

Job Description & Person Specification – Clinical Fellow in Trauma and Orthopaedics

A summary of the role responsibilities and person specification

Why Our Trust?

Terms and conditions

Post – Clinical Fellow in Trauma and Orthopaedics (T&O)

Band/Grade – F2 / ST1 or Equivalent

Division – Surgery

Salary – £43,923

Department/Location – Trauma & Orthopaedics / Weston General Hospital

Hours of work – 40

Contract length – 12 Months Fixed Term with Possibility of Extension

Reporting to – Alanna Pentlow/ Arron Jones

Pension - The NHS Pension Scheme is a defined benefit scheme. Further details and outline of benefits can be found at: www.nhsbsa.nhs.uk/pensions

The appointment will be subject to the Terms and Conditions of Service of Trust Grade Doctors (2017) and may be subject to amendment”

GMC Sponsorship/Visa Information

What you'll love about working here

We are outstanding! The CQC rated the organisation as Outstanding for services being caring and well-led. The Trust was the first in the country to go from Requires Improvement to Outstanding in 2017, and is now the first to do this and then retain this rating. The Trust is currently one of only seven in the country to have been rated Outstanding twice, and one of only three general acute Trusts to achieve this.

A digital exemplar- Being appointed as a Global Digital Exemplar means we can realise this vision by implementing digital technologies that will help us to transform the way we work and how we relate to our colleagues, patients and partner organizations.

Sustainable healthcare - We have joined the international movement to declare a climate emergency, recognising the impact climate change is having on the world. Climate change is labelled as the greatest threat to health in the 21st century, with a range of conditions related to heat, cold, extreme weather and air pollution predicted to rise. To lead the way in healthcare the Trust has set ambitious goals to become carbon neutral by 2030.

Diversity & Inclusion

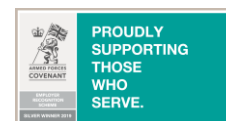
A core principle of the Trust is to ensure that patients and staff are treated with dignity and respect. Promoting equality, diversity and human rights and challenging any form of inequality, discrimination, harassment or abuse are central to the Trust's Values.

'Committed to inclusion in everything we do' is the ambition set out in the Trust's Workforce Diversity & Inclusion Strategy.

The Trust will not tolerate discrimination, harassment or bullying under any circumstances and particularly because of a characteristic protected by the Equality Act 2010.

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Job Purpose

We are looking for enthusiastic doctors to join our Trauma and Orthopaedic (T&O) department. The department offers a full range of adult trauma and orthopaedic services within North Somerset. We are a very friendly department comprising of 2 F1 doctors, 8 F2/ST1 equivalents, 8 Registrars and 8 Consultants. Junior doctors are well supported and this post has received very good feedback in GMC surveys. The post will be based at Weston General Hospital, part of the UHBW Trust.

The post-holder will work at F2/ST1 equivalent level and duties include managing trauma and elective orthopaedic inpatients, assessing and reviewing emergency trauma admissions and attending theatre sessions and clinics. The post-holder will participate in a 1/8 full shift rota pattern covering only trauma and orthopaedics. There are lots of opportunities to get involved in audit and quality improvement projects and participation in monthly governance meetings is encouraged.

The Clinical Fellow will be encouraged to attend departmental weekly teaching, undertake Continued Professional Development (CPD) activities and will be supported in taking study leave for professional development. An educational supervisor will be allocated to help support and mentor the post-holder both clinically and with career development.

Main duties & responsibilities

Clinical

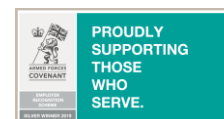
The primary responsibility of the post-holder is to work as part of the T&O team to deliver high quality, safe care to our patients. The role involves managing trauma and elective inpatients, supported by daily middle grade and consultant ward rounds and board rounds, reviewing T&O referrals from GP's and the emergency department supported by seniors and attending theatre and clinic.

On-Call Commitment

One in eight full shift rota, to include night and weekend shifts covering trauma and orthopaedics only.

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Personal Specification -

E = Essential / D - Desirable

Knowledge and Experience

- Able to assess and stabilise unwell patients – E
- Demonstrates good clinical judgement – E
- Ability to work in a team – E
- Experience at foundation doctor or equivalent level – E
- Understands audit and governance processes - D

Skills and Abilities

- Ability to organise and prioritise workload – E
- Good communication skills – E
- Honesty and reliability – E
- Ability to work effectively in a team – E
- Flexibility – E
- Demonstrates initiative – E

Additional & Aptitudes

- Respecting Everyone – E
- Embracing Change – E
- Recognising Success – E
- Working Together - E

Qualifications and Training

- Registered with General Medical Council (GMC) UK – E
- Previous experience of working in the British Healthcare system - D

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Additional information specific to the role

- Evidence of entitlement to live and work in the UK - E

Non-clinical training and responsibilities:

Day to day clinical responsibilities are seen to be a significant part of the training offered to Clinical fellows, and opportunities are taken for informal clinical teaching as / when appropriate. All doctors are expected to undertake audit and to make a regular contribution to the Departmental academic programme. The formal teaching programme includes one department academic meeting (includes M&M and audit) and a teaching session each week. This supplements the educational value of clinical meetings - BMT planning meetings; solid tumour board; neuro-oncology tumour board meetings; leukaemia and haematology MDT. Clinical fellows are also encouraged to attend the weekly hospital grand rounds. There is IT access on wards and in office area with internet, PubMed etc.

