

Job Description

Job Title: Spinal Deformity Unit Fellow

Department: Spinal Deformity Unit (SDU)

Grade: Fellow

Hours: 40 hours per week

Responsible to: Divisional Head of Ops Manager

Accountable to: Clinical Director

Location: The post is based predominantly at the Royal National Orthopaedic Hospital, Stanmore, Middlesex: however, the successful candidate will be expected to undertake outpatient clinics in central London at the Royal National Orthopaedic Hospitals, Bolsover St, outpatient department.

Job Purpose

This job description is intended to cover the main points of the post only. Applicants are invited to enquire regarding any point(s) they may be unsure about.

This post is a 12 month Fellowship designed to provide skills and competencies above and beyond what is currently required to obtain a CCT in the relevant surgical specialty.

Main Duties and Responsibilities

The Fellowship is in Spinal surgery focusing primarily on Spinal deformity. The fellow will also gain competence in computer navigated spinal surgery.

He/she will be expected to develop knowledge both clinically and surgically over the year fellowship. The aim of the surgical fellowship is to prepare the successful candidate for complex spinal surgery at consultant level. The case mix of spinal surgery at the Royal National Orthopaedic Hospital is extensive: paediatric and adult complex spinal deformity, spinal tumours, spinal infections, low back and neck surgery and spinal trauma including osteoporotic fracture management.

The fellow will also develop sufficient knowledge and leadership in order to take a leading role as a Consultant in a department dealing with complex spinal conditions and their sequel, which, with altered life style, expectations and medical advances means that spinal surgeons are expected to handle increasing complex cases. The fellow will develop the communication skills and attitudes to set them up for

Consultant practice in a centre of excellence to enable them to develop their skills further and train the next generation of spinal surgeons.

During the course of the fellowship emphasis will be given to many facets of the job not just the technical aspects of surgery and performance of outpatient clinics but also on leading the MDT, coordination, and management including discharge planning etc.

This fellowship year will provide specialist training in the following:-

- MDT administration and delivery for tertiary referrals
- Pre and post-op ward rounds
- Surgical multidisciplinary procedures
- Out-of-hours support of patients in the spinal injuries unit and partaking in the on-call rota which does not have residential night duties. The Trust does NOT have an accident and emergency department and hence the out-of-hours service is based on external referrals and admissions are dependent on bed availability and staffing in the spinal injury unit, which has a dedicated spinal injury co-ordinator 24 hours/day.
- Clinical research including data collection and audit.
- Preparation of abstracts and papers for presentation and publication

The post is dedicated to the development of high level clinical and research experience in the field of spinal deformity correction. Additionally the fellow will prepare a surgical plan for each patient.

Participation and presentation of interesting/complex cases at the weekly multidisciplinary team meetings for spinal deformity patients. In addition to routine clinical commitments and research session the fellow may also be called upon to occasionally teach MSc students, specialist registrars and more junior trainees.

Entry Requirements

Those eligible to apply for this post will have **full registration with the General Medical Council** (GMC) and hold a National Training Number in England. Applicants should be within 6 months of being awarded a CCT in Orthopaedic and Trauma surgery or Neurosurgery at the time of the closing date for applications. Only applicants who hold an NTN in England are eligible to apply. Doctors appointed will relinquish their NTN and their "period of grace", and will not be able to reclaim either on completion of the fellowship.

Demonstration of a commitment to training in spinal surgery, good communication and team working skills are essential. Other experience in the form of audit or research is desirable.

Please refer to the person specification for further details

Background

The Spinal Surgery Unit incorporates the Spinal Deformity Unit, the Integrated Back Unit, and the Spinal Injury Unit. The Spinal Deformity Unit has a long history at the Royal National Orthopaedic Hospital dating back to 1954. The department sees and treats patients over a broad spectrum of ages, covering congenital, juvenile,

adolescent and adult spinal conditions. The unit is one of the largest of its kind in Europe, specialising in treatment of complex spinal deformities and spinal injuries. It is a tertiary referral centre for the entire UK with regards to spinal deformity and accepts spinal trauma referral from across London and the south east of the UK. In addition consultants in the department see and treat a number of overseas patients each year. The unit provides unrivalled opportunities for research and training, with a case mix not seen at other spinal surgery departments within the UK. The paediatric spinal service is enhanced by the provision of a dedicated adolescent unit and ITU/HDU. Furthermore; there is full paediatric cover provided by the 6 consultant paediatricians, who handle the associated medical conditions that many of our patients have.

