

Consultant in Trauma and Orthopaedics with a specialist interest in Hip and Knee Arthroplasty and Orthopaedic Trauma Surgery

JOB DESCRIPTION AND PERSON SPECIFICATION



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

Our **vision** is for Bristol, and our hospitals to be among the best and safest places in the country to receive care.

We are
supportive
respectful
innovative
collaborative.
We are UHBW.



TABLE OF CONTENTS
1. UNIVERSITY HOSPITALS BRISTOL & WESTON NHS FOUNDATION TRUST
2. THE POST – <i>including duties and responsibilities</i>
3. UNIVERSITY OF BRISTOL LINKS
4. THE DIVISION
5. THE WORK OF THE DEPARTMENT
6. WORK PROGRAMME & JOB PLAN**
7. PERSON SPECIFICATION

***Job plan guidance can be found in Appendix A*

JOB DESCRIPTION

Consultant Job Title: Consultant in Trauma and Orthopaedics with a specialist interest in Hip and Knee Arthroplasty

Specialty: Hip & Knee and Orthopaedic Trauma surgery

Division: Surgery

Trust: University Hospitals Bristol and Weston NHS Foundation Trust

1. UNIVERSITY HOSPITALS BRISTOL AND WESTON NHS FOUNDATION TRUST (UHBW)

University Hospitals Bristol and Weston NHS Foundation Trust is committed to provide patient care, education and research of the highest quality. In delivering this ambition, we will be guided by the following values:

- Supportive
- Respectful
- Innovative
- Collaborative

13,000 staff offer over 100 different clinical services across ten different sites. We provide general medical and emergency services to the local population of Weston, Central and South Bristol, and a broad range of specialist services across a region that extends from Cornwall to Gloucestershire, into South Wales and beyond.

Our staff have developed leading edge services such as cardiac surgery and bone marrow transplantation that have built an international reputation and are in demand by patients from across the country.

With strong links to the University of Bristol and University of West of England we are the major medical research centre in the region. The findings allow us to continually improve our patient care. Our academic links also make us the largest centre for medical training in the South West, attracting the highest calibre clinical staff from across the UK.

We aim to provide healthcare, research and teaching of the very highest quality and are recognised as one of the highest-performing Acute trusts in the country. UH Bristol & Weston was rated Good by the Care Quality Commission (CQC) following an inspection in November 2021. Please go to <https://www.uhbw.nhs.uk/p/about-us/cqc> for more information.

2. THE POST

Consultants are employed under the Terms and Conditions - Consultants (England) 2003

This is a replacement post in the Department of Trauma and Orthopaedics based at Weston General Hospital. The successful candidate would be expected to offer a full-time commitment, 10.375 Pa's, which includes a 1 in 8 weekend on-call rota for trauma in adult surgery. Part-time working or job-sharing will be considered.

The successful candidate will undertake elective surgery through the elective Knightstone Unit and provide a general trauma on-call. They will be expected to deliver a keen and active role in day-to-day management of patients. This includes, decision making, planning for theatre, running fracture clinic and trauma lists.

DUTIES AND RESPONSIBILITIES

Clinical:

The post-holder will be expected to undertake weekly elective operating lists and elective clinics as well as regular trauma lists and fracture/acute clinics, including a commitment to the Virtual Fracture Clinic. It is anticipated that the post-holder will have a component of their job plan dedicated to ward rounds and junior clinical supervision/on-ward teaching. There is an on-call commitment including regular weekend working 1 weekend in 8. The job plan will be split 8.875 DCC and 1.5 SPA.

The successful candidate will be expected to comply with all relevant Trust policies relating to administration of patient care. This includes working to set timescales for the triage of referrals, the completion of discharge summaries prior to patients being discharged, following the specified process for the management of patients that do not attend (DNA) their appointment or admission, and the completion of all paperwork deemed necessary to support the management of their patients within agreed timescales. Consultants are also expected to work with service managers and clinical colleagues to manage their caseload in a flexible way, to ensure all clinical, national and local priorities, such as maximum waiting times for referral to treatment, are achieved. Secretarial support is provided along with dedicated shared office space with other Orthopaedic Consultants on site.

