

# North Bristol NHS Trust

Exceptional healthcare, personally delivered

## Job Description

### Trust Overview and Introduction

North Bristol NHS Trust is a progressive and ambitious teaching and research organisation, and a specialist regional centre for major trauma, neurosciences, plastics and burns, orthopaedics and renal services. With a turnover of £550m and 8,000 staff, our clinical teams have built a strong reputation for exceptional healthcare, personally delivered.

Our trust Board is committed to creating a strong, vibrant organisation that is at the forefront of healthcare delivery in the West of England. Our acute services moved into the brand new, £430 million state of the art Brunel Building in May 2014 enabling us to work together to create the environment for exceptional healthcare. This 800 bed hospital at the Southmead site offers some patients single rooms with en-suite facilities, greatly improving privacy and dignity and helping to control the spread of infections but most importantly of all, enabling each patient to be treated as a person. At the heart of what we do is a caring and compassionate workforce.

We treat some of the most difficult medical conditions, in an increasingly complex patient population. Our vision is to be the provider of choice for patients needing our specialist care. We want to deliver innovative services with excellent clinical outcomes in the most appropriate setting for our patients. We are committed to maintaining a culture of openness, transparency and candour in all we do and especially in the way we communicate with our patients and their families

### Work of the Department

The appointment is based within the Department of Orthopaedic Surgery at the Avon Orthopaedic Centre at North Bristol NHS Trust.

The North Bristol Orthopaedic Department currently delivers patient care to the catchment area of approximately 500,000 (pop.), which is expanding. The Trust is a regional centre of Neurosurgery and Plastic Surgery. A tertiary referral service for the South West for pelvic and acetabular fractures and for spinal injuries and deformities is provided.

Orthopaedic services including elective procedures (except complex spinal) are provided at the Brunel Building at the new Southmead Hospital. The new hospital provides the main elective orthopaedic service for Bristol & Weston and colleagues from neighbouring Trusts (UBHT & WAHT) hold honorary contracts with NBT and have sessions at Southmead.

### The Post

**Title -** Fellow (SpR Level) in Orthopaedic Trauma

**Employer -** North Bristol NHS Trust

**Duration -** Fixed term 6 month contract

**Base Hospital -** Brunel Building, Southmead Hospital

**Details of Members of the Trauma & Orthopaedics Department**

Consultants	Specialised Area	Trust
Mr Acharya	Pelvic/Hip/Knee	NBT
Mr Amirfeyz	Hand	UHB
Prof Atkins	Foot and ankle	UHB
Mr Baker	Hip and knee	NBT
Mr Bhatia	Hand	UHB
Mr Blewitt	Upper limb	NBT
Prof Blom	Hip	NBT
Mr Chesser	Pelvic	NBT
Mr Clarke	Knee	NBT
Mr Crowther	Upper Limb	NBT
Mr Davies	Knee	UHB
Mr Eastaugh-Waring	Hip	NBT
Mr Eldridge	Knee	UHB
Dr Harding	Orthogeriatrics	NBT
Mr Harding	Spinal	NBT
Mr Harries	Foot and ankle	NBT
Mr Hepple	Foot and ankle	NBT
Mr Howells	Knee	NBT
Mr Hutchinson	Spine	NBT
Mr Katsimihis	Spine	NBT
Mr Kelly	Trauma	NBT
Mr Livingstone	Foot and ankle	UHB
Mr Mehendale	Hip and knee	UHB
Mr McCann	Upper Limb	UHB
Mr Mitchell	Foot and ankle	UHB
Mr Morris	Spine	NBT
Mr Murray	Knee	NBT
Mr Nelson	Spine	NBT
Mr Packham	Upper Limb	NBT
Mr Porteous	Knee	NBT
Mr Riddick	Trauma	NBT
Mr Robinson	Knee	NBT
Mr Sarangi	Upper Limb	NBT
Mr Smith	Hip	NBT
Dr Walsh	Orthogeriatrics	NBT
Mr Ward	Pelvic/Hip/knee	NBT
Mr Weale	Hip/knee	UHB
Mr Webb	Hip	NBT
Mr Whitehouse	Hip	NBT
Mr Winson	Foot and ankle	NBT

**Other Medical Staff**

13 ST3+/Specialist Registrars – 4 Trauma, 9 Elective

10 Senior Elective Clinical Fellows

3 CT1-2s

4 F2s

5 F1s

7 CTs Clinical Fellows

The team are supported by a team of extended scope practitioners and specialist nurses.

### **Educational Approval**

The post is educationally sound and well supported, with excellent opportunities for gaining experience in Upper Limb Surgery.

### **Division**

The Orthopaedic Department forms part of the NMSK Division which is one of the 5 Clinical Divisions within the Trust's Management arrangements for operational services.

