

*Chairman Mr. David White
Chief Executive Mr. Sam Higginson*

***CONSULTANT IN TRAUMA AND ORTHOPAEDICS
WITH AN INTEREST IN KNEE ARTHROPLASTY***



***DEPARTMENT OF TRAUMA AND ORTHOPAEDICS
NORFOLK AND NORWICH UNIVERSITY HOSPITALS
NHS FOUNDATION TRUST***

May 2022

INTRODUCTION

Applications are invited for a consultant in Trauma and Orthopaedic surgery who is fellowship trained in lower limb knee arthroplasty. The post arises due to an expansion in elective provision at NNUH, with the building of a new ring-fenced elective orthopaedic facility (NANOC) & NNUH providing the regional role of a revision knee arthroplasty “hub”.

A candidate who is unable for personal reasons to undertake the duties of a whole-time post will receive equal consideration. If such a candidate is appointed the job content will be modified as appropriate in consultation with consultant colleagues and local management.

We welcome all applications irrespective of age, disability, gender, sexual orientation, race or religion. Additionally, people with disabilities will be offered an interview providing they meet the minimum criteria for the post. The Trust operates job share and flexible working.

DUTIES OF THE POST

The appointment is to the Trust, not to specific hospitals.

The NNUH is one of the busiest acute hospitals in the country. Two dedicated trauma theatres runs 5 days a week, with one trauma theatre at weekends. The successful candidate will be expected to join the on-call rota at an intensity of 1 in 18. The on call is run on a 6-weekly system with consultants in 3s who drop all elective commitments for that week to concentrate on trauma. The successful candidate will need to be competent in primary management of all areas of acute trauma, although support in specialist areas such as paediatrics & spines is provided and referral of complex cases to colleagues with specialist interests is standard. NNUH is expected to become a Major Trauma Centre over the next 3-5 years & the successful candidate will be required to participate fully in the mechanisms & systems of an MTC. The new consultant should expect to receive referrals for complex knee problems, including infections & peri-prosthetic fractures during non on call weeks. These cases will be accommodated in their elective / additional trauma lists.

It is envisaged that the new consultant will join the team in the delivery and development of this service. In particular, it is expected that the role of NNUH in the Revision Knee Network will evolve over the next few years. It is therefore essential that the appointee is well organised, is willing to be flexible in their working patterns and can work well within a team environment. In order to maximize utilization of clinics and theatres and ensure that waiting times for patients are kept to a minimum, there will be internal cover arrangements when colleagues are on leave. Timetables will therefore have to be flexible in order to accommodate this.

All consultants in T&O at NNUH share office space & secretarial support & the successful candidate will be expected to do so on an equitable basis.

The T&O department at NNUH has a long history of mentoring new appointees & this will be offered to any new consultant.

THE ORTHOPAEDIC DEPARTMENT, NORFOLK & NORWICH

The Orthopaedic department is chaired by Mr Charles Mann and holds monthly staff meetings, which the successful candidate will be expected to attend. Mr David Loveday is the Service Director. The appointed candidate will be expected to contribute to managerial roles within the department.

There are 32 Consultant Orthopaedic Surgeons currently in post, providing a comprehensive service to the people of Norfolk, Suffolk and, in some specialist areas, beyond. Mr I McNamara also holds the academic post of Honorary Professor at the UEA.

At the NNUH there are five clean air elective orthopaedic operating theatres. This has historically included one full-time orthopaedic trauma theatre, but since April 2020 we have found it necessary to run 2 weekday trauma lists. There is also access to theatres in a dedicated paediatric theatre complex, an Ambulatory Procedures Unit and at Cromer Hospital. In October 2021 NNUH confirmed funding for a new ring-fenced elective orthopaedic facility (NANOC) with 2 further laminar flow theatres & a 21-bed ward. There is a separate orthopaedic out-patient and fracture area that is supported by physiotherapy and orthotics.

