

MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST

SURGERY AND CANCER DIVISION

JOB DESCRIPTION

Post:	Consultant Orthopaedic Surgeon Lower Limb Arthroplasty & Revision Surgery
Responsible to:	Clinical Lead, Trauma and Orthopaedics
Accountable to:	Chief Executive Officer
Base:	Leighton Hospital, Crewe

THE POST

This is a replacement full-time post based at Leighton Hospital within the Orthopaedic Department. The post is to enhance the existing Arthroplasty Team of 7 surgeons.

THE APPOINTMENT

The successful candidate will be based at Leighton Hospital in the Orthopaedic Department, Surgery and Cancer Division and in addition may be required to undertake outpatient clinics at Victoria Infirmary Northwich.

The post is offered on a full time, or job share basis, the job plan being intended for a full time appointment with an opportunity to modify this if the post is offered on any other basis.

The successful applicant must have full registration with the GMC and continue to hold a Licence to Practise. The applicant must also be on the Specialist Register or be within six months of obtaining their Certificate of Completion of Training.

THE ORTHOPAEDIC DEPARTMENT, SURGERY AND CANCER DIVISION

There are fourteen Consultants within the Orthopaedic Department with special interests as follows:

Mr N Boyce Cam	Lower limb arthroplasty & soft tissue knee
Mr D Pegg	Lower limb arthroplasty
Mr N Hyder	Hand and upper limb surgery
Mr S Duckett	Lower limb arthroplasty and revision surgery
Mr C Barton	Lower limb arthroplasty
Mr G Farrar	Lower limb arthroplasty & soft tissue knee
Mr H Kazi	Lower limb arthroplasty and revision surgery

Mr S Barnes	Foot and ankle Surgery
Mrs K Luscombe	Knee surgery, Associate Medical Director Patient Safety
Mr D Miller	Shoulder and elbow surgery, Clinical Lead
Mr C Armitstead	Shoulder and elbow surgery
Mr Ahmad Bilal (Locum)	Foot and ankle surgery
Mr R Srinivasan (locum)	Hand and wrist surgery
Dr L Garcia-Alen	Orthogeriatrician
Mr S Chaudry	Trust Doctor

The current junior staff complement is;

6 Senior Specialty Trainees

2 GP Trainees

2 FY Doctors

1 GP Trainee – Orthogeriatrics

3 Locally Employed Doctors

All training posts are on schemes organised through the Mersey and West Lancs Deanery and our department has a prominent role in the training of the registrars.

We currently have 3 Advanced Care Practitioners (ACP) in post with a further 3 Trainee ACP's.

LINKS WITH OTHER UNITS

There are good relationships with the hospitals in Liverpool, Manchester and Stoke on Trent, as well as with the Robert Jones and Agnes Hunt Orthopaedic Hospital in Oswestry. There is also an established pathway for acute spinal admissions with Salford Royal NHS Foundation Trust in Manchester. Salford Royal provides the elective spinal service for the population. The University of Manchester and Buckingham Medical School, send medical students to MCHFT for clinical attachments. These medical students greatly value the wealth of clinical material to which they are exposed to at Mid Cheshire and often return as junior doctors. The successful candidate would be encouraged to participate in the teaching of these medical students.

FACILITIES

The Orthopaedic Unit comprises of an 18 bedded elective ward and a 32 bedded trauma ward. In addition, the Consultant Orthopaedic Surgeons have access to beds on the Paediatric Surgical ward. All elective patients have pre-op assessment prior to surgery.

There are 12 theatres (5 ultraclean) and 16 critical care beds.

There is a purpose-built suite for orthopaedic out-patients, which is exclusively used by the Orthopaedic Department for orthopaedic and fracture clinics. This suite includes a fully

equipped plaster room and is adjacent to the Emergency Department, allowing excellent liaison between the two departments.

Nursing services for the Orthopaedic Department are under the management of a Modern Matron. There is a full rotation of nursing staff within the Orthopaedic Unit.

Full support services are readily available, including excellent anaesthetic and radiological departments, where there are 3 specialist MSK radiologists. There is a large physiotherapy and occupational therapy department at MCHFT which help support both the trauma and elective orthopaedic patients.

The post holder will be provided with secretarial support, office facilities and a computer with appropriate IT support as well as Internet access.

JOB PLAN

A formal job plan review will be undertaken between the appointee and the Clinical Lead, three months after the commencement date of the appointment. This job plan will be agreed by the Associate Medical Director and the Medical Director.

The job plan will be reviewed at least annually by the Clinical Lead. The job plan will be a prospective agreement that sets out the Consultant's duties, responsibilities and objectives for the coming year. It will cover all aspects of the Consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities.

