



Royal Devon
University Healthcare
NHS Foundation Trust

CONSULTANT RECRUITMENT PACK

CONSULTANT IN TRAUMA AND ORTHOPAEDIC SURGERY (HIP)

For more information, please contact us:

rde-tr.medicalhr@nhs.net



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DEVON

Welcome

Applicants must have completed specialist training prior to taking up the appointment.

The expected date of the award of the Certificate of Completion of Training should be no later than six months after the date of AAC interview for this post.

The Applicant should also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

Please make your application through the NHS Jobs online service at www.jobs.nhs.uk. Please apply using the standard online application form at this site.

In the interests of equal opportunities, applications or supplementary information submitted by CV will not be accepted. A minimum of three recent references are required, including a satisfactory reference from your current employer or the responsible officer at your current designated body.

JOB TITLE

Consultant in Trauma and Orthopaedic Surgery (Hip)

DATE OF VACANCY

Immediate

BASE

Royal Devon University Healthcare
NHS Foundation Trust

COVER IMAGE

Exmouth

25 minutes train
ride from central
Exeter



Main entrance
to the Royal Devon
University Healthcare

Job Description

An exciting opportunity has arisen to join the well-established Exeter Hip Team at the Princess Elizabeth Orthopaedic Centre, Royal Devon University Healthcare NHS Foundation Trust.

The Exeter Hip Team has an excellent reputation locally, nationally and internationally for the high standards of its clinical work, for teaching and for quality research. Results from the National Joint Registry of England and Wales consistently demonstrate that the Exeter Hip Unit is a positive outlier for revision rates and patient reported outcomes. This is a dynamic, friendly and cohesive team that requires an additional Consultant colleague to help expand our delivery of an excellent, patient-centred hip arthroplasty service.

The applicant should be fully trained in general orthopaedics and traumatology. They will have been successful in the FRCS (Tr&Orth) examination, will be on the GMC Specialist Register, and will have undertaken a fellowship in primary and revision hip arthroplasty surgery. She or he will be expected to be highly skilled and competent in primary hip arthroplasty and keen to develop a longer-term interest in complex primary and revision hip arthroplasty surgery. In addition, it is expected that the successful candidate will

have a strong academic background and will work to support the developing academic unit within PEOC. In addition, the hip team share a significant workload of general trauma and lower limb sub-specialty trauma, so experience and training in hip-related trauma is essential.

We are looking for a hardworking, enthusiastic individual to join our cohesive multidisciplinary team. The successful applicant may be expected to work with a flexible timetable initially and commitments will include on call for trauma. The successful candidate will be required to demonstrate flexibility within their timetable in order to allow the Directorate to meet its activity targets.

During their time with the team, they will be supported and encouraged to develop further expertise in hip surgery. An established track record of research and publication and/or quality improvement would be advantageous.

2. THE ORTHOPAEDIC DIRECTORATE

The Directorate of Orthopaedics, Trauma and Rheumatology is based at the Princess Elizabeth Orthopaedic Centre (PEOC) and at the re-purposed Nightingale Hospital, Exeter.

PEOC currently provides routine and specialist orthopaedic work for residents of Devon & Cornwall and a tertiary Orthopaedic service for a wider area. The current staff comprises twenty-seven Consultant Orthopaedic Surgeons, an Associate Specialist, five Consultant Rheumatologists, seven Specialist Registrars (one rheumatology), nine Orthopaedic Fellows and twelve SHO's.

The appointee will be supported by the team, which includes an Associate Specialist, three Fellows, a Specialist Registrar, junior trainee doctors, as well as a surgical care practitioner and an extended scope physiotherapist.

There is a comprehensive range of routine elective orthopaedic outpatient and inpatient services and specialist surgery provided by the Directorate. The orthopaedic team is highly sub-specialised and provides expertise in shoulder, elbow, hand, spine, hip, knee, foot & ankle and orthopaedic disorders in children. The hip arthroplasty services, both outpatient and inpatient, are currently delivered at PEOC with some elective activity at the Nightingale Exeter site (South-West Ambulatory Orthopaedic Centre – SWAOC).

The atmosphere within the Directorate is one of co-operation and inter-dependence between consultant colleagues, to ensure appropriate care is delivered to all patients.

The Exeter trauma service is provided at the Royal Devon University Healthcare NHS Foundation Trust Wonford site. The successful candidate will be expected to carry out general trauma surgery, but also provide a specialist hip trauma service, shared with the other consultants in the unit, particularly aimed at management of hip fractures, periprosthetic fractures and infections.