The postholder is managerially accountable to the Clinical Director of the NMSK division, Mr Crispin Wigfield.

The Specialty Director is Mr James Murray

The General Manager is Mr Nicholas Smith

The post holder's Supervising Consultant will be Mr Michael Kelly.

### **Clinical experience**

Must have worked in UK NHS system (or equivalent) and be competent in elective orthopaedic upper limb procedures.

### **Teaching**

The postholder will be available to undertake sessions for medical students and junior doctors as required. In certain circumstances you may be required to cover a colleague's clinical duties in order that they may deliver teaching sessions.

### **Courses/Training/Journal/Clubs/Lunchtime meetings**

The postholder will be expected to attend educational meetings within the Department.

### **Annual Leave**

The annual leave entitlement for a full time doctor is as follows, based on a standard working week of five days:

- On first appointment to the NHS = 27 Days
- After five years completed NHS service = 32 Days

## **Main conditions of service**

- a) The post is not covered by the terms and conditions of service of Hospital Medical and dental staff
- b) Whole time appointment
- c) The practitioner's hours of duty shall be the standard working week of 40 hours.
- d) The salary scale is as follows: (As from 1st October 2018)  

£31,217	£33,127	£35,795	£37,408	£39,354	£41,300 (CT)
£43,247	£45,193	£47,139	£49,086 (ST)		
- e) You will be required to give North Bristol NHS Trust 3 months' notice.

## Conditions of appointment

- a) Must have FULL registration with the General Medical Council.
- b) Particular experience required for appointment
  - Recent experience and familiarity with UK hospital systems and practices (or equivalent)
  - The candidate is expected to have a good general knowledge of Trauma & Orthopaedics and must have advanced experience in Upper Limb Surgery.
- c) The passing of a medical examination is a condition of appointment of all practitioners within the scope of the National Health Service Superannuation Scheme.

The successful applicant will be required to provide documentary evidence of natural or acquired immunity to hepatitis B. Where this is not possible, the postholder will be required to demonstrate by recent (within the last year) evidence of serology showing the absence of hepatitis B surface antigen. These provisions are to meet the requirements of the Department of Health's instructions to trusts (HSC(93)40).

## Commitment to Patients, Infection Control, Health and Safety, No Smoking, Confidentiality, Equal Opportunities and Safeguarding

### Improving the Patient Experience through your work

Patients are the most important people in the health service and are at the centre of what we do. Patients and carers are the 'experts' in how they feel and what it is like to live with or care for someone with a particular illness or condition. The patients' experience of our services should guide the way we deliver services and influence how we engage with patients every day in our work.

All staff should communicate effectively in their day to day practice with patients and should support and enable patients/carers to make choices, changes and influence the way their treatment or care is provided. All staff, managers and Board members should work to promote effective patient, carer and public involvement in all elements of their work

We have a duty to involve, engage and consult with patients, carers and families about plans for health facilities and the provision of our services. North Bristol NHS Trust wholeheartedly embraces the principles of patient partnership and has made clear its commitment to involve patients in key aspects of its work, which will be further strengthened through becoming a Foundation Trust.

### Infection Control

Compliance with all infection control policies and procedures will form an integral part of the practice of all staff working in a clinical environment. Each staff member will be responsible for familiarising themselves with the Infection Control Manual in the clinical areas and on the Trust's Intranet site. Staff must keep up to date with new policies and subsequent implementation in practice.

Staff must seek support and advice from Infection Control in all instances where cross infection is likely to have occurred or when managing situations involving patients with infections where guidance provided in the Policies is not applicable.

All staff must contact the Occupational Health Dept if they are suffering from any form of infection which may put patients and other staff at risk.

### **Health and Safety/Security**

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

### **No-Smoking Policy**

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, from 8 March 2006, in line with the public health white paper, Choosing Health, smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non compliance.

### **Equal Opportunities**

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust's Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

### **Harassment and Bullying**

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

The person appointed to this post is reminded this organisation is committed to safeguarding and promoting the welfare of children and young people. It is the responsibility of all staff to be clear about appropriate and inappropriate practice and further information on 'Guidance for Safer Working Practice for Adults who Work with Children and Young People, Nov 2007 can be found at [www.everychildmatters.gov.uk/resources-and-practice/IG00311/](http://www.everychildmatters.gov.uk/resources-and-practice/IG00311/)

### **Confidentiality and Freedom of Information**

Information relating to patients' records, diagnosis and/or treatment of patients, staff records, or information concerning contracts, tenders and other commercially sensitive matters etc. are considered to be confidential and must not be divulged without prior authority other than in accordance with the provisions of the Trust's Policy on raising concerns about Health Care Services as may be amended from time to time. Breaches of confidentiality will result in disciplinary action,

and may result in dismissal. Managers are also required as a condition of this Contract to represent the views of the Trust in any dealing they may have with Trust employees, their representatives, the media, general public or other organisations in which he/she may come into contact.