It will also include a schedule of commitments both internal and external in addition to personal objectives. These will correlate to the wider service objectives.

Information from the job plan is passed to the Associate Medical Director and Medical Director as per Trust policy. If a consultant fails to agree their annual job plan with the Clinical Lead, the Trust does have a formal appeals mechanism in place.

The job plan for the first 3 months will be based on the timetable shown below:

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Non NHS	Clinic 1.0	Trauma 1.25	Admin 1.0	Theatre 1.25
PM	Theatre 1.25	Fracture Clinic 1.0	SPA 1.0	SPA 1.0	Theatre 1.25

The above is a guide only. The job plan is worked on a flexible basis.

CLINICAL DUTIES

The post is offered at 10 PA but under the terms of the 2003 Consultant Contract, candidates who wish to conduct private practice would be required to offer an additional programmed activity.

8 PAs on average per week, including 1 PA for on-call. Each Theatre session and Trauma list is remunerated at 1.25 PAs.

2 PA for SPA.

The on call commitment for this post will be 1:12 weekends and 1 weekday every 3 weeks.

CLINICAL RESPONSIBILITIES

The post holder will be expected to:

- Be actively involved in the leadership, management and decision making within the Orthopaedic Department
- Be readily available during the working week so that medical and nursing staff can communicate and consult freely
- Ensure that management plans are clearly displayed in the notes of patients with complex needs
- Liaise closely with the Divisional and Service Managers, and the Associate Medical Director, to ensure that waiting list targets are achieved.
- Share with Consultant colleagues the responsibility for providing clinical services for the local population
- Foster relationships between staff within each organisation, and with the local Clinical Commissioning Groups
- Work flexibly to achieve high quality care
- Ensure the policies for communication with General Practitioners, Trust staff and patients are followed
- Ensure that optimal use is made of all resources allocated to the post
- Cover Consultant colleagues during periods of leave.

MENTORING SCHEME

A mentoring programme is in place to provide newly appointed Consultants a confidential source of knowledge, advice and support to help them find their way in the Trust and become effective in their new job as quickly as possible.

QUALITY IMPROVEMENT

The Trust has a monthly rolling half day for quality improvement. The post holder will be expected to participate in the Departmental Quality Improvement Programme and time and facilities will be made available as required.

EDUCATION AND TRAINING

The post holder will be required to undertake Continued Professional Development (CPD). The Trust supports the requirements for continuing education as laid down by the Royal College and is committed to providing time and financial support for these activities. In addition, the post holder will be required to attend mandatory and essential training in line with the Trust policy.

In conjunction with colleagues, the appointee will share teaching, assessment and supervision of junior medical staff, medical students on secondment, and nursing staff. There are close links with Health Education England (Northwest) for postgraduate training, and with Manchester and Keele Universities for undergraduate training. The appointee will be expected to participate in continuing medical education and professional development.

CONTINUOUS IMPROVEMENT

- Support the Trust's commitment to developing a continuous improvement culture by making everyday improvements as part of your job using Improvement Matters, the Trust's single continuous improvement approach.
- Role model the behaviours of an improver displaying; curiosity, humility, compassion, reflective practice, open-mindedness to try new ideas, self-discipline.
- Take personal responsibility for the role you play in actively contributing to creating a culture which promotes learning as opposed to blame and supports colleagues to embrace change.
- Coach and enable others to innovate and make improvements happen in their area of work using Improvement Matters as the Trust's single improvement approach.

INTEGRATED GOVERNANCE

The post holder will be expected to:

- Contribute to the management of clinical risk by reporting clinical incidents and near misses.
- Contribute to achieving CQC standards where appropriate.
- Ensure that record-keeping of medical staff meets both the Trust's and the Division's standards.

HEALTH & SAFETY

The post holder will be expected to:

- Attend Occupational Health for health surveillance / vaccination following accidents as laid down by Trust policies.
- Attend health and safety training as required.
- Contribute to the delivery of the organisation's health and safety responsibilities to staff, patients and others where appropriate.
- Ensure that the post holder's practice and practice of junior staff complies with health and safety guidelines and that any deficiency in health and safety systems, or documentation are reported to the manager of the area concerned.

APPRAISAL

The Trust has arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser and are supported through the revalidation process.

The post holder is responsible for ensuring that he / she has an annual appraisal in accordance with the Trust Policy.

GENERAL MANAGEMENT / ADMINISTRATION

The post holder will be expected to:

- Provide leadership / direction within the specialty.
- Deliver a team approach to care through the establishment of explicit lines of communication, ensuring that the roles and responsibilities of doctors and nursing staff are clearly defined and recorded to ensure clarity.
- Participate in multidisciplinary forums to ensure that patients receive care appropriate to their needs.