Management and Leadership Responsibilities:

The management responsibility of the post-holder will be to the Clinical Chair who is responsible to the Chief Executive and Trust Board. You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected 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 Instruction of the University Hospitals Bristol NHS Foundation Trust. In particular, where you manage employees of the Trust, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

All medical and dental staff employed by the Trust are expected to comply with all Health and Safety Policies within the University Hospitals Bristol NHS Foundation Trust.

Clinical Audit and Clinical Governance:

The successful appointee is expected to take a full role in the delivery of the Trust's wide agenda for Governance. The Trust believes in an open learning environment with a clear risk management strategy that allows innovation and improvement in care whilst placing patient safety at the centre of our values. The Consultant will take an active part in the department audit arrangements

On-Call Commitment:

The successful candidate will participate in a 1 in 8 oncall rota which includes 1 in 8 weekends and an alternate weekly weekday (currently Tuesdays) oncall, with prospective cover. The on-call commitments are post take educational x-ray meeting, ward round, support of junior staff, planning for patients on trauma board and running of a variable trauma list. The predictable commitment is to 6:30 pm after which the consultant on call should be readily available to give advice or to attend the patient when needed. There are 1.5 PAs allocated to the covering of on call.

Teaching and Training:

This is a teaching Trust and the Consultant will teach medical students as part of the commitment of their Division to undergraduate education. You will have responsibility for the training and supervision of (junior) medical staff who work for you, and you will devote time to this activity on a regular basis. If appropriate, you will be named in the contracts of doctors in training grades, as the person responsible for overseeing their training, and as the initial source of advice to such doctors in their careers.

Research and Effectiveness:

UHBW is a leading international centre for healthcare research and education and has a considerable reputation for innovative research and development. The appointee will be expected to contribute to the Trust's research portfolio through active participation in projects led by colleagues (internal and external), through supervising research performed by trainees and through initiating research projects which address local, national and international healthcare needs. Collaboration with University partners, including the Universities of Bristol and the West of England with which the Trust has close links, will be actively encouraged. In addition, the Trust supports involvement in high-quality commercially sponsored research studies which are of benefit to the Trust and the patients in its care.

All research must be performed in accordance with the Research Governance Framework. The Trust's active Research and Development Office and the pan Bristol Research and Development Support Unit will support consultants involved with research, which provide high-quality training and guidance as well as support for individual projects.

Continuing Professional Development, Continuing Medical Education and Revalidation:

The Trust supports the requirements for continuing Medical Education and is committed to providing time and financial support for these activities.

The post holder must be fully registered with the General Medical Council with a license to practice and is advised to maintain up to date membership with a recognised Medical Defence Organisation.

University Hospitals Bristol and Weston NHS Foundation Trust is committed to supporting permanent consultants and those on short terms consultant contracts with the appraisal and revalidation process. UHBW is a Designated Body. Dr Emma Redfern is the current Interim Medical Director and Responsible Officer. In UHBW the Associate Medical Director in Revalidation and Administrator, work on behalf of the Responsible Officer in managing the appraisal system and revalidation process for doctors attached to our designated body.

If you are successfully appointed to a post in UHBW, you will be contacted by the Revalidation Team once you have connected to UHBW as a Designated Body. You can contact the revalidation team at the following email address: MedicalAppraisals@uhbristol.nhs.uk

Mentoring Support:

The Trust is committed to designate a mentor for the successful candidate. This ongoing mentorship will continue until such time that both the mentor and appointee mutually agree that there is no further need.

With appropriate experience and training, you may be expected to offer mentoring support to newly appointed consultants to the Trust, by way of helping them manage their own learning, maximise their potential, develop their skills and improve their performance. This will be based on a two-way partnership within agreed parameters, between mentor and mentored.

Leave:

6 weeks and 2 days per year, of which two are in lieu of the two NHS statutory days.

