

## **JOB DESCRIPTION**

**Specialty Doctor**

**In**

**TRAUMA & ORTHOPAEDICS**



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**Section 1**

<b>Title:</b>	<b>Specialty Doctor T&amp;O</b>
<b>Location:</b>	Wye Valley NHS Trust
<b>Accountable to:</b>	Clinical Director – T&O
<b>Reports to:</b>	Clinical Director – T&O
<b>Key relationships:</b>	<ul style="list-style-type: none"><li>• Clinical Director T&amp;O</li><li>• T&amp;O Consultants</li><li>• Surgical Specialties Delivery Manager</li><li>• T&amp;O Specialty Doctors and Trainees</li><li>• Foundation Trainees &amp; Equivalent</li><li>• Ward, Theatre &amp; Clinic Nursing Staff</li></ul>
<b>Key responsibilities:</b>	<ul style="list-style-type: none"><li>• General Trauma &amp; Orthopaedic Surgery</li><li>• Non-resident second on-call</li><li>• Maintaining high quality clinical practices in management of orthopaedic patients</li></ul>

## **Herefordshire**

Herefordshire is in the Welsh Marches, bounded on the West by the Black Mountains, and the East by the Malvern Hills. The River Wye flows through the county with its' valley designated an Area of Outstanding Natural Beauty. William Wordsworth's poem "Lines" eulogises it.

Within the varied landscapes of Herefordshire may be found a cathedral city, fine market towns, picturesque villages, ancient castles and churches, areas of woodland, together with agricultural areas that include orchards of cider apples and hop yards. Farming is the main industry.

Hereford is central within the county. It is dominated by the cathedral which, together with the Bishop's Palace and Cathedral School, form an historic area on the left bank of the River Wye. The cathedral is especially well known for housing the Mappa Mundi, which is the largest surviving complete medieval world map and the chained library containing manuscripts dating from the 8th Century.

Music traditionally plays a large part in the life of the cathedral and, every third summer, the city plays host to the famous Three Choirs Festival which is an annual combined musical event given by the musicians of Hereford, Gloucester and Worcester cathedrals, together with guest professionals.

Hay-on-Wye holds an annual Literary Festival, where speakers include internationally renowned authors, comedians, journalists and politicians.

Apart from these cultural events, Herefordshire has the usual venues for live entertainment including cinemas and small theatres. The largest and most popular of these is the modern Courtyard Centre for the Arts, 10 minutes walk from the hospital. There is an annual Arts Trail and Film Festival.

## **Education**

Herefordshire has a reputation for providing very good education at all levels from a young child ready for nursery school right up to full and part-time college courses for mature students. State primary and secondary schools tend to be smaller than many in larger towns and cities elsewhere in the country. Most of the state schools feed into the nationally renowned Sixth Form College, Art College and Technical College, all within the city.

There is the private Hereford Cathedral School. Further afield are Monmouth Haberdashers Boys and Girls Schools, Malvern College and many other private schools between Hereford and Malvern.

## **Sport & Leisure**

Herefordshire provides a large number of sports clubs, as well as fitness and leisure centres, for most ages and abilities.

Hereford Rugby Club are in Midlands 1 West. Their arch-rivals Luctonians are in National League 2 – North. Premiership Rugby with Gloucester and/or Worcester is within easy reach.

The River Wye is the only English River permitting canoeing & rowing, but impassable to other boats. Hereford Rowing Club is one of the oldest in the country, formed in 1859. Fishing opportunities are excellent.

There are several golf clubs, including Ross-on-Wye, Burghill, Herefordshire and Kington, the highest 18-hole course in England.

Equestrian sport is prominent at every level. Hereford Racecourse is within the city limits.

The very nature and variation of Herefordshire's countryside makes it a wonderful place in which to walk. The county has more than 2,100 miles of public rights of way that provide access for a short stroll or serious hiking. The most well known of these is the Offa's Dyke Path, the Herefordshire part passing in and out of Wales and on to the north of the county.

Herefordshire remains one of the most unspoilt and beautiful counties in the country thus providing an added attraction and dimension when considering relocation. None the less there is a direct rail service to London, and airports at Birmingham, Cardiff and Bristol are 1½ hours away via road.