There is an excellent Trust Education Centre including library facilities. Opportunities exist for participation in clinical research and there are regular clinical trials and research governance meetings. Laboratory experience is available within the department.

Job Description completed/reviewed by:

Managers name: Farren McIntyre Date: 10/05/2021

All job descriptions are subject to review. Post holders are expected to be flexible and be prepared to carry out any similar or related duties which do not fall within the work outlined. The Line Manager, in consultation with the post holder will undertake any review. The NHS Knowledge and Skills Framework (the NHS KSF) defines and describes the knowledge and skills which NHS staff need to apply in their work in order to deliver quality services. It provides a consistent, comprehensive and explicit framework on which to base review and development for all staff. Closely aligned with this job description is a KSF profile supporting the effective learning and development of the post holder in a variety of ways.

About us

Our mission is to improve the health of the people we serve by delivering exceptional care, teaching and research every day.

In addition to a common mission and vision, we share our Trust values: **Respecting everyone, Embracing change, Recognising success and Working together.**

Information Governance

It is the responsibility of all staff to respect the confidentiality of patients and staff, as specified in the Caldicott Principles, Data Protection Act and the Human Rights Act. It is the duty of every employee to:

- Only access person identifiable information as required in the execution of their duties.
- Disclose information appropriately, in line with the Data Protection Act 2018.
- To ensure good quality data by recording, promptly and accurately, clinical and non-clinical information within agreed timescales to PAS, the health record or the appropriate clinical or non-clinical information system
- Always trace patient notes on the Patient Administration System
- Maintain the confidentiality of their passwords / usernames and if in possession of a 'Smartcard' abiding by the terms and conditions of its use

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Transforming Care

Delivering sustainable healthcare services to our patients, which are effective, efficient and driven by excellence, is at the heart of our organisation. Transforming Care is the Trust's overarching programme of transformational change. It enables staff to use a structured approach to continuously improve and innovate their services, strengthen our capability, and deliver our Trust's mission to improve the health of the people we serve by delivering exceptional care, teaching and research, every day.

Our Quality Improvement Academy is open to all staff and leaders across the Trust, and provides training to lead or take part in improvement and transformation activities in their departments and across the Trust. We will support staff to develop the skills and tools to improve services to deliver the best care to our patients and public.

Safeguarding Children and Vulnerable Adults

The Trust is committed to safeguarding and promoting the welfare of all children, young people and vulnerable adults, and as such expects all staff and volunteers to share this commitment.

Workplace health and wellbeing

The Trust Workplace Health and Wellbeing Framework applies to all employees, students and volunteers who are encouraged to take responsibility for their individual health and wellbeing and to promote the wellbeing of colleagues. Line managers must recognise the importance of health and wellbeing and take it into account when planning tasks and designing jobs.

University Hospitals Bristol and Weston NHS Foundation Trust is 'Smoke Free'. Smoking of tobacco is not permitted on any of our hospitals sites

Quality and Clinical Governance

Quality in the NHS has three core dimensions: Patient Safety, Patient Experience and Clinical Effectiveness. Clinical Governance is about the systems, processes and behaviours to ensure that high quality services are provided to patients. Every member of staff has a role to play in striving for excellence: it is important that everyone is aware of and follows policies and procedures that govern their work; and if something goes wrong, everyone has an obligation to report it so lessons can be learned from mistakes, incidents and complaints. If any member of staff has concerns on any clinical governance matters, they should raise them with their line manager, professional adviser, or a more senior member of management. Reference should be made to the Trust's guidance on Raising Concerns about provision of patient care.

Health and Safety

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

- Take reasonable care of themselves and for others at work
- To co-operate with the Trust as far as is necessary to enable them to carry out their legal duty
- Not to intentionally or recklessly interfere with anything provided including personal protective equipment for Health and Safety or welfare at work.

Everyone has a responsibility for contributing to the reduction of infections.

Senior Management is responsible for the implementation throughout the Trust of suitable arrangements to ensure the health, safety and welfare of all employees at work and the health and safety of other persons who may be affected by their activities. Where health and safety matters cannot be resolved at Senior Management level the appropriate Executive Director must be notified.

Line Managers are responsible for the health and safety management of all activities, areas and staff under their control. This includes responsibility for ensuring risk assessments are completed and implementation of suitable and sufficient control measures put in place. Health and safety issues are dealt with at the lowest level of management practicable. Where health and safety matters cannot be resolved at a particular management level the appropriate Senior Manager must be notified.

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