3. THE TRUST

The Royal Devon University Healthcare NHS Foundation Trust is a Teaching Hospital based in the historic cathedral city of Exeter in the heart of the South West of England. The Trust serves a core population of approximately 400,000, as well as offering specialist care in a number of services across the peninsula and beyond.

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 POSTION

TITLE: Consultant Orthopaedic and Trauma Surgeon (Hip)

RELATIONSHIPS:

The employer is the Royal Devon University Healthcare Exeter NHS Foundation Trust.

The post is based on a whole-time appointment.

DUTIES OF THE POST

Clinical Commitments

The appointee will be expected to provide advice and specialist expertise on elective surgery of the hip, within the supportive framework of the Hip Team. In addition to participating in the full range of trauma work the appointee will be expected to take additional responsibility for hip trauma; applicants should have a broad trauma training. The successful candidate would be expected to share in the on-call trauma rota with his/her colleagues, currently a 1:12 rotation.

Trauma cover each week is provided by a multidisciplinary team of orthopaedic colleagues, with representation from each of the sub-specialty teams. The successful candidate will join colleagues from upper limb, foot and ankle, spines, and knees in a weekly trauma team. During each trauma week there is a general trauma case load review every morning, Monday to Friday, at 8.00 am, attended by the consultants on the multidisciplinary team, the on-call trainee doctors, as well as trauma theatre and trauma unit nursing staff and physiotherapists. It is also attended by other Consultants, and juniors, on a voluntary basis.

Emergency On-call and Cover for Colleagues

In addition to providing emergency cover for absent consultant colleagues on the Team, 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.

Education and Training

The post holder will be expected to participate in the SAC accredited Higher Surgical Training Programme and in the supervision and education of junior doctors in training.

Exeter Medical School

The Royal Devon University Healthcare NHS Foundation Trust is one of the NHS partners of the University of Exeter Medical School, formerly part of the Peninsula Medical School. The department takes responsibility for part of the clinical undergraduate teaching programme. Time for teaching and preparation is arranged by mutual agreement with the Clinical Lead within the Trust's annual job planning and appraisal process.

Clinical Audit & Research

In order to meet present and future challenges there is a particular need for expertise in service development, quality improvement and innovation. The successful candidate will be expected to participate in the design and completion of audit projects leading to improvements in practice.

Excellent opportunities exist for the appointee to undertake original research work in her/his field. The department has strong links with the University of Exeter.

Health and Safety

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

Clinical Governance

All consultants are required to participate actively in annual appraisal and in clinical governance activities. The post holder will also be expected to take an active part in the evidence-based practice and risk management programmes. She/he 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 according to the Trust policy.

Administration

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

Management

The appointee is expected to be responsible to the Clinical Lead 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 their work. Employees with concerns about the professional performance of a member of the medical staff have a duty to speak to the person concerned. If the matter is potentially serious, or is not satisfactorily resolved through the direct approach, such concerns should be discussed with the Clinical Lead, and 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



6. TIMETABLE

PROGRAMMED ACTIVITY SUMMARY	WEEKEND ON CALL / CATEGORY	NO. OF PA'S	TOTAL PA's
Frequency	1:12 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 Peninsula Medical School		0	
External duties		0	
			10.0

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 occur as part of the normal job planning process.

On-call availability supplement

Current agreed on-call rota: 1:12

Agreed category:

On-call supplement: 3%



7. Conditions of Service

Salary Scale

£84,559-£114,003 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. Part time staff may elect to take public holidays as they fall or a pro rata entitlement.

Date of Vacancy

Immediate

Domicile

On call 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. ACADEMIC FACILITIES

The University of Exeter Medical School

The University of Exeter Medical School is founded on a unique partnership between the University of Exeter and the NHS in Devon. All teaching is underpinned by a strong research base with research focused in the Institute of Biomedical and Clinical Science, Institute of Health and Social Care and the Institute of Clinical Education.