To find further information visit: [www.visitherefordshire.co.uk](http://www.visitherefordshire.co.uk) or [www.myherefordshire.co.uk](http://www.myherefordshire.co.uk)

## **Wye Valley NHS Trust**

Wye Valley NHS Trust (WVNHST) has a catchment population of approximately 230,000, with 180,000 in Herefordshire, but also taking in Powys, which has no District General Hospital of its own. The catchment area extends as far west as Rhyader in the Elan Valley, 50 miles away.

With an annual turnover of £160million, we aim to build new relationships between our staff, patients, service users and their carers, and with the wider community.

Most of your work will be at Hereford County Hospital. This PFI built hospital opened in 2002, with the majority of services being provided on site. The current total bed complement is 320, supported by the community hospitals within the Wye Valley NHS Trust.

Services include:

- Emergency Department
- Emergency in-patient medicine and surgery
- Elective surgery – Day Case and In-Patient
- Maternity & Paediatrics
- Critical Care
- Diagnostics, including Radiology, Pathology and Neurophysiology
- Out-patients
- Therapy Services

## **Postgraduate Medical Centre**

There is an active PGMC containing a library, seminar rooms and lecture hall, on the County Hospital site. There is a full program of daytime and evening meetings, which provide a forum for General Practitioners, Consultants and Middle Grades to meet regularly.

## **Teaching**

The Hospital is a teaching unit of Birmingham University, receiving Medical Students on a regular basis. Consultants are committed to teaching students and ensuring that adequate time is made available for this purpose, especially in clinics. Middle Grades are expected to participate in said teaching informally, and formally.

## **Clinical Audit**

All Medical Staff must participate fully in Clinical Audit and Education Meetings, which are presently arranged on a rolling half-day basis across the Trust. They are treated as SPA time. There is a regular Multi-Disciplinary Trauma Group Meeting (TARN). The Department participates in the National Joint Registry and National Hip Fracture Database. Approved audit projects are supported by the Audit Department. Mr Z Al- Wattar is currently the Audit Lead for Orthopaedics

In the 2011 Dr Foster report WVNHST ranked highly with respect to lower limb arthroplasty and hip fracture treatment. T&O was rated the second best orthopaedic NHS department in the country.

We have an 20 bed “Infection-free” ward for elective Orthopaedics. Hospital-acquired MRSA rates are at an all-time low.

Almost all in-patients for elective surgery are admitted on the day through the Surgical Admissions Unit, adjacent to the theatre suite, and are transferred to the ward post operatively. The 20 bed Day Case Unit is also part of the theatre complex.

There are three ultra-clean air laminar flow theatres. Two are dedicated orthopaedic theatres and one is used for Trauma, Orthopaedics and by other specialties. There are 6 further theatres. We also do some operating in the Community Hospitals.

The hospital has been designated a Trauma Unit with Queen Elizabeth Hospital, Birmingham the Trauma Centre. The Department cares for head and spinal injuries, with CT/MR scans linked to Birmingham, where patients are transferred if surgery is required. Our Trauma ward has 24 beds.

Paediatric patients are nursed on a dedicated children’s ward and admitted under joint care with the paediatricians. The paediatric consultants are resident on-call.

The Orthopaedic Out-Patient Suite includes a plaster room and orthotic service. It is adjacent to the Emergency Department and Radiology. There is an anaesthetist-led, nurse-run pre-operative assessment clinic.

Trauma & Orthopaedics is one of the departments in the Surgical Services Delivery Group which is part of the Elective Care Service Unit.

### **Consultants**

All Consultants have a general orthopaedic and trauma workload, but the trend is towards increasing sub-specialisation:

Mr Iain Bissell	Foot & Ankle
Mr Darren Clark	Knee & Hip
Mr Laith Majeed	Lower Limb
Mr Matthew Oakley	Knee & Hip
Mr Christos Paliobeis	Hip & Knee
Mr David Powers	Upper Limb
Mr Chandra Rao	Lower Limb (Foot and Ankle) & Clinical Lead
Mr V Ranawat	Hip and Knee
Mr Peter Shewell	Hip & Knee
Mr Zaid Al-Wattar	Upper Limb

## **Middle Grades**

- 2 Specialty Trainees (usually ST3) rotating from Oswestry Training Programme
- 1 Specialty Trainee (usually ST5) rotating from Birmingham Training Programme
- 6 Specialty Doctors

The middle grade staff are non-resident on call. They take the day off after being on call.