However, as a public body, the Trust has a requirement to publish particular information. Therefore, in addition to the above confidentiality requirements you must also comply with all aspects of the law concerned with information handling. For this purpose, the relevant legislation is the Freedom of Information Act 2000. This Act places a legal duty on all staff to comply with the rights of the public to access information. Any altering, destroying or concealing of information held by the Trust with the intention of preventing the legitimate disclosure of all or part of that information will result in disciplinary action, and may result in dismissal.

### **Safeguarding**

North Bristol Trust are committed to safeguarding and promoting the welfare of children, young people and adults and to protecting them from all risks of harm. The organisation expects all staff to work to national and local children and adult safeguarding policies and procedures. The trust expects all staff and volunteers to be dementia aware and to support the care of people with dementia. All staff are expected to share this commitment and meet the competencies relevant to their role.

## **Other Details**

Informal enquiries regarding the post may be made by contacting:

- ❖ The current junior doctors in post via the switchboard

### **REFERENCES**

Please give the names and addresses of three referees, one of whom should be your present employer or most recent employer. It is our normal practice to contact your present, or most recent employer, and we would automatically do so if you are shortlisted.

## Proposed Timetable

Proposed Timetable:

	AM	LUNCHTIME	PM
Monday	Theatre/Clinic		Theatre/Clinic
Tuesday	Theatre/Daycase/Clinic		Hand Elective Clinic
Wednesday	Theatre/Daycase/Orthoplastic/Clinic		Theatre/Clinic
Thursday	Theatre/Daycase/Clinic		Theatre/Clinic
Friday	Theatre/Daycase/Orthoplastic/Clinic		Theatre

The postholder will also be involved in audit, supervision of junior staff, teaching, research, administration, and travel as necessary. Where necessary any such duties will be instead of, rather than in addition, to usual activities.

<b>Person Specification</b>			
<b>Assessment at Shortlisting stage</b>			
<b><u>Category</u></b>	<b><u>Essential</u></b>	<b><u>Desirable</u></b>	<b><u>Scoring Matrix</u></b>
<b><u>Qualifications And Registration</u></b>	FRCS (ORTH) or equivalent  Maintain Full registration with the GMC.	Higher academic qualification (e.g. MD or MS).	Qualifications
<b><u>Training And Experience</u></b>	Recent experience and familiarity of UK hospital systems and practices (or equivalent).  Minimum of 7years postgraduate experience including four years as an orthopaedic trainee in an approved training post, or equivalent. Part of this period may be in a post of equivalent responsibility and training potential.  Completion of all Consultant level training.  Completed at least one post Consultant level training fellowship  Expressed trauma interest	Some training in trauma	Experience
<b><u>Further Training, Management, Audit</u></b>	Evidence of recent CME/ reasonable training progression at this stage of career.  Experience in audit projects and written up		Knowledge
<b><u>Research, Teaching, Publications</u></b>	Proven teaching ability.  Proven research activity.	Proven track record in research  Demonstration of involvement in clinical directorate management.	Skills
<b><u>Personal Requirements (eg. Communication Leadership Skills, Flexibility)</u></b>	Good written communication skills. Evidence of the ability to communicate with patients, colleagues and staff at all levels.		Other



Assessment at Interview stage		
<u>Further Training, Management, Audit</u>	<p>Experience in audit project and written up.</p> <p>Knowledge of contemporary NHS management issues.</p> <p>Knowledge of political context within which we operate.</p>	<p>Completion of a general management course or programme.</p> <p>Interest in medical management.</p>
<u>Research, Teaching, Publications</u>	<p>Proven teaching ability.</p> <p>Willingness to undertake teaching of medical under-graduates &amp; postgraduates.</p> <p>Evidence of relevant publications in peer reviewed journals.</p>	<p>Willingness to undertake further research.</p> <p>Ability to gain the trust and confidence of colleagues and patients.</p> <p>Ability to teach effectively.</p> <p>Demonstration of involvement in clinical directorate management.</p>
<u>Personal Requirements (eg. Communication, Leadership, Skills, Flexibility)</u>	<p>Ability to lead a team and form effective working relationships within a team.</p> <p>Ability to inspire, motivate and develop junior medical staff.</p> <p>Ability to work independently as well as part of the Musculo-skeletal Directorate. To balance individual requirements against those of the Directorate and Trust as a whole.</p> <p>Good verbal communication skills. Evidence of the ability to communicate with patients, colleagues and staff at all levels.</p>	
<u>Any other General Requirements</u>	<p>Ability to fulfil all the duties of the post, including on-call commitments.</p> <p>Must be mobile.</p> <p>Be in good health.</p>	