinal surgery
Mr T Marjoram FRCS	Visiting Consultant in spinal surgery
Mr A Sangarajkah FRCS	Visiting Paediatric Orthopaedic Surgeon

Associate Specialists

Mr A Nnoka

Specialty Doctors

Dr Minfas (Orthogeriatric)
Dr Chandu (Orthogeriatric)
Mr V Kubaitis
Mr R Mohammad
Mr A Genena
Mr A Adeyeye
Mr A Karmegam
Vacant Post filled
Vacant post filled

1 Specialist Registrar from Deanery

1 Core Surgical Trainees

3 Core GP Trainees

4 Foundation Year 2 Trainees

2 Clinical Fellows (ST1/2 level)

SECTION 3: TRUST INFORMATION

The Trust provides comprehensive acute care for the population of Great Yarmouth, Lowestoft and the South Waveney area and for many visitors to the area. This acute care provided from the James Paget University Hospital site at Gorleston is supported by other community services at the Newberry Centre, Kirkley Rise North Lowestoft and outreach clinics.



The Trust serves a population of approximately 230,000. We are a University Hospital with a medical school, training the next generation of health professionals and developing research.

The James Paget University Hospital is a high performing hospital with a history of strong performance both financially and in terms of achieving national and local targets. There is a close working relationship between staff and management with a strong culture of team working which contributes to a friendly working environment. The Trust has successfully undertaken several national pilots.

The Hospital has a strong reputation for Education and Training. It has a close working relationship with the Norwich Medical School and contributes approximately a third of the medical school's secondary care teaching. There is also an established multidisciplinary research culture within the Trust, with a growing body of applied healthcare research and evaluation.



The Hospital is based in the coastal town of Gorleston between the resorts of Great Yarmouth and Lowestoft. Other coastal resorts such as Southwold, Caister and Hemsby also lie within the Trust's catchment area along with several Broadland villages/towns such as Beccles, Acle and Oulton Broad. The historic city of Norwich is a short journey away. The North Norfolk coast and Southern Suffolk coast are also within easy reach.

There is a good supply of high quality housing at reasonable prices from barn conversions and historic houses to architect designed modern builds. There is a good choice of locations from rural and village to coastal and town. There are many high

quality state and private schools from Nursery through to sixth form colleges and the UEA.

The Trust has been selected as one of the sites for a new hospital build by the government, with construction beginning in the next five years.

Photo: Expansion of Emergency Department



SECTION 4 : EDUCATION AND TRAINING

Norwich Medical School and University of East Anglia

This is a joint venture involving the UEA, Norfolk & Norwich University Hospital and James Paget University Hospital NHS Foundation Trust (JPUH), Norfolk Mental Health and General Practitioners in Norfolk and Suffolk.

The first intake of students was in autumn 2002. The James Paget consultants are involved in the development and delivery of the Curriculum and Teaching Programme, with approximately 30% of all secondary care teaching being based at JPUH. In addition a significant proportion of the lectures / seminars / teaching sessions / assessments at the UEA for Medical Students are also delivered by employees of the Trust. The medical school emphasises the importance of innovative teaching methods especially problem-based learning in the education of undergraduates. The appointee will have the opportunity to apply for specific teaching roles in the delivery and development of the undergraduate curriculum and to become a Recognised Teacher in the Medical School. Honorary UEA appointments are awarded to consultants making a significant contribution to MB/BS teaching.

Research

The hospital is part of a Research Consortium in association with the Norfolk & Norwich University Hospital and the University of East Anglia. These links are being enhanced to facilitate collaborative projects and ideas. As a University Hospital, there is a drive to increase research activity. Collaborative partners include The School of Health, University of East Anglia, which has particular expertise in epidemiology and Health economics. A number of consultants in the James Paget University Hospitals NHS Foundation Trust hold honorary Senior Lecturer appointments at the University of East Anglia.

Participation in research is actively encouraged and supported and we are particularly interested in recruiting clinicians with experience of applying for research grants. The JPUH has a Research Support Group, which will give practical advice.