## **Junior Staff**

- 3 FY2
- 1 FY1
- 4 Trust Grades

All junior staff are on full shift.

## **Trauma**

The Department runs a rolling "Trauma Week" timetable, with the trauma week commencing on a Friday evening. The duty Consultant is responsible for all trauma admissions and is on call over the weekend (with 1 trauma list but no scheduled clinics). Monday to Friday the Consultant runs the morning Trauma Meeting, carries out a ward round, followed by the Emergency Clinic which starts at 10.00 am. The Consultant is also responsible for the afternoon Trauma List.

During the "Trauma Week", all the duty Consultant's elective clinics and theatre lists are cancelled.

When your Consultant is on Trauma Week you will be with him for the majority. However, your weekend/week night on-call duties will not always match, since you have the day off after on-call.

**Section 5****Main Conditions of Appointment**

The post is full time.

Trauma week	1 in 9.
Week- Day on call	1 in 9 – from diary
Week End On call	1 in 9 – from diary
Trauma Meeting	

Trauma week above is 1 in 9 whilst on-call is 1 in 9. Therefore, an additional 0.7 PA (equivalent) per week is available for cross cover, that is on average 2 clinics every 3 weeks. Any extra work / cross cover done above this will be compensated with time (PAs) off in lieu or at £200 per PA (or equivalent)

You will participate fully in the out-patient, ward and theatre management of both elective and emergency admissions under the supervision of your named consultant.

You will advise and supervise Junior Staff on clinical matters.

You are second on-call. You will respond appropriately to referrals from your juniors and other departments. You are not on the Trauma Team.

You will attend the Trauma Meeting most weekdays. Every day when on Trauma Week, on-call or the day after on-call. You will be expected to do regular ward rounds including the post on call ward round with the on call consultant.

On-call is prospectively covered but when on leave most elective clinics are cancelled whilst cross cover is expected for theatre lists and fracture clinics, as necessary.

You will undertake relevant clinical administrative duties.

You will also perform duties in occasional emergencies and unforeseen circumstances, at the request of the particular consultant, in consultation where practicable with your colleagues both senior and junior.

The post is covered by national terms and conditions of service and by the Trust's policies and procedures.

The appointee is expected to undergo annual appraisal within the Wye Valley NHS Trust framework and attain appropriate and sufficient continual professional development to meet required recommendations. National guidelines from the main UK Royal Colleges are expected to be widely used and adhered to in clinical practice.

Annual leave entitlement is calculated according national Terms and Conditions of Service. The Trust policy is that all leave should be booked at least 6 weeks in advance otherwise it may not be granted. Leave needs to be co-ordinated with other staff in the department and through the Medical Resourcing Office.

The Professional Leave/Study Leave entitlement is 30 days over a period of three years. Leave arrangements must be discussed with the Consultants and Business Unit Manager.

### **Conditions of Appointment**

#### **Applicants must :**

Hold full registration with the GMC with a Licence to Practise.

The post holder must meet the essential person specification.

The appointment is subject to satisfactory health clearance and clearance by the DBS (CRB)

Provide satisfactory references

### **For further information and visits to the Trust**

If you wish to know more about this post or wish to arrange a visit to the Hospital, please contact:

Mr Chandra Rao, Clinical Lead, Trauma & Orthopaedics. Tel: 01432 355444 extn 4204 or email [chandra.rao@wvt.nhs.uk](mailto:chandra.rao@wvt.nhs.uk)

### **GENERAL INFORMATION**

#### ***Information Technology***

Employees are expected to develop the IT skills necessary to support the tasks included in their post. They will, therefore be required to undertake any necessary training to support this.

#### ***Health And Safety***

The post holder is required to conform to the Trust's Policies on Health and Safety and Fire Prevention, and to attend related training sessions as required.

