

**UNIVERSITY HOSPITALS OF DERBY AND BURTON
NHS FOUNDATION TRUST**

Division of Diagnostics, Surgery and Anaesthetics

Trauma and Orthopaedics Business Unit

APPOINTMENT

OF

Locally Employed Senior Clinical Fellow

IN

TRAUMA & ORTHOPAEDICS
(12 months appointment with
possible extension to 24 months)

Rotational Opportunities Available

May 2022

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SECTION 1: General Details	
Title:	Locally Employed Senior Clinical Fellow in Trauma & Orthopaedics
Location:	Based at Royal Derby Hospital
New or Replacement Post:	Replacement post
Prime responsibility:	Provision of Trauma & Orthopaedics services for Southern Derbyshire and the surrounding areas
Accountable to:	Divisional Medical Director, Division of Surgical Services – Dr John Williams
Reports to:	Clinical Director for Trauma & Orthopaedics – Mr Simon Pickering
Key tasks: Example	<ul style="list-style-type: none"> • Provision of middle grade support to the orthopaedic services. • Assisting named consultants in outpatient activity, theatre activity and ward rounds as per job plan. • Participation in the weekly ward pre-operative assessment clinics to facilitate effective preparation for surgery • Participation in individual patient meetings with their family & MDT ('Patient review meetings') • Shared role in delivery of teaching & training to junior doctors & non-medical staff. • Active participation in Clinical Governance, audit & research activities of these services. • Assisting in administrative tasks of these services • Keeping up to date & participating in CME & CPD • Participation in annual appraisals & job planning.

SECTION 2: Person Specification			
ENTRY CRITERIA	ESSENTIAL	DESIRABLE	ASSESS BY
Qualifications	<ul style="list-style-type: none"> • MRCS/MBBS or equivalent. 	FRCS (Tr&Orth)	A
Experience	<ul style="list-style-type: none"> • 2 yrs in a specialty training programme in a relevant specialty within the NHS. 	2 yrs experience in Trauma & Orthopaedics	A, HS
Eligibility	<ul style="list-style-type: none"> • Evidence of Full GMC registration, with a licence to practise, at time of application • Eligible to work in the UK 		A, HS
Health	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards in Good Medical Practice) 		A, P, HS
Clinical knowledge & skills	<ul style="list-style-type: none"> • Up to date knowledge of Trauma & Orthopaedics & evidence of an understanding of its application; • Capacity to apply sound clinical knowledge relevant to the job; • Experience in making clinical decisions & managing risk. Knows when to seek help, able to prioritise clinical need; • Shows aptitude for practical skills required in job; • Proven ability to work effectively in different clinical settings required in job 	ATLS	A, P, C, I, & R
Clinical governance / improving quality of patient care	<ul style="list-style-type: none"> • Capacity to be alert to dangers/ problems. • Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors; • Demonstrates understanding of the principles of research; • Evidence of interest & experience in teaching junior doctors & medical students; • Evidence of active participation in audit 	Evidence of relevant academic & research achievements relevant to Trauma & Orthopaedics	A, I, P
Communication skills	<ul style="list-style-type: none"> • Demonstrable skills in written & spoken English adequate to enable effective communication on medical topics with patients/colleagues, which could be evidenced by i) applicants having undertaken undergraduate training in English or ii) having scores in the academic IELTS or equivalent, equal to those required for recruitment to MMC specialty training programmes; • Capacity to listen & take in others' perspectives; • Always considers patients preferences when discussing treatment options; • Always considers the full impact of clinical decisions on the patients. Practice shared decision making; • Directs & supports patients to access the information they need to support decision making 	<ul style="list-style-type: none"> • 360 degree feedback; • Patient survey feedback & reflections 	A, I, R

Personal Skills	<ul style="list-style-type: none"> • Capacity to work co-operatively, effectively & flexibly within a multi-disciplinary team, & demonstrate leadership when appropriate; • Capacity to use logical/lateral thinking to solve problems & make decisions; • Capacity to organise oneself & prioritise own work. Demonstrates punctuality, preparation & self-discipline; • Understanding of the importance of information technology; • Able to adapt & work with the Trust to deliver improved patient care; • Promotes equality & diversity 	<ul style="list-style-type: none"> • Demonstrates skills needed for effective delegation within the team: 360 degree feedback • Basic keyboard skills 	A, I, R
Probity	<ul style="list-style-type: none"> • Capacity to take responsibility for own actions & demonstrate a non-judgemental approach towards others; • Displays honesty, integrity, awareness of confidentiality & ethical issues 		A, I, R
Commitment to on-going CPD	<ul style="list-style-type: none"> • Demonstrates a willingness to fully engage in appraisal. Self awareness & ability to accept & learn from feedback 		P, C

Key for Assess by:

A = application form

HS = pre-employment and health screening

C = other documented evidence e.g. certificate, exam

I = interview

P = portfolio

R = references

SECTION 3 - Duties of the Post

3.1 Appointment

CLINICAL

The Locally Employed Senior Clinical Fellow in Trauma and Orthopaedics will be directly involved in the day to day care of the Trauma and Orthopaedic patients admitted to their firm. There is a day to day commitment to clinics and operating sessions.