Years one and two of the Bachelor of Medicine, Bachelor of Surgery degree programme lay the scientific foundations for the future years of the course. Students are introduced to clinical methods and begin acquisition of a range of transferable skills, learning science within a clinical context. The 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. The curriculum is structured around the human life cycle and the first-year student studies human physical and psychological development from birth through to death. Seventy percent is “core”, providing the knowledge and abilities essential for entry into the Pre-registration House Officer year and thirty percent is comprised of Special Study Units, which allow students to select areas of interest to study. In the second year students revisit the human life cycle, this time with an emphasis on disease and the pathological and psychological impact of illness. The programme in Years 3 and 4 moves away from the traditional curriculum model to reflect today's evolving models of care. Known as ‘Pathways of Care’, Years 3 and 4 reflects the patient experience of care in acute, primary and community care settings. Learning is patient centred. In year five students learn the job of medicine and start to develop their understanding of principles of practice in the NHS. Students are involved in a series of apprenticeship attachments to consultants across the South West and to Principal General Practitioners on a one-to-one basis throughout Devon.

There is great scope for staff in NHS Partner Organisations to become involved in all aspects of the University of Exeter medical school curriculum for undergraduate education; for example, clinicians may be engaged as Clinical Skills Tutors, SSU Providers, and Academic Mentors.

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 shortlisted 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 if your appointment is recommended and in line with Trust policy, you will be asked to undertake a disclosure check and a POCA (Protection of Children) list 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.



Equality, Diversity and Inclusion

The Royal Devon University Healthcare NHS Foundation Trust is committed to recruiting and supporting a diverse workforce and so we welcome applications from all sections of the community, regardless of age, disability, gender, race, religion and belief or sexual orientation.

The Trust is one of 39 NHS Trusts recognised as a diversity and inclusion partner by NHS Employers for 2019/20. This will provide the opportunity to develop and continuously improve the Trust's equality and diversity performance as well as giving the opportunity to influence national policy direction.

The Trust expects all staff to behave in a way which recognises and respects this diversity, in line with the appropriate standards.

The Trust is committed to fair and equitable recruitment processes for all applicants and will make any reasonable adjustments you require to our selection process.

Please contact the Medical Staffing Team at [**rde-tr.medicalhr@nhs.net**](mailto:rde-tr.medicalhr@nhs.net) to let us know what reasonable adjustments you require.

FURTHER INFORMATION

The Royal Devon University Healthcare NHS Foundation Trust welcomes informal enquiries; the relevant people to speak to are as follows:

**Cluster Manager, Trauma and Orthopaedics,
Rheumatology and Pain:**

Mrs Lynsey King

Royal Devon University Healthcare NHS
Foundation Trust
Barrack Road
Exeter EX2 5DW
Tel: 01392 408352
Tel: 07833403794

Clinical Director:

Professor A.D Toms

Consultant Orthopaedic Surgeon
Princess Elizabeth Orthopaedic Centre
Royal Devon University Healthcare NHS
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Barrack Road
Exeter EX2 5DW
Tel: 01392 403580

Clinical Lead:

Mr M.J Wilson

Consultant Orthopaedic and Trauma Surgeon
Princess Elizabeth Orthopaedic Centre
Royal Devon University Healthcare NHS
Foundation Trust
Barrack Road
Exeter EX2 5DW
Tel: 01392 406132

Key Clinicians:

Mr. J.R Howell

Consultant Orthopaedic and Trauma Surgeon
Princess Elizabeth Orthopaedic Centre
Royal Devon University Healthcare NHS
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Tel: 01392 406132

Mr. M.J W. Hubble

Consultant Orthopaedic and Trauma Surgeon
Princess Elizabeth Orthopaedic Centre
Royal Devon University Healthcare NHS
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Barrack Road
Exeter EX2 5DW
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Mr. A. Kassam

Consultant Orthopaedic and Trauma Surgeon
Princess Elizabeth Orthopaedic Centre
Royal Devon University Healthcare NHS
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Exeter EX2 5DW
Tel: 01392 406132

**Exeter Canal,
Exminster**

25 minutes by car
from Royal Devon



Health and Wellbeing

At the Royal Devon, staff's health and wellbeing is hugely important to us. We are passionate about creating a happy and healthy work environment for our staff, and we have a range of benefits available to support staff's health and wellbeing.

We want to support staff to improve their physical and emotional wellbeing and help them to lead a healthy lifestyle. In order to be able to care for others, it's important that staff take the time to care for themselves.

The Trust has a Health and Wellbeing Improvement Practitioner, whose role is dedicated to improving the health and wellbeing of staff across the Trust. The Practitioner is also supported by a Health and Wellbeing group which includes

a number of clinical and non-clinical members from across the Trust.

We also have trained a number of Health and Wellbeing Champions and Mental Health champions across the Trust to support in creating a positive and healthy working environment for all.