## ***Safeguarding Vulnerable Adults & Children***

Wye Valley NHS Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees, volunteers and contractors to share this commitment.

All staff have a duty to safeguard and promote the welfare of patients, their families and carers. This includes practitioners who do not have a specific role in relation to safeguarding children or adults, you have a duty to ensure you are familiar with the Trusts safeguarding policies. You are required to attend appropriate training for safeguarding.

## ***Confidentiality***

You are required to maintain confidentiality at all times. In the course of their duties employees will have access to confidential material about patients, members of staff and other Health Service business. On no account must information relating to identifiable patients be divulged to anyone other than authorised persons, for example, medical, nursing or other professional staff who are concerned directly with the care, diagnosis and/or treatment of the patient. If there is any doubt whatsoever, as to the authority of a person or body asking for information of this nature, advice must be sought from a superior officer. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe these rules will be regarded as serious misconduct, which could result in serious disciplinary action being taken including dismissal.

## ***Policies And Procedures***

The post holder will be required to comply with all policies and procedures issued by and on behalf of Wye Valley NHS Trust, which the Trust may amend from time to time.

## ***Infection Control***

It is a requirement for all Trust staff to comply with all trust infection control policies and procedures. All Trust staff should ensure that they fulfil their responsibilities for infection prevention and control, that they provide leadership where appropriate in infection control matters and that they challenge poor infection control practice in their workplace. All staff should have infection control training at induction and annual infection control updates via the Department of Health e-learning package, via the local infection control CD-Rom training tool or by attendance at an annual Health and Safety refresher. All clinical staff will have annual infection control objectives set and these will be reviewed at appraisal.

## ***No Smoking Policy***

In recognition of the Trust's commitment to health promotion and its health and safety responsibility, the Trust has a no smoking policy that prevents all staff from smoking whilst on duty.

## ***Equal Opportunities***

The Trust is an Equal Opportunities employer and the post holder is expected to promote this in all aspects of his / her work. The Trust's duty is to ensure that no existing or potential employees receive less favourable treatment on the grounds of sex, sexual orientation, race, colour, nationality, ethnic origin, religion, marital status, age or disability, or are disadvantaged by conditions or requirements that cannot be

shown to be justifiable. This also applies to patients – the Trust has a duty to ensure patients have the right to equal access, care and treatment. All employees are expected to comply with this policy.

### ***Data Quality***

The information that you record as part of your duties at the Trust must be 'fit for purpose', reliable and easily accessed by appropriate/authorised personnel. To achieve this standard the information must be:

Accurate  
Legible  
Recorded in a timely manner  
Kept up-to-date  
Appropriately filed

All staff must monitor and take responsibility for data quality throughout the areas of the system used locally, all users maintain timely input, and ensuring that data is checked with the patient, and staff (in relation to their staff record), whenever possible, and to support initiatives to improve data quality.

N.B. Recorded information includes: patient information entered in case notes and entered on any computerised care records system, financial information, health and safety information e.g. incident reporting and investigation, personnel information recorded in personnel files etc. Failure to adhere to these principles will be regarded as a performance issue and will result in disciplinary action.

### ***Records Management***

All employees of the Trust are legally responsible for all records that they gather, create or use as part of their work within the Trust (including patient, financial, personnel and administrative), whether paper or computer based. All such records are considered public records and all employees have a legal duty of confidence to service users. Employees should consult their manager if they have any doubt as to the correct management of records with which they work.

### ***Conduct***

The post holder is an ambassador for the directorate and the Trust and his / her actions and conduct will be judged by customers as an indication of the quality of the service provided by the directorate and the Trust as a whole

### ***Other***

This job description is not intended to be an exhaustive list of duties, but merely to highlight the current main responsibilities of the post. It may be reviewed from time to time in agreement with the post holder and the other members of the post holders line management team.

The Trust is committed to continuous improvement in managing environmental issues, including the proper management and monitoring of waste, the reduction of pollution and emissions, compliance with environmental legislation and environmental codes of practice, training for staff, and the monitoring of environmental performance.

**SIGNATURES**

**Post holder's name:**

**Post Holder's signature:**

**Date**

**Manager's name:**

**Manager's signature:**

**Date**