EXISTING CONSULTANTS AND THEIR INTERESTS

➤ Mr D Calder	Hip and knee surgery
➤ Mr G Carlile	Paediatric Orthopaedics
➤ Mr W Chan	Trauma, hip and knee surgery
➤ Miss H Chase	Paediatric Orthopaedics
➤ Mr N Chirodian	Trauma, hip & knee surgery
➤ Mr A Chojnowski	Trauma, upper limb surgery
➤ Mr A Cook	Spinal surgery
➤ Miss C Edwards	Trauma and hand surgery
➤ Mr E Griffiths	Trauma, upper limb surgery
➤ Mr P Hallam	Trauma, upper limb surgery
➤ Mr P Hopgood	Trauma, hip and knee surgery
➤ Mrs R Hutchinson	Foot and ankle surgery, neuromuscular surgery
➤ Mr C Ingham	Trauma, hip & knee surgery
➤ Mr S Johal	Trauma, hip & knee surgery
➤ Mr D Loveday	Trauma, foot & ankle surgery (Service Director)
➤ Mr L Lutchman	Spinal surgery
➤ Mr C Mann	Hip and knee surgery (Chairman)
➤ Mr T Marjoram	Spinal Surgery
➤ Mr I McNamara	Trauma, hip and knee surgery
➤ Mr R Merchant	Paediatric Orthopaedics
➤ Mr A Mulligan	Trauma, upper limb surgery
➤ Mr A D Patel	Medical School, Teaching (retired)
➤ Mr A Rai	Spinal surgery
➤ Mr A Sanghrajka	Paediatric Orthopaedics
➤ Mr A Singh	Trauma, hip & knee surgery

➤ Mr G Smith	Trauma, foot and ankle surgery
➤ Mr G Swamy	Spinal Surgery
➤ Mr I Walton	Trauma, knee surgery
➤ Mr J Wimhurst	Trauma, hip and knee surgery
➤ Mr D Yeoh	Trauma, hand surgery

3.2 JUNIOR MEDICAL STAFF

➤ Specialist Registrars	13
➤ Hand Fellow	1
➤ Spinal Fellow	1
➤ GP/F2/CT2/ST1/ST2	9

EDUCATION & TRAINING IN THE DEPARTMENT

The McKee Room in the orthopaedic department is a purpose built seminar room with dedicated audio-visual facilities. The activities of the McKee room come under the supervision of a dedicated board of management chaired by Mr. Adrian Chojnowski. It is a fully equipped research facility, with full-time research, IT and secretarial support.

The hospital has a teaching centre which includes a well-equipped skills laboratory, library, lecture theatre and seminar rooms. These are extensively linked to the hospital computer system and PACS (electronic radiology) system.

The Department runs an annual FRCS (Tr & Orth) clinical course, which was one of the first to be established in the country. The FRCS (Tr & Orth) examination has been held in Norwich in 2005, 2010 and 2017. Several members of the department are examiners.

The department receives HSTs from the East of England T&O programme, and is highly regarded by the trainees for providing a good quality education and excellent clinical experience. The large catchment population provides a wealth of clinical material. Many of the consultant staff are committed teachers and most departments have well-developed in-house teaching programmes. Both Training Programme Directors in T&O for Core & Higher Surgical Trainees for the Eastern Deanery are members of the department.

The Trust also supports and values continuing medical education for Consultants and expects them to meet the requirements of the individual Royal Colleges. Each directorate has a budget for CPE and CPD. Many Consultants also undertake related activities such as lecturing, examinations and other professional duties with the Royal Colleges and specialist societies.

New Consultant appointees will be encouraged to participate in their departmental teaching programme and to attend local, regional or national Teaching the Teachers courses, assessment and appraisal courses and an interview skills course. Norwich orthopaedics is renowned for members of the department discussing cases with each other on a regular basis. It is hoped that any new appointment would enter into the spirit of this tradition. Access to knowledge and particularly experience, is freely available and willingly offered. Mentoring of new appointments is being increasingly recommended and we are embracing this trend.

It is essential that all Trust employees will adhere to, and follow good infection control practices, as detailed in the Trust's Infection Control Manual and other related policies and guidelines.

JOB PLAN

A formal job plan will be agreed between the appointee and their Service Director (SD), on behalf of the Medical Director (MD), as soon as possible after the commencement date of the appointee and reviewed after 6 to 12 months. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

The Trust has discretion to offer additional programmed activities in appropriate cases. However, where after the appropriate panel approval has been obtained, it is agreed to pay temporary additional programmed activities these will only be payable to newly qualified consultants after three months in the post. Such additional programmed activities will not be paid retrospectively to the date of appointment. In the case of other consultants, the date from which the additional programmed activities become payable will be a matter of agreement with the SD.

The Job Plan will then be reviewed annually. 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 provide a clear schedule of commitments, both internal and external. In addition, 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. Due to the number of consultants in the department, by necessity the job plan for this additional post will have to be flexible, with operating sessions & clinics needing to occur on different days some weeks.

Provisional assessment of Programmed Activities in Job Plan:

For a whole-time contract:

The balance between Direct Clinical care Activities and Supporting Programmed Activities will be agreed with the candidate as part of the initial job planning process.