Positions may undertake on calls or there may be a requirement for some OOH requirements with these positions. Prospective cover must be provided.

STUDY AND TRAINING

There is a very active Post-Graduation teaching programme with a clinic conference, lecture and seminar each week during term time. Weekly Xray conferences are held at Queen's Medical Centre and University Hospitals of Derby and Burton NHS Foundation Trust.

The Orthopaedic Department organises a teaching programme, which the Fellows are expected to attend.

There is a monthly audit meeting and plastering session on a rolling programme and a Pathology meeting every two months to enhance the weekly teaching programme.

Study leave may be granted up to a maximum of 10 days per year, subject to maintenance of the service and prior formal approval of the Clinical Director. Applications for study leave if approved will be granted with pay, but with limited or no financial support towards expenses incurred.

RESEARCH

One session per week is allocated for clinical base science research. There is access to individuals in the Trauma and Orthopaedic Department who have experience of research in order to discuss ideas and projects.

The Trust is a research-active University Hospital with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

SECTION 4 – Orthopaedic Services

4.1 Introduction

University Hospitals of Derby and Burton NHS Foundation Trust provides acute care and support services for residents of Derby and surrounding areas.

There are five clinical directorates and two pathway teams (Urgent Care and Planned Care) supporting delivery of a wide range of services for acute illnesses and long-term conditions.

This appointment is part of the Orthopaedic Services in the Surgical Division

4.2 Orthopaedic Services

Trauma and Orthopaedics at the Royal Derby Hospital incorporates a highly developed spinal unit and other sub specialities as listed below. It has a dedicated, purpose built OPD and 7 inpatient theatres, 1 of which is dedicated to trauma. Day case operates out of an 8th theatre suite within the same complex. 20 consultants participate in the trauma on call rota. A daily 'red line' meeting takes place every weekday morning at 0800 where Consultants and their firm discuss outstanding trauma, agree an action plan and assign patients to specific surgeons. Clinical activity is also undertaken at hospitals in locations across Derbyshire.

Staffing: NHS & Academic

Trauma & Orthopaedic Consultants:-

NHS Consultants	Specialist Clinical Service
Mr D Clark	Upper Limb
Mr T Cresswell	Upper Limb
Mr A Tambe	Upper Limb
Mr M Espag	Upper Limb
Mr A Dekker – cross site Consultant	Upper Limb
Mr S Milner	Foot and Ankle
Mr N Duncan	Foot and Ankle
Professor R Rajan	Foot and Ankle /Paediatrics
Mr S Tafazal – Assistant Clinical Director Paediatrics	Foot and Ankle /Paediatrics
Mr J Brousil	Foot and Ankle/Paediatric
Mr R Moldovan – cross site Consultant	Foot and Ankle
Mr M Utukuri	Adult/Paediatrics
Mr D Calthorpe – Assistant Clinical Director Spines	Spines
Mr R Bomireddy	Spines
Mr J Clamp	Spines
Mr H Gakhar	Spines
Mr A Bateman	Spines
Mr S Lakkol	Spines
Mr D McDermott	Knee/Hip
Mr J M Rowles	Knee/Hip
Mr R Straw – Assistant Clinical Director	Knee
M A Stephen	Hip
Mr J W Hutchinson	Hip
Mr J Lewis	Hip
Mr C Quah	Knee/Hip
Mr S Pickering – Clinical Director	Knee/Hip
Mr S Cockshott	Knee/Hip
Mr N Bhangoo	Knee/Hip
Mr G Geutjens	Knee

Non-Specialist Establishment for General Orthopaedics:

10 Specialist Registrars (Higher Surgical Trainee)

2 Knee Fellow

3 Upper Limb Fellows

2 Trust Grade Registrars

2 Teaching Registrars

4 CT Doctors

4 F2 Doctors

8 Clinical Doctors

2 F1 Doctors

SECTION 5 - General Conditions of Appointment**GMC Registration and a licence to practise & the Disclosure Barring Service**

Full GMC registration with a licence to practise at the time of application is essential. Applicants must also be eligible to work in the UK and have excellent skills in written and spoken English, sufficiently adequate to enable highly effective communication about medical topics with patients and colleagues.