The department includes Orthopaedic and Neurosurgery consultants specialising in spinal surgery, and has close relationships with a variety of other departments in order to provide comprehensive care for our patients.

Staffing

The Spinal Unit has 14 consultants:

Mr Hanny Anwar
Mr Alexander Gibson
Mr Jan Herzog
Mr Jan Lehovsky
Mr Julian Leong
Mr Michael Mokawem
Mr Sean Molloy
Mr Hilali Noordeen
Mr Roozbeth Shafafy
Mr David Baxter
Mr Robert Lee
Mr John Afolayan
Mr Nicholas Haden (neurosurgery)
Mr Kia Rezajooi [neurosurgery]

Neuro-urology

Mr Julian Shah (Urology)
Mr Rizwan Hamid
Mr Frank Lee

Spinal Rehabilitation

Dr Jan Gawronski
Mr Manish Desai

Paediatrics

Dr Benjamin Jacobs
Dr Caroline Oren
Dr Wolfgang Muller

Spinal Research

Iva Hauptmannova

Support Staff

Clinical Nurse Specialist - The clinical nurse specialist works alongside the surgical teams to support patients along their pathway.

The department has a full complement of Specialist Registrars, drawn from throughout the London Deanery's orthopaedic training rotations. There is also set junior surgical trainees providing day to day ward care of in patients.

Duration and Monitoring of the Programme

This fellowship year will provide specialist training in spinal surgery focusing on treatment of complex spinal deformities (primary and revision). The spinal fellowship is designed to provide skills and competencies above and beyond what are currently required to obtain a CCT in spinal surgery. The post will provide experience in deformity surgery. A detailed plan of work setting out the objectives of the post, success criteria and timetables for achievement of specific areas of sub-specialty interest will be set within one month of taking up the appointment, against which in-post and end-of-post monitoring and evaluation will take place.

The departmental fellows are responsible for the continuing education program for junior doctors, and the research output of the department.

Research

The appointee will assist in the development of Specialty Research Network and/or implement a clinical trial selected by the Specialty Association Research Committee by recruitment of appropriate patients and liaising with staff in Local Comprehensive Research Network. The fellow will be required to collect prospective data for the spinal deformity study group. Parts of the fellows work will also include collection of data for audit. Furthermore the candidate will be expected prepare/give lectures at national and international meetings. The Royal National Orthopaedic Hospital is the busiest spinal unit within the United Kingdom and therefore the fellow is expected to get involved in research to further both the development of spinal surgery and their own personal and professional development. The appointed candidate will work very closely with research assistants within the unit to collect prospective data on spinal deformity patients. He/she will be expected to prepare manuscripts for publication in peer review journals, based on work currently being performed and ongoing within the department.

Service development and evaluation

The appointee will participate in the following:

- a) Local data collection for the National Audit (where appropriate); local assessment and review of the results for the Trust and PCT, including comparison of results with previous audit and with other centres nationally.
- b) Local networks where they exist in the specialty in order to ascertain quality improvement data and implement national strategy.
- c) Establish an appropriate network where one is not already in existence
- d) Support the production of clinical guidelines for the specialty/sub-specialty.
- e) Local PCT/Trust meetings (where appropriate).

Safeguarding Children and Adults

You have a duty to safeguard and promote the welfare of children and adults at risk of abuse. You should be aware of your responsibilities as detailed in the RNOH Safeguarding Children Policy and Safeguarding Adults at Risk Policy and know what to do if you have concerns about a child or adult who is at risk of or who has suffered abuse. The Trust will assist you by providing support and advice, and mandatory training in accordance to your role.

IT Skills

All staff are required to demonstrate a level of IT literacy skills appropriate to their job, as the use of IT is fundamental in delivering good quality efficient health care.

Effort and Environment

The following information has been designed to assist the recording of the effort and environment factors required for Agenda for Change.

- **Physical**

Measures the nature, level, frequency and duration of the physical effort required for the job e.g. Kneeling, crouching, work in confined space, sitting, standing, walking, lifting, pulling, running, pushing.

- **Mental**

Measures the nature, level, frequency and duration of the mental effort required for the job e.g. Checking documents, calculations, analyzing statistics, operating machinery, microscope work, assessing patients, formal minute taking, assessing students.