The job plan will consist of 10 programmed activities of which up to 1.5 will typically be SPAs. The Trust will initially allocate 1.5 SPAs for appraisals, CPD, mandatory training, job planning etc. A further 1 SPA may be allocated for formal audit, formal research and formal undergraduate and post-graduate education activity and supervision. Permission from your SD / MD must be sought for participation in external NHS activities and once agreed these should be recorded in your job plan.

PROVISIONAL TIMETABLE

The following provides an outline of the expected clinical activity and 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 Service Director with regard to the scheduling of all other activities, including the Supporting Professional Activities. Upon appointment the consultant will be given a specific “work programme” detailing the initial allocation of direct clinical care activities and supporting activities.

Total DCC PAs = 8.5, Total SPA PAs = 1.5

OUTLINE OF PROPOSED TIMETABLE

The Timetable is only indicative: the definitive timetable will be agreed by the Trust and the appointee and subject to regular review. Due to limited theatre space availability, NNUH theatre days will not be fixed & will vary on a weekly basis.

Elective Timetable (5 weeks out of 6)

Day	Time	Location	Work	NHS Activity Code	No. of PAs
Monday	0900 - 1300		OPD New Patient clinic	DCC	1.0
Tuesday	0900 - 1300	NNUH	SPA activity	SPA	1.0
	1430 – 1830	NNUH	Patient Administration	DCC	1.0
Wednesday	0730 - 1830	NNUH	Theatre 5 in 10	DCC	1.375
Thursday	1330-1730		Follow up clinic	DCC	1.0
Friday	0730 -1830		Theatre 6 in 10	DCC	1.65
	1400 - 1800	NNUH	Governance, Dept meeting 1 week in 4	SPA	0.25
	1300-1400	NNUH	Knee MDT	DCC	0.25
Variable DCC		NNUH	Ward Rounds	DCC	1.0
Variable SPA		Variable	SPA	SPA	0.25
TOTAL PAS					9

This timetable is indicative; the Trust and the appointee will agree the definitive timetable.

Trauma Week (1 week out of 6)

Day	Time	Location	Work	Category	No of PAs
Short day	0800-0930	NNUH	Trauma meeting/WR	DCC	0.375
	0930-1230	NNUH	# OPD	DCC	0.75
	1230-1400	NNUH	Admin	DCC	0.375
On-call day	0800-0930	NNUH	Trauma meeting/WR	DCC	0.375
	0930-2100	NNUH	Trauma theatre	DCC	3.04
Post take day	0800-1000	NNUH	Trauma meeting/WR	DCC	0.5
On-call day	0800-0930	NNUH	Trauma meeting/WR	DCC	0.5

(Weekend)					
	0930-2100	NNUH	Trauma theatre	DCC	3.92
Weekend WR	0800-1100	NNUH	Trauma meeting/WR	DCC	1
Agreed additional activity		NNUH / Home		SPA	1.5
Unpredictable on-call work	All Days			DCC	0.4

Trauma is split 3 ways. Each week consists of

- 5 Short days (not on call) – 1.5 PAs
- 5 Long days (on call) – 3.4 PAs
- 5 Post take days – 0.5 PAs
- 2 Weekend days (on call) – 4.3 PAs
- 2 W/E Ward round days – 1.0 PAs

The total of 'fixed' DCC PAs is hence .

There are in addition 3 variable DCCs per week for late working and telephone consultation.

Total PAs in trauma weeks $(1.5 \times 5 + 3.4 \times 5 + 0.5 \times 5 + 4.3 \times 2 + 1 \times 2 + 3) = 40.6$

Dividing this 3 ways = 13.5

With agreed 1.5 SPA allowance Trauma week = **15.0 PAs**

Average PAs = $(15.0 + 5 \times 9.0) / 6 = 10.0$

Total Average PAs = 10.0. On call (1:18) with 3% availability supplement

Applicants who are Nationals from another European country or elsewhere overseas would have to show equivalence to the 5 years training period in the National Health Service required for the specialty.

It is essential that all Trust employees will adhere to, and follow good infection control practices, as detailed in the Trust's Infection Control Manual and other related policies and guidelines

About the Trust

Norfolk & Norwich University Hospital NHS Foundation Trust

The Norfolk and Norwich University Hospitals NHS Foundation Trust is a 1000 bed acute teaching hospital providing secondary and tertiary services to a total population of over one million. It consists of two hospitals:

Norfolk and Norwich University Hospital

The £229 million Norfolk and Norwich University Hospital (NNUH) opened in 2001 on the Norwich Research Park and was the first new teaching hospital to be built for more than 30 years.

