



**Royal Devon  
University Healthcare**  
NHS Foundation Trust

# **LOCUM CONSULTANT IN SPINAL SURGERY (DEFORMITY)**

## **JOB DESCRIPTION**

# **CONSULTANT IN SPINAL SURGERY**

## **1. INTRODUCTION**

This Consultant appointment is a 12 month fixed term contract post. Applicants should be fully trained in either general orthopaedics and traumatology. The Spinal Service at the Royal Devon University Healthcare Trust covers a full spectrum of spinal disorders ranging from degenerative pathologies through to tumour resection, adult and paediatric deformity and reconstruction surgery are treated. There will be a commitment to spinal trauma and emergency spinal care. In addition, the successful candidate will be required to work well within a team and demonstrate flexibility in their approach to working.

## **2. HOSPITALS AND SERVICES**

The Royal Devon University Healthcare Trust serves the mixed urban and rural population of Exeter, east and mid Devon. In addition patients access specialist services from a wider region including the rest of Devon, Somerset and Cornwall.

The Trust is governed by a unitary board comprising a Chairman, Chief Executive and both Executive and Non-Executive Directors. The Executive Directors manage the day to day operational and financial performance of the Trust. These consist of the Chief Executive Officer, a Director of Transformation and Organisational Development, a Medical Director, a Director of Finance and Business Development and a Chief Nurse /Executive Director of Delivery.

The Non-Executive directors do not have responsibility for the day to day management of the Trust but share the Board's corporate responsibility for ensuring that the Trust is run efficiently, economically and effectively.

All permanent medical staff are members of the Medical Staff Committee which has an elected Chairman who represents the group at the Trust Management Committee.

Clinical services are managed in three divisions led by a Divisional Director, Associate Medical Director and an Assistant Director of Nursing/Associate Director of Midwifery and Patient Care.

For a full description of the main hospitals and services of the Trust see the Trust website <http://www.rdehospital.nhs.uk/>

## **3. THE WORK OF THE DEPARTMENT AND DIRECTORATE**

The Directorate of Orthopaedics, Trauma and Rheumatology is based at the Princess Elizabeth Orthopaedic Centre (PEOC) at the Royal Devon University Healthcare Trust. PEOC presently provides routine and specialist orthopaedic work for residents of Devon & Cornwall. The existing staff comprises 22 Consultant Orthopaedic Surgeons (including 6 spinal consultants), 5 Consultant

Rheumatologists, 7 Specialist Registrars (1 rheumatology), 8 Orthopaedic Fellows and 12 SHO's.

The appointee will be supported by junior staff, shared with the other Consultants, including 2 post CCT Fellowships and 2 Orthopaedic higher surgical trainees.

There is a comprehensive range of routine elective orthopaedic surgery and specialist surgery, particularly for disorders of the spine, hip, knee, shoulder, foot & ankle, hand and orthopaedic disorders in children.

Exeter Spine Unit offers outpatient services in all types of spinal surgery, paediatrics spinal deformity and all types of elective spinal surgery. Pre-operative assessment clinics are held in Exeter, and peripheral orthopaedic clinics are held around the region. Exeter Spine Unit is a complex spine hub in the Peninsula Regional Spine Network.

The Exeter trauma service is provided at the Royal Devon and Exeter (Wonford).

**4. POSITION OF CONSULTANTS UNABLE FOR PERSONAL REASONS TO WORK FULL-TIME**

Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. The Trust is committed to flexible working arrangements including job-sharing. Such arrangements will be discussed with any shortlisted candidate on a personal basis.

**5. THE JOB ITSELF**

**TITLE:** Locum Consultant in Spinal Surgery (Deformity)

**RELATIONSHIPS:**

The employer is the Royal Devon University Healthcare Foundation Trust.

The post is based on a whole time appointment for 12 months.

**DUTIES OF THE POST**

**Clinical Commitments**

The appointee will be expected to provide advice and specialist expertise through the full range of Spinal work; both elective and Trauma, although it is recognised that he/she may have special interests in specific areas. The successful candidate would be expected to share in the on call spinal trauma rota with his/her spinal team colleagues.