Consultants who have completed seven years' service in the consultant grade will receive two additional days leave. There is no locum policy and consultants in the department participate in cover for annual and study leave. Absence must be planned in advance by discussion with consultant colleagues and is allocated on a first come first serve basis.

3. UNIVERSITY OF BRISTOL LINKS

The University of Bristol offers an exciting academic environment with centres of excellence in all of its faculties. It also has an ambitious programme for expansion and a well-established major "campaign for resources" to facilitate future developments. The University is in the city centre and the Medical School and basic science departments are within walking distance of UHBristol & Weston.

Bristol is one of the few universities with schools of medicine, dentistry and veterinary science, all in close proximity. The Medical School has an intake of 250 students each year to its undergraduate medical course following recent expansion. The Dental School has also recently expanded and now has an intake of 75 undergraduate students per year.

The Faculty's research philosophy is to undertake internationally recognised basic and applied medical and health services within a setting which patients are cared for in association with undergraduate teaching and postgraduate training.

4. DIVISION OF SURGERY

The Trust structure is based on six autonomous Clinical Divisions:

- Medicine
- Surgical Division
- Women's and Children's Services
- Specialised Services
- Diagnostic and Therapy Services
- Weston Division

A clinical chair supported by a Divisional Director leads each Division.

The Divisions are supported by a seventh Division - Trust Services which comprises of a number of corporate functions including Finance, IM&T, and Human Resources.

The Division of Surgery has over 1800 whole time equivalent staff including around 180 Consultants. The division comprises the clinical specialties of Hepatopancreaticobiliary, Oesophago-gastric, Lower GI, Maxillo-Facial, Thoracic, Trauma & Orthopaedic, Ophthalmology, Dental Services, Anaesthesia, Pain Services, adult Critical Care, Endoscopy, ENT, Oral maxillofacial surgery and Trust-wide Theatres. The Division has a current annual budget of £120 million and operates across the Bristol Royal Infirmary, Bristol Eye Hospital, Bristol Dental Hospital, St. Michael's Hospital sites, at South Bristol Community Hospital and Weston General Hospital.

We are a Regional centre for Specialist Cancer Surgery, Ophthalmology and Dental and we have state of the art intensive care facilities. We have around 27,000 admitted patients each year and over 307,000 outpatient attendances. We have an excellent track record with research with Biomedical Research Centres and links with University of Bristol and University of the West of England and the division was awarded an 'Good' rating by the CQC in 2021.

5. THE WORK OF THE DEPARTMENT

The department of Trauma and Orthopaedics at Weston General Hospital provides a general and specialist service for Weston-Super-Mare and the local surrounding areas. The department consists of 8 Orthopaedic Consultants who all cover general trauma on-call but provide specialist surgery in their chosen area.

There are currently two knee surgeons, two hip surgeons, two foot and ankle surgeons and two upper limb surgeons. The department delivers excellent results in their care of the elderly and frail population that they provide for.

The department has worked very hard to create and maintain a very cohesive, flexible and amenable environment. There are 8 Registrars and 8 F2s/ junior clinical fellows and 2 F1 doctors. There is also support from trauma coordinators and the secretarial team.

The department is very highly commended for its teaching of all junior grades and enjoys excellent junior satisfaction and feedback.

The successful candidate would be expected to undertake a keen and active role in day to day management of patients with general trauma and sub-specialist trauma. This includes, decision making, planning for theatre, running fracture clinics including Virtual Fracture Clinics (VFC) and trauma lists. The surgical management of patients would be in collaboration with the other subspecialist surgeons.

6. WORK PROGRAMME

The work programme will be agreed on appointment, in agreement with the post-holder. Agreement should be reached between the appointee and the Clinical Chair with regard to the scheduling of the Supporting Professional Activities.

The job plan will be reviewed annually and all consultants are reminded of the obligation to remain up-to-date with statutory and mandatory training.

REVIEW OF JOB PLAN

Job Plan

A formal job plan will be agreed between the appointee and their Clinical Chair, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Clinical Chair on behalf of the Chief Executive.

The job plan will be based on the following provisional timetable.