Cromer and District Hospital

The new £15 million hospital in Cromer was completed in 2012. The hospital is a key part of the Trust and provides ambulatory services, including a wide range of day case and out-patient services, renal dialysis, radiology, and a nurse-led minor injuries unit.

The Trust employs over 7,000 staff and provides a comprehensive range of medical and surgical services with the exception of cardiac surgery and neurosurgery. In the year 2014/15, the Trust treated 165,000 in-patients and day patients, 609,408 total out-patients and 101,101 A&E patients.

The Trust has consistently been judged one of the top-performing acute trusts in the country and ranks as the fourteenth busiest of the 169 acute trusts nationally. It has achieved financial balance every year since it was first established in 1994. In 2014/15 the turnover was £525 million.

NNUH has good access to the A11 and A47 regional trunk roads and is adjacent to the University of East Anglia campus and the Norwich Research Park.

University of East Anglia

The University of East Anglia (UEA) has over 15,000 undergraduates and is ranked in the highest 1% of health education institutions in the world. In 2013 it was the number one university for student satisfaction in the UK. UEA houses the Norwich Medical School, a School of Midwifery and Nursing and a School of Allied Health Practice.

The Norwich Medical School (Dean, Professor David Crossman) was founded in 1982 and admits 160 undergraduates every year. Clinicians at NNUH are closely involved in delivering teaching. Over the past 4 years the Medical School and NNUH have collaborated on a joint research strategy to take full advantage of the possibilities afforded on the Norwich Research Park (see below). This initiative has resulted in a significant expansion of clinical academic posts and increasing involvement of NNUH clinicians in research activity.

The Bob Champion Building is a new Medical Research building located next to the hospital. This houses research laboratories, a large biorepository, a lecture theatre and additional space for undergraduate and postgraduate teaching.

Norwich Research Park

The Norwich Research Park (NRP) is an association of co-located institutions namely UEA, NNUH, the John Innes Centre for plant research (JIC), the Institute for Food Research (IFR) the Genome Centre (TGAC) and the Sainsbury Centre. The different institutions provide a unique opportunity for health-related research. The NRP is one of the major areas of investment by the Biological and Basic Science Research Council and has, over the past 3 years, received significant central government funding.

Norwich Radiology Academy

The Trust is home to the Norwich Radiology Academy, run on behalf of the Department of Health and Royal College of Radiologists. The academy, one of only three in the country, is also located on the Norwich Research Park in the Trust's Cotman Centre and provides a ground breaking approach to radiology training in the UK.

University of East Anglia School of Nursing and Midwifery

The School of Nursing and Midwifery's Edith Cavell building on the Norfolk and Norwich University Hospital campus opened in 2006. This provides state-of-the-art teaching facilities for a school that has been a leader and major provider in Nursing and Midwifery education in East Anglia for many years.

Education and Training

The Trust has an outstanding reputation for providing a good quality education and excellent clinical experience for trainees. The large catchment population provides a wealth of clinical material. Most departments have well-developed in-house teaching programmes and there are many examples of locally developed skills courses including Basic Surgical Skills, MRCS training and Minor Surgical Skills courses as well as more specialised courses such as for the FRCS (Tr & Orth). There is an established system of educational supervision and assessment for Foundation Programme and Core Training.

The Trust has one of the best-equipped Postgraduate Centres in the country. There is an excellent lecture theatre and library within the hospital as well as seminar rooms and clinical skills laboratories within the Bob Champion Building and a simulation suite in the Centrum building.

There are opportunities for trainees to do an MSc in Health Sciences with the University of East Anglia. A diploma in clinical skills is being developed in collaboration with the University, aimed at the Core Training grade. There is an excellent local GP VTS scheme and this, and good quality educational programmes in NANIME, provide strong links with local GPs. For all these reasons Norwich is able to attract good quality candidates to fill training posts and eliminate many of the problems of recruiting into shortage specialties.

The Trust provides individual consultants with a budget to support additional training and CPD. A large number of consultants have active involvement in external College, regional or national activities.

Research and Development

The Trust encourages all consultants to become involved with research. This is facilitated by the proximity of the NRP.

There is a joint UEA-NNUH Director of Research (Professor M Flather) and a joint research office which currently monitors nearly 200 new research applications per year. There is a Clinical Trials Unit based partly in the hospital and partly at the University. The Trust hosts the local CLRN and the East Anglia Cancer Research Network. Recruitment to clinical trials is consistently above target.

