

Why join The Royal Orthopaedic Hospital NHS Foundation Trust?

The Royal Orthopaedic Hospital NHS Foundation Trust is a centre of excellence which has a long and proud history dating back to 1817 as well as a strong vision for the future.

We are the largest provider of elective orthopaedic surgery in the UK providing both routine and specialist orthopaedic services. Here at The Royal Orthopaedic Hospital NHS Foundation Trust we are transforming the way we deliver orthopaedic care, with a focus on the best patient experience. The organisation is leading the way and we would love for you to be part of our journey.

OUR VALUES

Learn, *innovate* and improve to continually develop orthopaedic care

Have *compassion* for all

Have *pride* in and contribute fully to patient care

Be *open, honest* and challenge ourselves to deliver the best

Work *together* and deliver *excellence*

***Respect & listen* to everyone**



Date Last Modified / Advertised:

OUTLINE OF JOB DESCRIPTION

The Royal Orthopaedic Hospital NHS Trust

LOCUM CONSULTANT IN FOOT AND ANKLE

Background

The Royal Orthopaedic Hospital NHS Trust (ROH) is seeking to recruit a Locum Consultant Orthopaedic Surgeon with a special interest in foot and ankle surgery. The post is primarily for elective foot and ankle surgery at The Royal Orthopaedic Hospital NHS Foundation Trust though sessions may be available at the Birmingham Children's Hospital and the Queen Elizabeth Hospital. Applicants should have at least two years' experience in elective Foot and Ankle surgery and have obtained the FRCS or equivalent.

Involvement in ongoing or new research projects is expected to be a major part of the post. There will be an opportunity to undertake research and audit, fostering links with the Universities of Birmingham and Aston. The post holder will be expected to undertake presentations and produce publications based on their work.

The department currently undertakes a comprehensive range of Foot and Ankle surgical procedures on adults and young people over the age of 16. The hospital has busy Sports Medicine and Podiatric departments that work closely with the Foot and Ankle team. The appointee will take over from one of the consultants who is taking a sabbatical.

The individual appointed to the post will have completed orthopaedic training and a training Fellowship in elective Foot and Ankle surgery. Experience and interest in adolescent foot and ankle surgery and/or diabetic feet surgery is desirable.

The Royal Orthopaedic Hospital NHS Trust

The Royal Orthopaedic Hospital NHS Trust became a National Health Service Foundation Trust on 1 February 2007, the first specialist hospital to achieve this status in England. It has an income base of around £75m and is the largest provider of elective orthopaedic surgery within Birmingham and The Black

Country. The specialist services receive a significant number of referrals from further afield including many outside the West Midlands.

The Hospital currently has 95 adult beds, including an 8-bed Adult High Dependency Unit. Children were previously cared for on a dedicated 22 children's ward although most paediatric services have now moved to the Birmingham Children's Hospital. Currently there are fourteen operating theatres. The Day Surgery Unit has 24 places and an injection room.

There is an up-to-date Radiology Department with state-of-the-art imaging facilities, including a 3 Tesla MRI scanner and CT scanner. Standing CT is available. A PACS system is regularly upgraded. Five musculoskeletal radiologists provide excellent support.

There are over 40 Consultant Surgeons, including three Neurosurgeons working at the Royal Orthopaedic Hospital NHS Trust. Six surgeons are involved at the University Hospital Trauma Unit to varying degrees. The surgeons are grouped into clinical teams for Orthopaedic Oncology, Spinal Surgery, Hand Surgery and Foot & Ankle Surgery (Small Joints), Arthroscopy and Joint Replacement Surgery (Large joints) and Children's Orthopaedic Surgery. Most children's services have now moved to the Birmingham Children's Hospital. There is a Sports Medicine clinic and a busy podiatric department with the equivalent of 3 whole time podiatrists that provide non-surgical support to the Foot and Ankle team, which is also assisted by orthotists, physiotherapists and plaster technicians.

The surgical groups combine to form Division 1 (Patient Services), with anaesthetics, HUD and theatres forming Division 2. Support Services (radiology, physiotherapy, OT, outpatients, chronic pain services) form Division 3 with Estates services encompassed in Division 4. Each service has a Clinical Service Lead (CSL) supported by a Clinical Service Manager (CSM).

The hospital has a recently expanded Anaesthetic Department and Imaging Department with four specialist musculoskeletal Consultant Radiologists.

There is a modern Research and Teaching Centre with a library, lecture theatre, seminar room and other facilities. The Trust lies in pleasant wooded grounds about five miles south west of the City Centre. It is about two miles from Birmingham University and from University Hospital Birmingham. There is parking for staff within the hospital grounds and nearby staff car parks.