The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

Provisional assessment of Programmed Activities in Job Plan

For a whole-time contract:

- Direct Clinical Care
8.875 PAs on average per week

(Includes clinical activity, clinically related activity, predictable and unpredictable emergency work)

- Supporting Professional Activities
1.5 PAs on average per week

(Includes CPD, audit, teaching and research)

JOB PLAN - PROPOSED TIMETABLE

POST: LOCUM CONSULTANT IN ORTOPAEDICS SPECIALISING IN HIP & KNEE

Day	Guide Time	Location	Work	Categorisation	No of PA's
Monday	0800-1300	Weston	Trauma List alternate weeks	DCC	0.625
	1300-1700	Weston	Pre-op assessment clinic And Ward round	DCC	0.5 0.5
Tuesday	0800-1300	Weston	Fracture clinic	DCC	1.25
	1300-1700	Weston	Elective list	DCC	1.25
Wednesday	0800-1200	Weston	Post take ward round/ board round	DCC	1
	1200-1600	Weston	SPA	SPA	1
Thursday	0800-1200	Weston	Elective clinic	DCC	1
Friday	0800-1300	Weston	Elective list alternate weeks	DCC	0.625
	1300-1800	Weston	Elective list alternate weeks	DCC	0.625
Additional agreed activity to be worked flexibly	2 hours		SPA	SPA	0.5
Emergency on-call work	1/8 on call rota	Weston	On-call	DCC	1.5
TOTAL PAs					10.375

The timetable provides scheduling details of the clinically related activity components of the job plan, which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Chair with regard to the scheduling of all other activities.

7. PERSON SPECIFICATION

LOCUM CONSULTANT IN ORTHOPAEDICS SPECIALISING IN FOOT AND ANKLE

CATEGORY	ESSENTIAL	DESIRABLE
Qualifications & Training	<ul style="list-style-type: none"> Full GMC Registration. Entry on the GMC Specialist Register via • CCT (proposed CCT date must be within 6 months of interview); • CESR; or • European Community Rights. 	<ul style="list-style-type: none"> Higher academic qualification Recognised surgical fellowship training programme in Hip & Knee Surgery
Experience	<ul style="list-style-type: none"> Demonstrable surgical training and interest in complex primary hip/ knee arthroplasty, revision hip surgery and peri-prosthetic lower limb trauma Evidence of first-class professional practice in adult trauma and orthopaedics with evidence of continued practice and skills Fellowship-level training in elective arthroplasty surgery 	<ul style="list-style-type: none"> Fellowship-level training in trauma surgery
Clinical Knowledge and skills	<ul style="list-style-type: none"> Ability to practice fully and independently in the field of trauma and orthopaedic surgery. Ability to practice independently on the adult on-call trauma rota. Ability to make clinical decisions at Consultant level 	<ul style="list-style-type: none"> Evidence of appropriate higher Trauma & Orthopaedic qualification (e.g. PhD, MD, MSc) Fellowship in Trauma Surgery
Clinical Governance and Audit	<ul style="list-style-type: none"> Understanding of clinical governance and the individual responsibilities it implies Knowledge of the principles of clinical audit and evidence of participation Positive approach to evidence based practice Participation in continuing professional development (CPD) scheme and, where relevant, evidence of participation 	
Research	<ul style="list-style-type: none"> Evidence of participation in quality improvement/audit work 	<ul style="list-style-type: none"> Experience of participation in multicentre NIHR funded studies Relevant peer reviewed publications Evidence of leading successful change or improvement work
Teaching and Training	<ul style="list-style-type: none"> Experience of teaching medical students. Experience of supervising trainees. Knowledge of teaching to a multidisciplinary team 	<ul style="list-style-type: none"> Formal teaching qualification