All appointments are subject to satisfactory Occupational Health Clearance & evidence of a satisfactory enhanced criminal records disclosure by the Disclosure Barring Service.

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

With the Terms of DHSS Circular (HC)(88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children & you will be expected to undertake a 'disclosure' check.

Health and Safety

The University Hospitals of Derby and Burton NHS Foundation Trust recognises its duties under the Health and Safety at Work Act 1974, to ensure as far as is reasonably practicable, the health, safety and welfare at work of all its employees. In addition, the business of the NHS Trust shall be conducted so as to ensure patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to NHS Trust premises and facilities are not exposed to risk to their health and safety.

All medical and dental staff under contract to the University Hospitals of Derby and Burton NHS Foundation Trust will be expected to comply with the Trust Health and Safety policies and must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Data Protection

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Smoke Free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Trust Policies and Procedures

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

Exposure Prone Procedures

The duties of this post require the post holder to carry out exposure prone procedures on patients of the University Hospitals of Derby and Burton NHS Foundation Trust. In order to protect its patients from blood borne virus infections from staff, the University Hospitals of Derby and Burton NHS Foundation Trust requires that the following conditions be met before appointment is made:

- The candidate must consider whether he/she has been at significant risk of acquiring HIV infection. If there has been such a risk the candidate must arrange for HIV testing before accepting the appointment.
- The candidate must provide documentary evidence on immunity to Hepatitis B infection by immunisation or natural immunity. If the candidate is non-immune the University Hospitals of Derby and Burton NHS Foundation Trust will require a blood test to be carried out for Hepatitis B antigen before appointment. The duties of this post are such that no Hepatitis B antigen positive candidate could be appointed.
- Any appointee who is not immune to Hepatitis B, but is carrying out exposure prone procedures, accepts that regular checks on Hepatitis B markers will be carried out by the Occupational Health Service appointed by University Hospitals of Derby and Burton NHS Foundation Trust.

Tests can be arranged, if the candidate agrees, in confidence through the local Consultant Microbiologist or the Occupational Health Service. All costs for testing will be borne by the University Hospitals of Derby and Burton NHS Foundation Trust.

Annual & Study Leave

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department & the Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director. It is essential that a minimum of 6 weeks notice is given to allow for proper planning & prevent cancellations of patients' appointments/procedures. This applies to all forms of leave.

Teaching & Training

There is a purpose built post-graduate facility at the Royal Derby Hospital. The Trust supports an active, post-graduate medical education programme. NHS Library facilities are available at RDH, whilst the GEM school library is directly linked to the Greenfield Library in Nottingham. Apart from the new GEM program intake, students from Nottingham attend for clinical attachments in medicine & surgery & mid-year attachments in a number of other specialties, as well as for BMedSci project work. The Academic Unit has a high-quality microwave/SHF link for broadcasting operative or endoscopic video live into the post-graduate centres or Medical School lecture theatre, with a return audio feed for interactive discussion during training courses.

Research

The Trust is a research-active University Hospital with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation. Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

SECTION 6 - Applicant Information

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Applications to be submitted in the form of:

A completed Application Form via Trac / NHS Jobs, giving names of three referees

Closing date for receipt of applications: as per advertisement

SECTION 7: General Information

The post is based at both the Royal Derby Hospital and Queens Hospital Burton. The sites provide state of the art facilities with access to a full range of excellent diagnostic and treatment facilities.

Both Burton and Derby are centrally located with excellent road, rail and air links and within easy access of the Peak National Park. We have all the leisure, sport and entertainment facilities you would expect and an excellent range of primary and secondary educational facilities both public and private sector.

7.1 Living in our area

To find out more visit:

www.derby.gov.uk

www.enjoystaffordshire.com

7.2 University Hospitals of Derby and Burton NHS Foundation Trust

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield and Tamworth – to provide the highest quality care to patients across southern Derbyshire and south east Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our VISION is to deliver exceptional care together.



COMPASSION

We show kindness
We behave with integrity
We are thoughtful



OPENNESS

We are inclusive; we respect and value everyone
We collaborate
We actively listen and give and seek feedback



EXCELLENCE

We take responsibility
We continuously learn and grow
We push boundaries and challenge ourselves

Putting patients first

Right first time

Investing our resources wisely

Developing our people

Ensuring value through partnership

Our PRIDE objectives are about putting patients first, making sure we get it right first time, investing our resources wisely, developing our people and ensuring value through partnerships.

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal.

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

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Further Information

To find out more about the Trust, please visit www.uhdb.nhs.uk

To find out more about Derbyshire or Staffordshire please visit www.derby.gov.uk or www.enjoystaffordshire.com