The University of Birmingham

The University of Birmingham was founded in 1900. It is a large, research led, civic university with over 20,000 students studying a broad range of academic disciplines, and almost 6000 staff. Annual turnover is around £280 million.

The University is in Edgbaston, 2.5 miles south of the City centre on a large campus noted for its green and leafy environment. The University is organised in 20 academic units (schools), some of which may include a sub-structure of divisions or departments. The Schools have delegated budgetary responsibility for the University. The breadth of academic disciplines in the University is very wide, among the broadest of any UK University.

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The School of Medicine

The School of Medicine, the largest in the University, is located just off the University campus adjacent to the Queen Elizabeth, Women's and Psychiatric Hospitals. Other School departments including Public Health and General Practice are located on the University campus.

The School of Medicine is made up of six Divisions: Cancer Studies, Immunity and Infection, Medical Sciences, Neurosciences, Reproductive and Child Health and Primary Care, Public and Occupational Health. The Heads of Divisions are responsible to the Dean and to the Vice Chancellor and they are supported by Divisional Managers, as well as academic teaching and research staff, technical, clerical and other support staff.

The School offers courses leading towards the degrees of MBChB, BMedSc and the higher masters and doctorate degrees. To accommodate the clinical components of the medical course the School developed teaching hospital NHS Trusts and General Practices to the north west of the City - the "Black Country Strategy". This involves Sandwell, Wolverhampton, Walsall and Dudley, and with partners to the South including Worcester. It continues to enjoy close working relationships with the local NHS Trusts, including University Hospital Birmingham, The Women's Hospital, Heartlands Hospital, City Hospital, Birmingham Children's Hospital (BCH) and South Birmingham Mental Health NHS Trust and The Royal Orthopaedic Hospital.

The Medical School sees itself as among the top medical schools in the UK and aims to take advantage of its excellent position to grow further, to serve better the needs of the region through the provision of specialist patient care, its first-class training of tomorrow's doctors and its internationally renowned research.

The Birmingham Area

Birmingham is Britain's second City with a population approaching one million within a West Midlands conurbation of 2.5 million. The population covered by the West Midlands Region is 5.5 million. The City of Birmingham has excellent road and rail links and a rapidly expanding international airport serving Europe and the USA.

The City offers a host of social, cultural and sporting activities and entertainment. The International Convention Centre is the largest in Europe and includes a Symphony Hall for the City of Birmingham Symphony Orchestra and visiting international orchestras. Adjacent to the International Indoor Arena and nearby is the Repertory Theatre, Town Hall, Museum and Art Gallery and the City Library, one of the largest in Europe. The Birmingham Royal Ballet (previously Saddler's Wells Ballet) is resident and almost every cultural interest, hobby or sport can be pursued. The Barber Institute for Fine Arts, at the University of Birmingham contains a fine collection of paintings.

The City Centre continues to undergo extensive redevelopment with the aim of making the City a more attractive and convenient area for pedestrians. The city now has one of the largest retail outlets in Europe.

On the outskirts of the City is the National Exhibition Centre. This is a regular site for many large national and international exhibitions as well as the venue for many sports and entertainment events

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There are now three Universities based in the City. The University of Birmingham with its Medical School is based on a campus adjacent to the Queen Elizabeth Hospital; the University of Aston and the University of Central England both have links with the medical sciences.

The City is well served with Schools, both state and private. There are seven King Edward VI Foundation Schools in the City, five of which are non-fee paying. Attractive housing is available in the City's suburbs and adjoining areas.

Description of the Foot and Ankle Department

Mr B Budair, who this post will replace, undertakes a full range of foot surgery including forefoot, hind foot reconstruction, MIS surgery, ankle arthroscopy and total ankle replacement.

Mr Hari Prem has an interest in Children's Orthopaedic surgery as well as adult surgery. At the Royal Orthopaedic Hospital NHS Trust he undertakes the full spectrum of surgeries in adults including deformity correction, replacements and arthroscopic surgeries.

Mr Jamie McKenzie undertakes a full range of adult foot and ankle surgery at the orthopaedic hospital including ankle fusion and replacement; Achilles tendon diseases; ankle instability; adolescent deformity correction surgery; arthroscopy/tendoscopy; . He has paediatric clinics at the Royal Orthopaedic Hospital but patients under 16 years are operated on at BCH.