**Education and Training**

The post holder will be expected to participate in the SAC accredited Higher Surgical Training Programme and in the supervision of junior doctors in training. Excellent opportunities exist for the appointee to undertake original research work in his/her

field. Links with the University of Exeter are strong. Exeter has its own Postgraduate Medical School, with 5 personal chairs.

### **Exeter Medical School**

The Royal Devon and Exeter NHS Foundation Trust is one of the NHS partners of the Exeter University Medical School and the Department has responsibility for part of the clinical undergraduate teaching programme. Time for teaching and preparation is arranged by mutual agreement with the Associate Medical Director within the Trust's annual job planning and appraisal process.

### **Emergency On-call and Cover for Colleagues**

In addition to providing emergency cover for the absent consultant colleague, it is expected that the consultant(s) providing cover will also provide clinical supervision to junior staff caring for elective inpatients and day cases.

Locum cover will not normally be provided.

### **Clinical Audit**

The successful candidate will be expected participate in the design and completion of audit projects leading to improvements in practice and to contribute to the development of Clinical Quality Standards.

### **Research and Innovation**

The appointee will be expected to participate in clinical research and service innovation. The Trust hosts the National Institute of Health Research Clinical Research Network and the appointee will be expected to identify suitable patients for clinical trials. There are opportunities for candidates to act as a Principal Investigator for NIHR clinical trials with the support from R&D as well as develop their own portfolio of research as a Chief Investigator with support from the Research Design Service.

All research undertaken must comply with Trust policy on Research & Development. Trust policy and guidelines are available on the Trust's Intranet site and specific compliance with the Research Governance Framework for Health and Social Care.

The successful candidate will be expected participate, and in some cases lead on, improvement and innovation activity. Where such activity creates potential new intellectual property this must comply with Trust policy on Innovation and Intellectual Property.

### **Health and Safety**

The Trust has a Health and Safety Policy and all staff are required to be familiar with the policy to ensure a safe working environment.

### **Clinical Governance**

All consultants are required to participate actively in annual appraisal and in clinical governance activities. The postholder will also be expected to take an active part in the evidence-based practice and risk management programmes. He/she will also participate in the Trust-wide continuous quality improvement programme, involving

patients and users of the service as appropriate. Adverse incidents should be reported via the Trust policy.

### **Administration**

The appointee will undertake administrative duties associated with the running of his/her clinical work.

### **Management**

The appointee is expected to be responsible to the Lead Clinician and Service Manager for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in directorate/departmental meetings.

### **Professional Performance**

The appointee will have continuing responsibility for the proper function of the work.

It is a requirement that if the employee has concerns about the professional performance of a member of the medical staff, they have a duty to speak to the person concerned. If the matter is potentially serious, or satisfaction is not obtained with the direct approach, such concerns should be discussed with the Clinical Director, if satisfaction is again not obtained, concerns should be discussed with the Medical Director.

### **Infection Control**

All medical and dental staff have a duty to practice safe medicine in relation to infection control and other issues. Appointees will therefore be expected to attend infection control learning opportunities once per year as a minimum, and also to comply with Trust Infection Control policies and guidelines.

### **Staff and office**

The appointee will have office accommodation, secretarial support and access to their own PC and the internet.

### **Leave**

Annual and study leave will be granted to the maximum extent allowable by the Medical & Dental Whitley terms and conditions, but, in accordance with the Trust's leave policy.

## **6. Example Timetable**

Note: the days of the week for particular duties are subject to change

Day	Time	Location	Work	No. of PAs	Categorisation – Direct Care / Supporting	Annualised PAs
Monday	AM	PEOC / COMM.	OPD	1	DIRECT CARE	