Postgraduate Medical Education

Post Graduate Education is based within the Education and Training Centre at the JPUH. There is also a good medical reference library within the Trust, which is located at the Burrage Centre also situated on the hospital site.

The centre provides a wide and varied programme to support continuing education with the local consultants and visiting specialists participating. There is a GP vocational training scheme and an active teaching programme for junior staff in which most consultants participate. A major expansion of teaching facilities has recently taken place. Consultants from the trust play an active regional role in training trainers.

The weekly training programme includes:

- Grand Round
- Curriculum teaching/clinical presentations for Junior Doctors
- Half-day protected teaching for Foundation Years 1 and 2 trainees.
- Half-day protected teaching for GPSTs
- Speciality education and journal club meetings

Regular MDT/teleconferencing meetings take place linking to regional hospitals.

Clinical Divisions have their own education and audit programmes.

The Trust expects all Consultant Medical Staff to comply with the current guidelines from their professional bodies, GMC, Royal Colleges etc. concerning education and revalidation. Emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend a teaching course. Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a partner in the joint venture medical school at UEA.

The appointee will have the opportunity to be involved in the professional supervision and training of junior medical staff and will be invited to a training course to become an Educational Supervisor for Trainees.

Education and Training Centre

This purpose-built centre provides a wide range of state of-the-art teaching facilities and most rooms have built in modern audio-visual presentation facilities. There are seminar rooms and consultation and examination rooms, a spacious entrance area, a coffee lounge along with wet and dry skills rooms and an IT training room.



The centre provides teaching and training facilities for a wide range of staff including Medical Students and BLS/ ILS/ ALS/ ALERT courses. We have plans to build another large space for Innovation in Education in the next few years. We have been conducting laparoscopic surgery course in our wet lab for ST2 to ST5 level trainees for the last 3 years. In addition, we have been conducting non-technical skills for surgeons (NOTSS) courses for the last 3 years running this at least 2 times a year for all trainees across East of England including local faculty development.

Study Leave

Study Leave will be obtainable within the limits of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England & Wales) as amended, subject to the Regional Postgraduate Medical Educational Policy. The current study leave budget is £1,100 (pro rata) per Consultant.

Audit/QI

Audit is an important item within the Trust agenda. The Clinical Audit and Effectiveness Committee oversee the requirement. It is expected that a significant QI project be completed for every revalidation cycle. QI department has been established and actively encourages doctors to participate and guide with quality improvement projects. We have registered and have access to Life QI.

Personal Facilities

The appointee will be provided with personal secretarial support and office accommodation at the James Paget University Hospitals NHS Foundation Trust. The appointee will have a computer or laptop due to moving to more mobile solutions, which will be linked to the hospital intranet with facilities for internet connection and e-mail. Ample car parking is available on site at a very low/no-annual charge compared to other local hospitals and nationally.

Personal Development for Consultants

All new consultant recruits are given the opportunity to review their personal development with their clinical lead/independent management consultant and agree a personal development plan. Although this is very much owned and driven by the individual, the Trust will provide financial support for personal development activities. Each year all consultants are required to undergo an appraisal with either their Assistant Medical Directors or another consultant selected from a list of appraisers to discuss their development and in anticipation of revalidation.

Clinical Governance

The Trust has introduced Clinical Governance under the joint leadership of the Medical and Nurse Directors. It has been at the forefront of the introduction of Risk Management. The Trust was one of the first to achieve CNST Level 2. Recent appointments of Senior Staff to support Clinical Governance emphasise the Trust's commitment and it is expected that all Medical Staff will participate.

Working with Colleagues

The post holder will be expected in the normal run of their duties, and within their contract to cover the occasional brief absence of colleagues and during occasional emergencies and unforeseen circumstances.

Improving Working Lives Flexible Career Scheme

The scheme has been developed to give all doctors, both junior and senior levels, the opportunity to work flexibly e.g. part-time working and career breaks. Further details of this scheme are available from the Medical Staffing Department.

Disclosure & Barring Service Forms

All successful applicants will be required to complete and return a Disclosure & Barring Service form.