INFECTION CONTROL

All staff within MCHFT are required to comply with Infection Prevention and Control (IP&C) policies and procedures as appropriate to their role and responsibilities in their individual work setting. Staff are required to be personally accountable for their actions and be responsible for their own compliance in relation to IP&C policies, protocols or advice.

EQUALITY & DIVERSITY

The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

TERMS AND CONDITIONS

The successful appointee will be employed by Mid Cheshire Hospitals NHS Foundation Trust (MCHFT), subject to national Terms and Conditions as per the Consultant Contract (England) 2003 as amended from time to time. Any changes to National Terms and Conditions determined at a local level are subject to the Trust's collective bargaining arrangements, which include the Trust's Local Negotiating Committee for medical staffing issues.

Basic Salary

The salary scale is as per the Terms and Conditions of Service as set out in the Consultant Contract (England) 2003. The current salary scale is £93,666 rising to £126,281 per annum pro rata, for 10 programmed activities per week. Any agreed extra-programmed activities will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the Terms and Conditions as per the Consultant Contract (England) 2003. Where a candidate has service in or outside the NHS which he / she feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment.

Registration

You are required to have continuous full registration with the GMC and to continue to hold a Licence to Practice. In addition, you are required to be on the Specialist Register

Tenure

The appointment is a substantive, whole time / part time position, which unless terminated, will be held until retirement. The notice period is three months by either party. The appointment is subject to the provisions of Schedule 14 of the Terms and Conditions.

Annual Leave

Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. Approval for annual leave will be sought in writing providing at least 6 weeks notice before the first day of proposed annual leave.

Consultants on the 2003 Terms and Conditions are entitled to leave as follows (exclusive of Bank Holidays):

Consultants who have undertaken up to, and including, 7 years' service as a Consultant	32 days (including 2 statutory days)
Consultants who have undertaken more than 7 years' service as a Consultant	34 days (including 2 statutory days)

Residence

The successful candidate will be required to live within 30 minutes travelling distance from the Hospital.

Removal expenses shall be re-imbursed in accordance with the Trust Policy.

Successful candidates are advised not to enter into contractual arrangements for the removal of their home until such time as the formal approval of the Trust is confirmed in writing.

Travelling Expenses

Travelling allowances are paid in accordance with the Terms and Conditions for Consultants 2003. Your car must be insured for business use.

FURTHER ENQUIRIES

Further enquiries or informal visits can be arranged by contacting:

Mr D Miller

Consultant Orthopaedic Surgeon/ Clinical Lead

Telephone No: 01270 612382

David.miller@mcht.nhs.uk

Mrs Caroline Bruce

Consultant General / Colorectal Surgeon

Associate Medical Director for Surgery and Cancer

Telephone No: 01270 612397

caroline.bruce@mcht.nhs.uk

Dr Emily Lear

Consultant Anaesthetist

Associate Medical Director for Surgery and Cancer

Telephone No: 01270 612162

emily.lear@mcht.nhs.uk

Mrs S Pennance

Service Manager, Orthopedics

Telephone No: 01270 612038

Sam.pennance@mcht.nhs.uk

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**CONSULTANT ORTHOPAEDIC SURGEON LOWER LIMB ATHROPLASTY AND
REVISION SURGERY**

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<p>Full GMC Registration</p> <p>Entry on the GMC Specialist Register via:</p> <ul style="list-style-type: none"> • CCT (proposed CCT date must be within 6 months of interview) • CESR or • European Community Rights <p>An appropriate higher qualification in Trauma and Orthopaedics</p>	Further postgraduate degree.
Experience	<p>Specialist Registrar Training or equivalent in Orthopaedic Surgery.</p> <p>An understanding of departmental management.</p>	<p>Managerial Training.</p> <p>Lower limb arthroplasty and soft tissue knee surgery training with fellowship</p>
Ability	<p>Proven ability in trauma and orthopaedic surgery.</p> <p>Evidence of ability to lead a team effectively.</p>	Evidence of personal outcome data related to specialist interest in lower limb surgery with fellowship training.
Audit and Research	<p>Interest and knowledge of audit.</p> <p>Evidence of completion of audit.</p> <p>Published research or audits or case reports in peer reviewed journals.</p>	Evidence of experience in research and relevant publications related to lower limb surgery and trauma.
Teaching and Education	Evidence to allow accreditation as a Consultant Clinical Supervisor for trainee doctors with the GMC.	Evidence to allow accreditation as a Consultant Educational Supervisor for trainee doctors with the GMC.
Other	<p>Effective communication skills.</p> <p>Highly innovative.</p>	Up to date knowledge of NHS and future challenges.