We have a range of benefits available to support staff's health and wellbeing, including:

Staff Physiotherapy Service

All staff can self-refer to our dedicated staff Physiotherapy service to get early help with any musculoskeletal problems.

Staff Support and Counselling Service

All staff can access dedicated face-to-face and telephone counselling support for work and personal problems.

Employee Assistance Programme

We have a 24/7 service available which provides emotional support and advice to staff. This service also provides support with a range of personal problems such as financial, legal or tax advice.

Wellbeing Activities

We have a range of activities on offer for staff to access including meditation sessions, mindfulness courses, sleep coaching courses, staff away days and health checks.

Onsite fitness activities

We run a variety of fitness classes onsite, including Yoga, Pilates, Qi gong, Circuits and running groups.

Smoking Cessation Support

Staff can access up to 6 face-to-face sessions of support from a dedicated Stop Smoking Advisor.

Staff Lottery

Staff can sign up to our Staff Lottery and win first prize of up to £2500 in the monthly draw.

Cycle to Work Scheme

Through Cyclescheme, staff can obtain a Bike and accessories up to a maximum cost of £1,000 through a salary sacrifice scheme. Staff also benefit from a saving to the overall cost attained through reduced income tax, national insurance and pension deductions.



About the Royal Devon

The Royal Devon University Healthcare NHS Foundation Trust provides integrated health and care services across North, East and Mid-Devon including Torridge & Exeter.

With 17,000 staff, it manages a large acute teaching hospital, 12 community hospitals and provides community services to a core population of over 1,000,000.

The Trust is nationally and internationally recognised for excellence in a number of specialist fields including the Princess Elizabeth Orthopaedic Centre, the Centre for Women's Health (maternity, neonatology and gynaecology services),

Cancer Services, Renal Services, Exeter Mobility Centre and Mardon Neuro-rehabilitation Centre.

In 2019 the Trust retained it's overall CQC rating of 'Good', given to us following a previous full CQC inspection in 2015. In particular, the Trust maintained an 'Outstanding' rating in the 'Caring' domain and the CQC report highlights numerous examples of a "positive culture" and staff caring for patients

with "kindness and dignity". The CQC rated leadership and management at the Trust as Outstanding, highlighting that our leadership team have the experience, capacity, capability and integrity to manage a well-led organisation and that the Trust is fully engaged and working effectively with system partners as part of the Devon Sustainability and Transformation Partnership (STP).





Creating a first-rate “Work-Life” balance by living & working in Devon

With breath-taking countryside, spectacular beaches and vibrant cities, it's not difficult to understand why Devon is frequently rated as one of the top places to live and work in the UK. Devon is a magnificent place to work and live and has the potential to deliver an exceptional Work-Life balance.