There are also links with the Oncology and Paediatric surgeons at the ROH. There is scope for some dual-operating with a Consultant colleague acting as 'second surgeons' on complex cases. There are close links with the trauma reconstruction team and rheumatology departments at the Queen Elizabeth Hospital.

The service is supported by a fellow, Junior Doctors, Advanced Nurse Practitioners, Extended Scope Physiotherapists/podiatrists, and a Physician Associate. A significant commitment to multidisciplinary working and teaching is expected.

PROMS (Patient Recorded Outcome Measures): Consultants are expected to use the Amplitude software, which is available on the intranet, to record their surgical outcomes. All the commonly used Foot and Ankle scores including MOXFQ is included in the software.

Foot and Ankle Fellowship: The department currently offers a 12-month fellowship for candidates who have completed their FRCS (Tr & Orth) examinations. The consultant will contribute to the training of the Fellow and a Registrar who is on the training programme.

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Job Plan

| Day | AM | PM | Eve. | PA |
|--------|------------------------------------------------|-------------|------|----|
| Mon. | ROH Clinic | ROH Clinic | | |
| Tues. | | | | |
| Wed. | ROH Clinic | Roh CLINIC | | |
| Thurs. | Roh THEATRE | Roh THEATRE | | |
| Fri. | | | | |
| Flex. | 1.5PA - SPA 0.5PA - Admin 1 Flex Session | | | |

The job plan is based upon 10 PA's initially. It is anticipated that the successful candidate would undertake one all day, (2.5 PA) theatre lists per week, with a further 4 out-patient clinics per week (4 PA). The Trust currently offers 1.5 PA for supporting professional activities to cover mandatory training, CPD, preparation for appraisal, attendance at audit etc. A further session will be flexible.

A further 1 SPA is offered in recognition of other SPA activities that support improvement in patient care, service delivery and efficiency, or other activities as specified in the job planning policy. Research will be encouraged. This can be agreed at any time although it is anticipated the candidate would be unlikely to take a lead role within the first 6 months of starting. There is significant scope for flexibility within the Job- planning process. Some flexibility on operating theatres and/or days would be expected but most clinics will be on a fixed day.

The post holder will be required to participate in an out of hours on call rota. As the on-call commitment is very light no additional PA are allocated to the on-call. This may change in the future if working practices change and would be reviewed as part of annual job planning.

Consultants within the Trust are expected to complete job plan diaries when required to ensure appropriate remuneration.

Secretarial support will be provided by a designated secretary supported by the Foot and Ankle secretarial administration team. In addition, all Foot and Ankle consultants have a designated shared access to workstations within the unit.

Clinical Governance

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The appointee will be expected to participate in all aspects of the Clinical Governance structure developed by the Trusts to monitor, maintain and develop the quality and effectiveness of care. The Trusts are committed to the development of medical staff through individual appraisal. This will include: -

- audit of personal clinical practice as well as involvement in department/speciality reviews
- attention to continuing professional development and to meeting the requirements for Continuing Medical Education defined by the relevant Royal College (and for which appropriate study leave support will be available)
- awareness of professional standards and the responsibility to undertake safe and ethical clinical practice
- the importance of responding promptly to any circumstances which may result in increased clinical risk of adverse outcome.

Funding is available for approved study leave as defined in the Trust's study leave policy.

Cross-Cover for Clinical Duties and Mentorship with Colleagues

The appointee will be expected to provide cross-cover for his/her colleagues during periods of leave and short-term sickness absence. During periods of planned leave, consultants are expected to hand over in- patients to a nominated colleague. Cover when consultants are off-site and not available is provided by colleagues and contribution to this cross cover would be expected.

The trust will endeavour to provide equitable working conditions for the appointee to their colleagues and the appointee will be expected to adhere to principle of fairness and equality in carrying out their role.

Teaching

The post holder will be expected to contribute to undergraduate medical student teaching and to play a full role in postgraduate medical education and the training of other relevant staff groups.

Research

Involvement in ongoing or new research projects is expected to be a major part of this post and the Trust will endeavour to encourage and support all useful research. There will be opportunity to undertake research and audit, fostering links with the Universities of Birmingham and Aston. The post holder will be expected to undertake presentations and produce publications based on their work. The Research and Development department facilitates clinical research with the Trust.

Equality and Dignity

The post holder will be expected to adhere strictly to principles of fairness and equality in carrying out the role. At all times the post holder will be required to show respect to and maintain the dignity of patients, the public and work colleagues.

The Trust will not tolerate any form of bullying or harassment, violence or aggression against its employees.