General Conditions of Appointment

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Service Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers.

The successful candidate will normally be required to reside within 15 miles of the main hospital base or 30 minutes travel time.

The appointee will be accountable managerially to the Service Director and professionally to the Medical Director of the Trust.

The main terms and conditions of employment relating to this appointment will be those set out in the national handbooks of the Terms and Conditions of Service of Hospital Medical and Dental Staff and, as appropriate, of the General Whitley Council. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognized seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement. She/he will also be required to comply with the Trust's policies and procedures concerning Hepatitis B, details of which will be supplied to candidates shortlisted for posts that would involve exposure prone procedures

The post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provision of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal, or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service. The Trust therefore requires all medical staff successful at interview to complete and submit a Disclosure Application Form, and any

offer of employment will be subject to a satisfactory Enhanced Disclosure check being returned from the CRB.

It is essential that all Trust employees will adhere to, and follow good infection control practices, as detailed in the Trust's Infection Control Manual and other related policies and guidelines

All Trust staff have a statutory duty to safeguard children in their care and promote the welfare of children and young people. Staff are expected to know about the Trust's safeguarding procedures which can be found on the intranet. Staff must be familiar with the signs and symptoms of abuse and know what to do if any such concerns are raised.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises.

The Trust is committed to supporting revalidation.

Interview Expenses

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

Contacts for Further Information

Candidates requiring further information are invited to contact the following:

Mr Sam Higginson
Chief Executive
Norfolk and Norwich University Hospital NHS Trust
Colney Lane, Norwich, NR4 7UY
Tel: 01603 287663

Professor Erika Denton
Medical Director
Norfolk and Norwich University Hospital NHS Trust
Colney Lane, Norwich, NR4 7UY
Tel: 01603 287663

Mr David Loveday
Consultant Orthopaedic Surgeon
Service Director, Trauma & Orthopaedics
Norfolk and Norwich University Hospital NHS Trust
Colney Lane, Norwich, NR4 7UY
Tel: 01603 286583

Mr Phil Hopgood
Consultant Orthopaedic Surgeon
Norfolk and Norwich University Hospital NHS Trust
Colney Lane, Norwich, NR4 7UY
Tel: 01603 286042

Mr Charles Mann
Consultant Orthopaedic Surgeon
Chairman, Department of Trauma & Orthopaedics
Norfolk and Norwich University Hospital NHS Trust
Colney Lane, Norwich, NR4 7UY
Tel: 01603 289106

7. PERSON SPECIFICATION

GRADE: CONSULTANT

Candidates are advised to ensure their job application form includes details on the essential and desirable requirements for the post.

JOB REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	FRCS (Tr & Orth). Full GMC Registration Entry on the GMC Specialist Register via CCT or CESR (CP) within 6 months of interview Minimum 12 months recognised specialist fellowship training in knee arthroplasty surgery Current ATLS provider certification	Specialist knee / revision knee arthroplasty fellowship Trauma fellowship ATLS instructor
Aptitudes	Appropriate career progression with no longer than 2 years post CCT in non-substantive posts. Evidenced commitment to career in knee arthroplasty	Extensive formal management training (eg MBA, Senior Residents Programme)
Experience	Considerable experience in general orthopaedic trauma (logbook details with application). Considerable experience of primary knee arthroplasty surgery (logbook details with application) Experience of primary hip arthroplasty surgery for arthritis and trauma patients (logbook details with application) Completion of knee arthroplasty research projects	Experience of arthroplasty for trauma (logbook) Experience of knee revision arthroplasty (logbook) Presentation(s) at National/International meetings in knee arthroplasty Publication(s) in peer reviewed journals in knee arthroplasty
Training	Training the Trainers / Teaching the Teachers Course. Keen interest in teaching at all levels of trainees both locally and nationally including FRCS (Tr & Orth) courses	Formal Teaching / Training Qualifications
Audit Governance /	Evidence supporting significant participation in Clinical Audit including evidence of successful completion of the "audit loop"	Knee arthroplasty audits
Interests	Commitment to developing arthroplasty networks	Evidence of quality improvement projects in knee arthroplasty Experience working in revision knee hub

Circumstances	Flexible outlook on working hours Must live within a 15-mile radius of the base Trust or 30 minutes travelling time Full Driving License, willingness to travel as part of post	
Communication and language skills	Good knowledge of, and ability to use, spoken and written English	
Other	Appropriate Immigration Status Flexible outlook on working practices	