	PM	PEOC	ADMIN	1	DIRECT CARE	
Tuesday	AM	PEOC	OPD Alt weeks	1	DIRECT CARE	
Tuesday	ALL DAY	PEOC	THEATRE ALTERNATE WEEKS	1.25	DIRECT CARE	
Wednesday	ALL DAY	PEOC	THEATRE	2.5	DIRECT CARE	
Thursday	ALL DAY		SPA	1.5	SUPPORTING	
Friday	AM	PEOC	WARD ROUND/MD T	1	DIRECT CARE	
	PM	PEOC	OPD	1	DIRECT CARE	
Programmed activity						Number
Un-predictable on-call Predictable on-call paid as time-in-lieu (6PAs and 2SPAs per 12 weeks)						0.25
Direct clinical care						8.25
Supporting professional activities						1.5
Exeter Medical School						0

Job Plan over an X week cycle

PROGRAMMED ACTIVITY SUMMARY	WEEKEND ON CALL/CATEGORY	TOTAL
Frequency	1:6 INTERNAL COVER	
Direct clinical care (including predictable and unpredictable on-call)	8.5	
Supporting professional activities (including teaching, CME, audit and research)	1.5	
Other NHS responsibilities Exeter Medical School	0	
External duties	0	
TOTAL PROGRAMMED ACTIVITIES		10

The supporting professional activities (SPAs) allocation within the provisional job plan is an illustrative guide and will be finalised following individual agreement with successful candidate. A minimum of 1.5 SPAs will be provided within a full time contract, for a consultant's personal development. Further discussion on supporting professional activities will depend on the Trust's requirements and the individual's particular expertise.

The Trust is in a transitional phase of workforce modernisation in part due to the implementation of the new consultant contract, and aims to limit consultants' job plans to a maximum of 10 PAs per week.

### **On-call availability supplement**

Current agreed on-call rota:

1 in 6

Agreed category:

A

On-call supplement:

5%

## **7. MAIN CONDITIONS OF SERVICE**

### **Salary Scale**

£88,364 - £119,133 per annum pro rata

### **Annual Leave**

6 weeks + 2 days per year (+day off in lieu for each Public Holiday worked) rising to 6 weeks and 4 days after 7 years service pro rata. Five weeks of entitlement to be taken in full weeks.

### **Study leave**

32 working days over period of three years.

### **Date of Vacancy**

Asap

### **Domicile**

Consultants are expected to reside within a reasonable distance of Exeter, normally within 10 miles or 30 minutes. Exceptions to this rule will need to be discussed with the Medical Director.

## **8. University of Exeter Medical School**

The University of Exeter is one of the most successful universities of the 21st century. Research and education of the highest quality are at the heart of an inspiring community in which to learn, work and live. It has ambitious plans for the future, including a £275 million investment in facilities over the next five years. The University has recently accepted an invitation to join the prestigious Russell Group of leading research-led universities and was named the "Times University of the Year" in 2012/2013.

The University of Exeter Medical School (UEMS) is the newest College at the University of Exeter (<http://www.exeter.ac.uk/medicine/>). Formed from the disaggregation of Peninsula College of Medicine and Dentistry in 2012, it combines

the best of the Peninsula Medical School and with the University of Exeter's outstanding global reputation for academic excellence and student experience. The first intake of UEMS students will be in Sept 2013 and the final cohort of PCMD students will graduate in 2018. Both the University of Exeter and Plymouth University will continue work together to ensure that joint students benefit from the highest quality of education and are prepared for rewarding careers as doctors.

The Medical School's cutting-edge research is driven by important clinical questions. It focuses on translational and applied research in areas of greatest health burden and greatest opportunity for scientific advance, principally: diabetes, cardiovascular risk, and ageing; neurological disorders and mental health; environment and human health; and health services research. It spans basic through clinical science to clinical trials and health policy.

UEMS delivers two highly-regarded and innovative undergraduate degrees: the BSc in Medical Sciences and Bachelor of Medicine, Bachelor of Surgery (BMBS). In addition, the Medical School offers a range of postgraduate programmes and courses.

The curriculum reflects today's evolving models of care and patient experience in acute, primary and community care settings. Building on the excellent educational reputation of Peninsula College of Medicine and Dentistry and using problem-based learning in small groups, the BMBS programme reflects the belief that doctors need to adopt a socially accountable approach to their work and to understand the human and societal impact of disease as well as the community-wide context of contemporary health care provision. Our graduates will be both capable and confident, whether they are clinicians, managers, educators or researchers and will be committed to life-long scholarship.