If you have not been resident in the UK you will be required to produce a "Certificate of Good Standing" or "Police Check" from an authorised Police Authority from the country of your last residence.

Safeguarding Children

All employees have a duty for safeguarding and promoting the welfare of children. Staff must be aware of the Trust's procedure for raising concerns about the welfare of anyone with whom they have contact.

Staff must also ensure they receive the appropriate level of safeguarding children training depending on their role in the Trust.

Infection Control

Staff working in a clinical environment must ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust.

In order to do so they must;

- Observe all infection control policies and practices relevant to the post
- Act as a role model to others regarding infection control best practice
- Ensure that they keep up to date and attend all relevant training relating to infection control issues applicable to their post
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable).
- Report non-compliance or concerns regarding infection control issue/best practice to their line manager.

Confidentiality

All employees are required to ensure the confidentiality of all patients, staff and other sensitive, including commercially and financially sensitive, information that is made available to them as part of their duties.

This post is offered under the terms and conditions of service of the new contract.

SECTION 5: GENERAL CONDITIONS OF APPOINTMENT

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

Salary:	As per pay circular and pay scale T&Cs for consultants
Pension:	NHS contributory scheme.
Life insurance:	Covered within NHS superannuation scheme.
Holidays:	As per terms and conditions of service schedule 18, paragraph 1.
Notice period:	3 months
Terms:	Post is subject to Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales)
Location:	When on-call for their clinical specialty, the successful candidate will normally be within 15 miles of the main hospital base or 30 minutes travel time unless specific approval is given by the Trust. The post holder is based at the James Paget Hospital but may be required to undertake duties at other locations within the locality.

Medical:	Required to complete Trust's Confidential Occupational Health Services medical questionnaire and undergo medical examination, if necessary. The post holder will require validated identity verification of immunisations for Hepatitis B, HIV and Hepatitis C screen prior to commencing.
Rehabilitation of Offenders:	Exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (exemptions) Order 1975.
Equal Opportunities:	James Paget University Hospitals NHS Foundation Trust is committed to the promotion thereof, on the basis of opportunity and advancement correlating with ability, qualification and fitness for work.
Registration:	Required to have and maintain full registration and be on the GMC Specialist Register. To comply with requirements for revalidation and CPD as laid down by the General Medical Council, colleges and similar bodies. Required to conform to GMC guidelines for Good Medical Practice. Membership of a Medical Insurance Society is strongly recommended.

SECTION 6: APPLICATION INFORMATION

If you have any queries regarding applying online please contact the Medical Staffing Team.

Telephone: 01493 453667

Applicants who require further information about the post and/or who wish to make an informal visit are invited in the first instance to contact:

Medical Staffing
James Paget University Hospitals NHS Foundation Trust
Lowestoft Road, Gorleston
Great Yarmouth
Norfolk
NR31 6LA

E-mail: medicalstaffing@jpaget.nhs.uk

For further information about the Trust please log onto our website www.jpaget.nhs.uk

Planned Interview Date: Wednesday 4th October 2023

Advertising

The post will be advertised to the Trust's public membership through a range of routes, including the external Trust website, Trac, NHS Jobs and the BMJ.

Successful applicants will be notified by Michelle Bunn, Medical Workforce Officer

Applications

The preferred method of application is through Trac/NHS jobs.

Applications should include:

A completed online application form via Trac, with education and professional qualifications, and full employment history. It is also helpful to have daytime and evening telephone contact numbers and e-mail addresses, which will be used with discretion. The details should include names and contact details of three referees. References will not be taken without applicant permission and must include the direct line manager.

All candidates are also requested to complete an Equal Opportunities Monitoring Form which will be available upon submission of your online application. This will assist us in monitoring our selection decisions to assess whether equality of opportunity is being achieved.

The successful applicant will be subject to Occupational Health and, Disclosure and Barring Service checks.

- Whether the person has been convicted in the UK of any offence or been convicted elsewhere of any offence which if committed in any part of the UK would constitute an offence; and
- Whether a person has been erased, removed, or struck off a register maintained by a regulator of a health or social work professional body.

For further information about the Trust please see our website at www.jpaget.nhs.uk