CATEGORY	ESSENTIAL	DESIRABLE
Management & Leadership	<ul style="list-style-type: none"> Working knowledge of current NHS environment and priorities. Demonstration of experience in active management of upper and lower limb trauma patients. Evidence of management training and evidence of learning from it Ability to organise efficient and smooth running of a specialist service Ability to cope with and effectively organise the workload of a consultant Ability to practice independently as a consultant Ability to take on responsibility and show evidence of leadership Ability to work under pressure and cope with setbacks 	<ul style="list-style-type: none"> Demonstration of knowledge of NHS management structures Management experience Evidence of involvement in clinical management
Interpersonal, communication and team working skills	<ul style="list-style-type: none"> Ability to communicate effectively with patients, relatives, clinical colleagues, support staff and other colleagues. Good knowledge of, and ability to use, spoken and written English. Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries Ability to develop effective working relationships on an individual and multi-professional basis with all levels of staff both within and across divisions Ability to be a flexible team member 	
Any other Personal Abilities and Aptitudes	<ul style="list-style-type: none"> Evidence of entitlement to live and work in the UK. Must be able to meet on call requirements. 	
Behaviours and Values	<ul style="list-style-type: none"> Demonstrates the 4 Trust values 	
Other	<ul style="list-style-type: none"> Full driving license and access to a car for travel to outside clinics. Basic IT skills 	

* According to specialty of post

Job Description/ Person Specification completed/reviewed by:

Managers name: Alanna Pentlow Orthopaedic Surgeon and Clinica Lead Date: 2024

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.

APPENDIX A

JOB PLAN GUIDANCE

1. Predictable on-call work: where this work follows a regular pattern each week, this is identified within the weekly schedule when and where this takes place. Where such work does not follow a regular pattern, for example, due to the variability of the on-call rota, an average level of activity per week will be identified in the predictable activity box at the bottom of the form.
2. In the 'work' column, a description of the duty will be completed, e.g. outpatient clinic, ward round, operating list.
3. The 'categorisation' column defines whether the work is direct clinical care, supporting professional activity, additional NHS responsibility or external duty.

Direct Clinical Care: Work directly relating to the prevention, diagnosis or treatment of illness. This includes emergency duties (including emergency work carried out during or arising from on-call), operating sessions including pre-operative and post-operative care, ward rounds, outpatient activities, clinical diagnostic work, other patient treatment, public health duties, multi-disciplinary meeting about direct patient care and administration directly related to the above (including but not limited to referrals and notes). Please note particularly that administration relating to direct care is included here, as is travelling time relating to direct care. The allocation of these PAs in your job plan should be based upon an assessment of what is required for you to do your work.

Supporting Professional Activity: Activities that underpin direct clinical care. This may include participation in training, medical education, continuing professional development, formal teaching, audit, job planning, appraisal, research, clinical management and local clinic governance activities. It includes keeping up to date with relevant medical journals and literature.

Additional NHS Responsibilities: Special responsibilities - not undertaken by the generality of consultants in the Trust, which are agreed between the consultant and the Trust and which cannot be absorbed within the time that would normally be set aside for supporting professional activities. These may include being a Medical Director, Director of Public Health, Deputy Medical Director or Lead Clinician, or acting as a Caldicott guardian, Clinical Audit Lead, Clinical Governance Lead, Undergraduate Dean, Postgraduate Dean, Clinical Tutor or regional Education Adviser. This is not an exhaustive list.

External Duties: Duties not included in any of the three foregoing definitions are not included within the definition of fee paying services or private professional services, but

undertaken as part of the job plan by agreement between the consultant and Trust. There might include trade union duties, undertaking inspections for the Healthcare Commission, acting as an external member of an Advisory Appointments Committee, undertaking assessments for the National Clinical Assessment Authority, reasonable quantities of work for the Royal Colleges in the interests of the wider NHS, reasonable quantities of work for a government department, or specified work for the General Medical Council. This list of activities is not exhaustive.

4. The number of PAs allocated to each duty should be specified.
 5. Private practice commitments should be identified broadly in terms of timing, location and type of work.
 6. In addition to regular duties and commitments, some consultants have certain ad-hoc responsibilities. These would normally but not exclusively fall into the 'additional NHS responsibilities' or 'external duties' categories of work, for example member of an Advisory Appointments Committee or work for a Royal College.
-