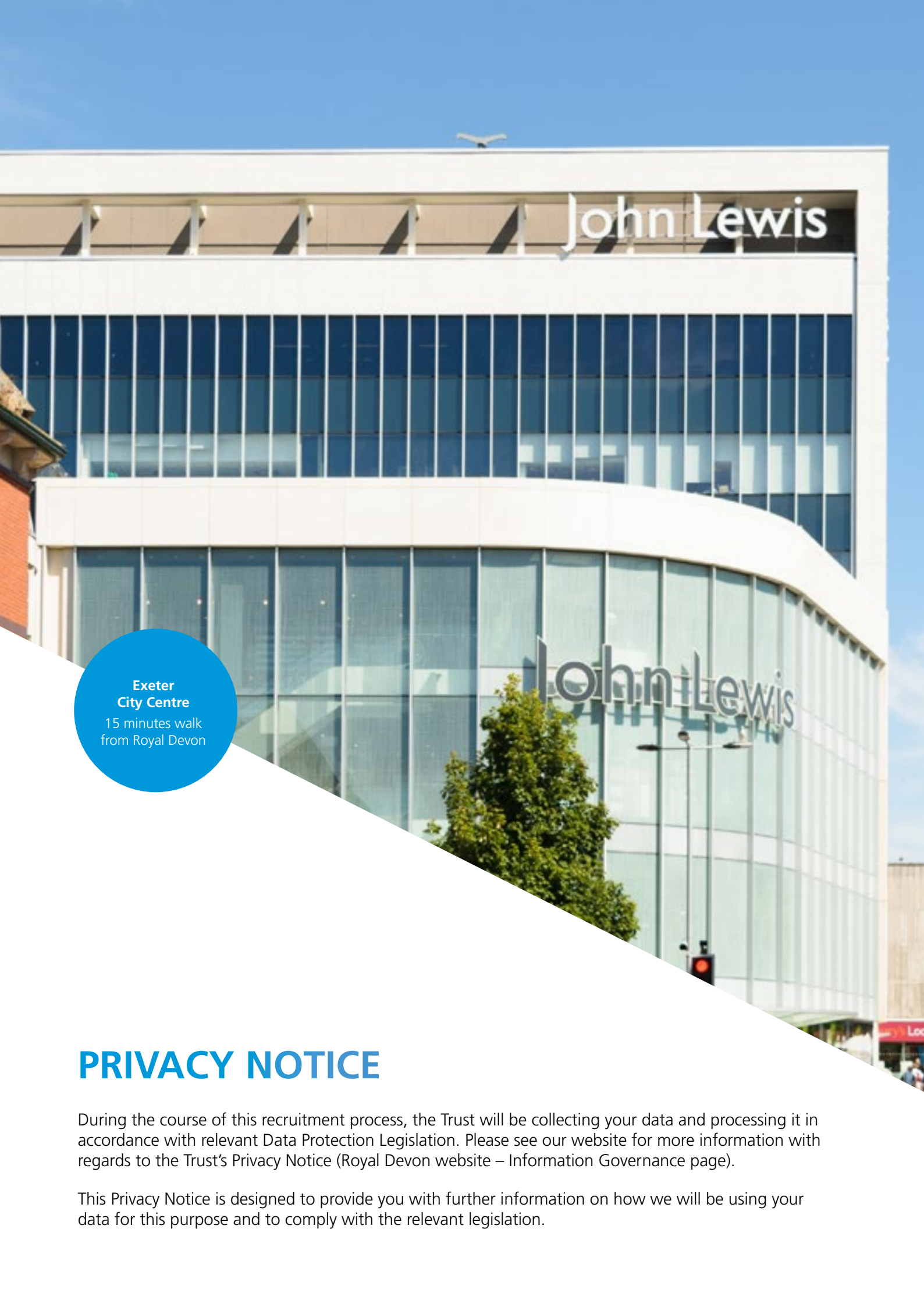
The main hospital site is in the historical Cathedral city of Exeter which dates back to Roman times. The Exeter City Walls are still visible around its centre and the Gothic Cathedral is simply stunning in terms of architecture and ambience. Exeter, and its surrounding cities, offer a varied and rich arts and culture scene including: The Royal Albert Memorial Museum & Art Gallery (RAMM) displaying fine art, costumes and local history, several theatres, cinemas, music venues and restaurants (both independents and chains). There are also vaulted, medieval Underground Passages to explore which snake beneath the city.

In Exeter there is an abundance of family and social amenities to enjoy in the city and our Community sites are located in bustling and distinctive market towns with a range of benefits of their own. The city also has abundant amenities and beautiful surrounding countryside. It is situated in the middle of the South West Region with easy access to the countryside and coast of Devon and Cornwall. Exeter is well-served by rail, road and air links.

Within a mile of our main hospital site you can find yourself shopping in the City Centre (including 'High Street' names such as John Lewis and IKEA), or maybe drinking coffee/ socialising along the quayside. Within 10 miles you can find yourself at the seaside or on the way to roaming Dartmoor or maybe partaking in the many outdoor activities for which the South West is famed including water-sports, surfing and hiking. In less than an hours drive you could find yourself enjoying the spectacular coastline of Cornwall or the cosmopolitan city of Bristol. Devon also benefits from two stunning coastlines, two National Parks, a UNESCO Biosphere Reserve and England's first natural World Heritage Site – the Jurassic Coast.

Good educational facilities such as the University of Exeter and good Ofsted rated schools are also available locally. Alongside this Trust has an on-site Ofsted graded 'Outstanding' Nursery.

Enjoy a good quality of life in the South West and be part of our caring workforce!



**Exeter
City Centre**

15 minutes walk
from Royal Devon

PRIVACY NOTICE

During the course of this recruitment process, the Trust will be collecting your data and processing it in accordance with relevant Data Protection Legislation. Please see our website for more information with regards to the Trust's Privacy Notice (Royal Devon website – Information Governance page).

This Privacy Notice is designed to provide you with further information on how we will be using your data for this purpose and to comply with the relevant legislation.

We're here if you need us!

For more information, please contact us:

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