Arrangements should be made to ensure that local and Trust wide matters are communicated and discussed via appropriate means i.e. team meetings, written briefings etc. The postholder has a duty to attend these team meetings.

Induction

It is the responsibility of every employee to participate fully in induction.

A Trust wide induction course is held monthly, and a consultant induction pack is available from the Personnel Department.

A formal induction process will be arranged by your Clinical Director/Clinical Lead and a consultant mentor will be appointed.

Appraisal and Performance Management

All staff will be expected to fully participate in the Appraisal/Performance Management process. This obligation will include the preparation for and attendance at appraisal/performance management interviews and completion of the associated documentation.

For Consultant Medical Staff an annual appraisal and review of the Job Plan is a contractual requirement. Failure to participate in any stage of the process will render the process 'incomplete'. The Trust will support consultants towards revalidation as required by the General Medical Council.

Terms and Conditions of Service

The appointment will be held at The Royal Orthopaedic Hospital. The appointment will be held in accordance with the Terms and Conditions of Service of Hospital Medical and Dental Staff and general Whitley Council Terms and Conditions of Service. The appointment will be made on the new consultant contract.

The post holder will be required to be available to meet their clinical commitments in line with "Good Surgical Practice", published by the Royal College of Surgeons. They should live within 10 miles of the Royal Orthopaedic Hospital unless otherwise agreed by the Chief Executive of the Trust.

Working Time Directive

The working time regulations 1998 required that you should not work more than an average of 48 hours per week, i.e. in a 17-week period no more than 816 hours or 1248 hours in a 26-week period. To work more you must have the authorisation of your manager and you must sign an opt-out agreement and you must choose to work more.

Should you have more than one job with the Trust or have a job with another employer, then the hours worked in all your jobs should not exceed an average of 48 hours as above. You are therefore required to

inform your manager if you continue to work elsewhere and the number of hours you work, or if you take up work elsewhere during your employment with the Trust.

Visiting Arrangements

Interested applicants are invited to visit by arrangement with: -

Mr J McKenzie
Consultant Orthopaedic Surgeon
Foot & Ankle Unit
Royal Orthopaedic Hospital NHS Trust
Northfield
Birmingham
B31 2AP

Tel: 0121 685 4212

Mr H Prem
Consultant Orthopaedic Surgeon
Clinical Lead, Foot & Ankle Unit
Royal Orthopaedic Hospital NHS Trust
Northfield
Birmingham
B31 2AP

Tel: 0121 685 4298

This is not an exhaustive list of duties and a regular review will take place with the postholder as part of their ongoing development and performance management.

NO SMOKING

The Trust has a No Smoking policy, all Trust premises are considered as non-smoking zones.

CONFIDENTIALITY

Your attention is drawn to the confidential nature of information collected within the NHS. The unauthorised use or disclosure of patient or other personal information is a dismissible offence and could result in prosecution for an offence or action for civil damages under the General Data Protection Regulation 2018.

EQUAL OPPORTUNITIES

The Trust is an Equal Opportunity employer. Its aim is to ensure that no job applicant or employee receives less favourable treatment on the grounds of sex, marital status, religion, colour, race, nationality, disability, ethnic or sexual orientation, nor to be disadvantaged by conditions or requirements which cannot be shown to be justifiable, including age restrictions.

Please note that it is unlawful to discriminate/harass individuals on any of the above grounds and employees can be held personally liable as well as, or instead of, the Trust.

HEALTH AND SAFETY

All staff are expected to follow Trust Policies and Procedures relating to the Health and Safety at Work Act 1974.

INFECTION PREVENTION

Staff will work to minimise any risk to clients, the public and other staff from Healthcare Associated Infection including MRSA and C. difficile by ensuring that they are compliant with the Health and Social Care Act 2008 – Code of Practice for the prevention and control of Healthcare Associated Infections (The Hygiene Code); and by ensuring that they are familiar with the Trust's Infection Prevention and Control policies located on the Intranet.

SAFEGUARDING

We all have personal and a professional responsibility within the Trust to identify and report abuse. The abuse may be known, suspected, witnessed or be limited to raised concerns. Early recognition is vital to ensuring the patient is safeguarded and any other people (children and vulnerable adults) who may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities/partner agencies. The sharing of information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults. As an employee of the Trust you have the responsibility to ensure that: -

- a) You are familiar with and adhere to the Trusts procedures and guidelines for safeguarding children and adults at risk.
- b) You attend safeguarding training /competence and undertake additional training in relation to safeguarding relevant to your role and responsibilities.