- **Emotional**

Measures the nature, level and frequency of emotional effort required to undertake clinical or non-clinical duties that are generally considered to be distressing and/or emotionally demanding. E.g. giving un-welcome news to staff/patients, dealing with difficult situations / circumstances or those with severely challenging behaviour, caring for the terminally ill, typing / processing reports / letters transmitting highly distressing events.

- **Working conditions**

Measures the nature, level, frequency and duration of demands arising from adverse environmental conditions and hazards which are unavoidable and required for the job. E.g. Use of VDU, exposure to extreme temperatures, unpleasant smells, dust / dirt, aggression, noxious fumes, chemical spills, fleas, lice, body fluids, foul linen,

Assuming normal Health and Safety standards are met.

Driving to and from work is not included.

Terms and Conditions of Service

This appointment is subject to the terms and conditions of employment of the Royal National Orthopaedic Hospital NHS Trust.

Professional conduct

The post holder must comply with the Code of Professional Conduct applicable to their profession.

Risk Management

The Royal National Orthopaedic Hospital NHS Trust strives to take a holistic approach to the management of risk; Health and Safety, Caldicott, Corporate and Clinical Governance requirements are all elements of risk management.

Risk management is fundamental in ensuring the safety of all whilst on Trust premises and in ensuring that a high level of quality care is continually provided. To support staff in the management of risk, the Trust provides training programmes and facilitates staff in the use of risk management identification tools. In turn, individuals are responsible for ensuring that they attend training sessions and adhere to the Trust's policies and procedures, which includes the reporting of incidents, both actual and near miss.

Health and Safety at Work Act

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

- Take reasonable care of themselves and of others who may be affected by their acts or omissions.
- Co-operate with their employer in ensuring that all statutory and other requirements are complied with.

Clinical Governance

All staff must comply with the Trust Infection Control Policy. All employees must attend infection control training as required within their department as directed by their line manager.

Confidentiality

The post holder will maintain the highest standard of confidentiality. "Confidential information" means any information of a confidential or secret nature relating to any and all aspects of the business of the Trust including but not limited to personnel data, financial information, budgets, reports, business plans, strategies, know-how, data, research, processes, procedures and programmes, information, patient information, pricing, sales and details of past or proposed transactions whether or not written or computer generated or expressed in material form.

General Data Protection Regulation (GDPR)

The post hold will maintain the highest standard of data protection for information of the Trust's staff and its patients. You are required to comply with the Trust Data Protection Policy which sets out its obligations under the GDPR and all other data protection legislation.

Privacy Notice

The Trust has Privacy Notice for staff and for patients or visitors to the Trust. The Privacy Notice provides a summary of **W**hat, **W**here, **H**ow we **S**to**r**e & **U**se your personal information and your rights. Trust Privacy Notices are available on the Trust's website <https://www.rnoh.nhs.uk/>

Equal Opportunities

The Trust welcomes all persons without regard to age, ethnic or national origin, gender or sexual orientation, religion, lifestyle, presenting illness or disability. We aim to provide a non-judgemental service at all times.

No Smoking Policy

The Trust prohibits smoking in all of their buildings and premises.

APPENDIX:

MODEL PERSON SPECIFICATION

FELLOWSHIP IN SPINAL SURGERY

TRAINING PROGRAMME REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IT WILL BE MEASURED
Postgraduate qualifications	Full registration with GMC FRCS NTN in relevant surgical specialty Within 6 months of CCT date		Application
Experience	Experience in spinal surgery at SpR level. Already developed an interest in spinal surgery, especially spinal deformity correction surgery, including adolescent, and degenerative scoliosis. Some experience in spinal trauma surgery is also preferable.	Research with higher degree ideally in relevant specialty Experience of MDT working	Application, interview and references
Knowledge/ skills	Evidence of good written and verbal communication skills An understanding of the major risk factors for spinal surgery at a population level and at the level of the individual	Awareness of specific needs of spinal injury and spinal deformity patients and their carers, issues relating to service provision for spinal surgery patients in hospital and the community Ability and enthusiasm to teach medical undergraduates and Allied Health Professionals Personal participation in audit	Application, interview and references
Disposition	Clarity of career aims, in particular reasons for choosing fellowship post in spinal deformity and spinal trauma surgery Evidence of being a good team member Active interest in research and audit	Leadership qualities Commitment and interest in research Recognition of the importance of research in the field of scoliosis development and treatment.	Application, interview and references
Other Requirements	This post is subject to enhanced DBS clearance Prepared to assess specific training opportunities at various sites according to programme		Interview