Years one and two of the BMBS programme are based at the St Luke's Campus in Exeter and lay the scientific foundations for the future years of the course. There is clinical contact from year one and students begin acquisition of a range of transferable skills, learning science within a clinical context. Years three and four of the programme are based at the Royal Devon and Exeter Hospital and at the Royal Cornwall Hospital in Truro and in their surrounding general practices and community health environments. In year five, students are involved in a series of apprenticeship attachments; to consultants and to Principal General Practitioners on a one-to-one basis throughout Devon and Cornwall in Barnstaple, Exeter, Torbay and Truro.

There is great scope for staff in NHS Partner Organisations to become involved in all aspects of the Medical School curriculum for undergraduate education; for example, clinicians may be engaged with PMS as clinical teachers, clinical skills tutors, and academic tutors.

The National Health Service (NHS) has been closely involved in the development of medical education in the South West and is the major UK employer of healthcare professionals. Significant growth in the number of doctors and the development of medical education, both pre- and post-qualification, contributes to the essential modernisation required to deliver the government's NHS Plan.

The NHS in Devon and Cornwall has worked with the school to ensure that its services and facilities offer the right environment to support the way doctors, scientists, educators and researchers are trained.

### **The Research and Development Support Unit (RDSU)**

The Trust holds a contract from the Department of Health to host a Peninsula wide Research and Development Support Unit to facilitate NHS R&D in the implementation of Evidence Based Practice in the research community. This Peninsula Unit, which was formed from three highly successful units, involves networks throughout the Peninsula embracing both Primary Care Secondary Care and supports all professional groups.

## **9. RESEARCH GOVERNANCE**

All research undertaken must comply with Trust policy on Research & Development. Trust policy and guidelines are available on the Trust's Intranet site and specific compliance with the Research Governance Framework for Health and Social Care.

## **10. CANVASSING**

Candidates are asked to note that canvassing of any member of the Advisory Appointments Committee will disqualify {see Statutory Instrument 1982 No. 276 paragraph 8(1)(b)}. This should not deter candidates from seeking further information relevant to the post from those members of the Trust detailed below and, further, this should not deter candidates from making informal visits to the Trust which are encouraged.

## **11. ACCESS TO CHILDREN AND VULNERABLE ADULTS**

The person appointed to this post may have substantial access to children and to vulnerable adults. Applicants are, therefore, advised that in the event that your appointment is recommended and in line with Trust policy, you will be asked to undertake an Enhanced Disclosure check with the CRB prior to commencement of employment. Refusal to do so could prevent further consideration of the application. Attention is drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended by the Rehabilitation of Offenders Act 1974 (Exceptions)(Amendment) Order 1986, which allow convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

## **12. REHABILITATION OF OFFENDERS**

This post is not protected by the Rehabilitation of Offenders Act, 1974. You must disclose all information about all convictions (if any) in a Court of Law, no matter when they occurred. This information will be treated in the strictest confidence.

## **13. DATA PROTECTION ACT 1998**

Candidates are informed that the information given by them in application for the post will be used only for the recruitment and selection process. For successful candidates this will then form part of their personal file, and for unsuccessful candidates the information will be destroyed. The information is stored both in hard

copy form and minimally on a database. This information is held and administered in line with the Data Protection Act and the Trust's confidentiality procedure.

#### 14. **FURTHER INFORMATION**

Medical Directors: Mr Adrian Harris  
Medical Director  
Royal Devon University Healthcare Foundation Trust  
Barrack Road  
Exeter EX2 5DW  
Tel: 01392 402357  
Fax: 01392 403911

Clinical Director: Mr. Andrew Toms  
Consultant Orthopaedic Surgeon  
Royal Devon University Healthcare Foundation Trust  
Barrack Road  
Exeter EX2 5DW  
Tel: 01392 403529

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Spinal Clinical Lead: Mr Henry Budd  
Consultant Spinal Surgeon  
Tel : 01392 403575

Paediatric Deformity Surgeon: Mr Oliver Stokes  
Tel : 01392 404728