TRUST VALUES

The Trust has developed a set of values which will apply to all staff. You will be expected to conduct yourself at all times in line with the values and the behaviour framework which underpins them. This includes the delivery of safe, high quality, caring services to our patients and colleagues.

STAFF MANAGEMENT AND DEVELOPMENT

You are responsible for putting in place mechanisms for monitoring the Trust policies, procedures and protocols and to ensure that these are routinely being followed by staff

You must undertake annual appraisal and develop personal development plans for all staff for whom you have line management responsibility

STAFF ENGAGEMENT

To engage with all staff on the design and delivery of services. This means listening to and involving staff in decisions that affect them and the service that they provide.

OWNERSHIP OF INTELLECTUAL PROPERTY

From time to time during the normal course of employment you as an employee may generate IP which may have value in the delivery of better patient care. This IP can be in the form of inventions, discoveries, surgical techniques or methods, developments, processes, schemes, formulae, specifications, or any other improvements which may give rise to certain rights such as patents, trademarks, service marks, design rights, copyright, know-how, trade or business names and other similar rights (all of the foregoing being referred to as “Intellectual Property Rights”).

Where such IP is created in the course of your employment or normal duties then under UK law it will generally belong to the Trust, unless agreed otherwise in writing between you and the Trust. In relation to inventions potentially subject to patent protection this applies only if the duties of your employment would normally have been expected to give rise to inventions or if the nature of your responsibilities and duties are such that you are under a special responsibility to further the interests of the Trust. It is a condition of your employment not to exploit any IP Rights without the specific approval of your line manager, who will need to obtain advice on a case by case basis. In addition, you are also required to give the Trust all reasonable assistance required by the Trust in order to give full effect to this clause.

CARBON FOOTPRINT

Every staff member has a responsibility to contribute to the reduction of the Trust's carbon footprint through their actions at work and their travel to and from work. All staff must ensure they minimise consumption of energy and reduce unnecessary transport, waste and water usage during the course of their duties.

Note

This job description is an outline only and may be amended to take account of changes within the department following discussion with the post holder.

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list. The post holder may from time to time be asked to undertake other

reasonable duties. Any changes will be made in discussion with the post holder in the light of service needs and will be commensurate with the banding and competencies of the post.

I agree that this job description is an accurate reflection of my current role and responsibilities.

Signed: Date:
Post holder

Signed: Date:
Line Manager

PERSON SPECIFICATION

JOB TITLE: Consultant Foot and Ankle Surgeon

| | Essential | Desirable |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| QUALIFICATION/SKILLS | <ul style="list-style-type: none"> a. Full GMC registration b. FRCS(Tr & Orth) or equivalent higher surgical qualification c. Eligible for Specialist Register in Orthopaedics d. Completed 'training the trainers' course or equivalent | |
| SPECIAL KNOWLEDGE OR ABILITIES | <ul style="list-style-type: none"> a. Minimum 2 years Orthopaedic Foot and Ankle surgical experience at middle grade level to include at least 12 months elective F&A experience at Fellowship level. b. Experience in organisation of higher training in orthopaedics c. Experience in organisation of basic training and undergraduate teaching d. Knowledge of the principles of Audit and Clinical Governance e. Strong record in research publication. f. Ability to apply principles of research into clinical practise | <p>APLS/ATLS Certified</p> <p>More than 1 year of elective Foot and Ankle Fellowship training</p> <p>Senior Foot and Ankle training at more than one specialist centre</p> <p>Experience of academic unit research</p> <p>Higher degree (MD, PhD)</p> |
| PERSONAL QUALITIES/DISPOSITION | <ul style="list-style-type: none"> a. Co-operative b. Good team member and able to work flexibly c. Must show leadership qualities d. Numerate and able to contribute to | . |

| | | |
|-------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|
| | <p>management issues</p> <p>e. Focused on patient outcomes and experience</p> <p>f. Commitment to working flexibly to deliver outstanding patient care and contribute to developing the service</p> | |
| CIRCUMSTANCES | a. Willing to undertake on-call commitment | |
| MOTIVATION | <p>a. Committed to pursuing foot surgery service</p> <p>b. Committed to higher training, BST and undergraduate teaching</p> <p>Evidence of clear commitment to delivering high quality patient care including attendance and contribution to speciality meetings.</p> | Awards, prizes in National meetings |
| PROFESSIONAL INTERESTS | Commitment to maintaining and developing the relevant special interest complementing surgeons currently in post and in line with service needs | <p>Membership of appropriate professional society(ies).</p> <p>Knowledge of the up-to-date literature.</p> |