

## Job Description

### Locum Consultant Trauma and Paediatric Orthopaedic Surgeon

#### Vision

The vision of **Central Manchester University Hospitals NHS Trust** is to be recognised internationally as leading healthcare; excelling in quality, safety, patient experience, research, innovation and teaching; dedicated to improving health and well-being for our diverse population.

#### Our Values

Pride	Dignity	Empathy
Respect	Consideration	Compassion

#### Profile

Central Manchester University Hospitals NHS Foundation Trust (CMFT), established in 2009, is a large teaching hospitals group. CMFT is the seventh largest provider of specialised services in England, The Trust is made up of the hospitals as shown below. The main campus, the Oxford Road site, is located two miles south of Manchester city centre and comprises the following hospitals:

- Manchester Royal Infirmary
- Saint Mary's Hospital
- Manchester Royal Eye Hospital
- Royal Manchester Children's Hospital
- The University Dental Hospital of Manchester
- Trafford hospitals, acquired in 2012, include Trafford Hospital, a general hospital situated in Urmston and two out-patient hospitals in Stretford and Altrincham.

The Trust also provides community services; adults and children's community services for central Manchester and children's community services for the whole of Manchester.

Each Hospital and Division within the Trust is led by a Clinical Head of Division and Divisional Director.

#### We aim to position the Trust as:

- The leading provider of tertiary and specialist services in the North West
- A prestigious internationally renowned centre for research and innovation
- An excellent district general hospital for the residents of central Manchester
- At the heart of the regeneration of Manchester
- The best place to train and work

#### And we are committed to:

- Treating our customers safely, courteously and with dignity and respect
- Providing care and treatments for patients within state of the art facilities that are clean and free from infection
- Delivering care, treatment and advice that combines clinical excellence with the highest standards of patient safety, is based upon the best research and employs the latest clinical technologies
- Offering a unique range of services to the North West treating and managing the simplest to the most complex conditions and diseases

## **THE TRUST**

Central Manchester University Hospitals NHS Foundation Trust (CMFT) is a major teaching Trust with six hospitals: Manchester Royal Infirmary (MRI), Manchester Royal Eye Hospital (MREH) and St. Mary's Hospital (SMH), the Royal Manchester Children's Hospital (RMCH), Trafford General Hospital (TGH) and the University Dental Hospital and Manchester (UDHM).

The Trust was established on 1<sup>st</sup> January 2009 after being authorised by Monitor. Up until then it was known as Central Manchester and Manchester Children's University Hospitals Trust which was founded on 1<sup>st</sup> April 2001. It brought together Central Manchester Healthcare NHS Trust and the Manchester Children's Hospitals NHS Trust following a period of public consultation and the final decision by the Secretary of State.

As the leading provider of tertiary and specialist healthcare services in Manchester we treat more than a million patients every year. Our six specialist hospitals are home to hundreds of world class clinicians and academic staff committed to finding our patients the best care and treatments. The Trust is nearing completion a major re-building programme through one of the largest PFI initiatives in the NHS.

## **ROYAL MANCHESTER CHILDREN'S HOSPITAL**

The new Royal Manchester Children's Hospital, a state of the art facility, opened in June 2009 as part of a £0.5 billion hospital development comprising new facilities for the Royal Eye Hospital, St Mary's Hospital and much of the medical division of the Manchester Royal Infirmary. The hospital is the largest children's hospital in the UK with 371 beds; provides children's emergency, secondary and regional tertiary services, having brought together the services which were provided across the Children's Hospitals (Royal Manchester Children's Hospital, RMCH, and Booth Hall Children's Hospital, BHCH) and St Mary's Hospital for Women and Children. The alignment of these secondary and tertiary services provides an impressive facility for children and babies from North West England and should lead to a golden era of child health care in the Region.

Local services have been developed to continue provision of secondary services in North Manchester and Salford.

There is a comprehensive Children's Emergency Department, housed within the new hospital. This provides the portal of entry for A&E patients and all acute referrals to the secondary and tertiary services.

Royal Manchester Children's Hospital is an accredited Major Trauma Centre for Children working as part of a network to cover the whole of the North West.

The hospital provides all of the following Specialist Children's Services:

- Orthopaedic Surgery
- Spinal surgery
- Neurosurgery
- Burns- regional Paediatric Burns Unit
- Plastics – including cleft lip & palate
- Paediatric A&E
- Paediatric Surgery
- Paediatric Urology
- Otolaryngology including airway surgery
- Burns- regional Paediatric Burns Unit
- Plastics – including cleft lip & palate
- Cardiology & cardiac catheterisation
- Nephrology & renal transplantation
- Gastroenterology
- Ophthalmic surgery

- Maxillofacial surgery
- Dental surgery
- Paediatric Oncology & Haematology
- Radiology
- Paediatric A&E
- Paediatric Intensive Care
- Paediatric High Dependency Unit
- Neonatal Intensive Care and neonatal surgery
- Respiratory Medicine
- Clinical Genetics
- Paediatric Endocrinology
- Neurology
- The Metabolic Unit

### **The Post**

The paediatric Orthopaedic Department provides a secondary service, together with a busy tertiary service which forms a large proportion of our workload. We have specialists in neuromuscular disorders, adolescent hip problems, limb deformity correction, upper limb problems and clubfoot. There are a variety of MDT's with other hospital specialities and specialist teams. There are a number of excellent opportunities for the successful applicant to contribute to and develop services at the Royal Manchester Children's Hospital.

### **Duties of the post**

#### **Clinical**

The post holder is expected to:

- Cover the provision of comprehensive and efficient secondary and tertiary paediatric orthopaedic and trauma surgery services. This is likely to include providing an outreach service to a designated district general hospital. There will be an on-call commitment shared, proportionally, with the other consultants in the department for provision of acute trauma and orthopaedic surgical services.
- Provide evidence-based care for all inpatients and outpatients.
- Have regard at all times to the clinical and quality standards set out in the NHS Plan, Your Guide to the NHS, and purchaser agreements.
- Participate fully in the management of the Department and to liaise closely with the Lead Clinician, General Manager and Clinical Lead.
- The post holder may be required to carry out other duties in emergencies and unforeseen circumstances and to cover, proportionally, for colleague's annual, study and sick leave.
- The duties outlined are not definite and may be changed in accordance with needs of the service requiring the post holder to be cooperative and flexible.

An outline weekly timetable, illustrating the provisional commitments, is given below. This timetable is subject to review on appointment to accommodate the changing needs of the service and the post holder. A commitment is required to address outpatient and in-patient waiting times when required.

The post carries 10 PAs which includes 1:7 on-call covering the Royal Manchester Children's Hospital.

#### **Contractual Commitment**

The post holder will have continuing responsibility for the care of patients in his or her charge for the proper function of the service and will undertake administrative duties associated with the care of the patient and the running of the Clinical Department.

#### **Teaching**

Central Manchester University Hospitals NHS Foundation Trust is a teaching hospital for the University of Manchester Medical School.

The Department plays an important role in the education of medical students and the successful candidate will participate in undergraduate teaching. This will include assisting in problem-based tutorials, providing regular clinical skills teaching, acting as an educational supervisor to students during special study modules and research options projects, teaching in the clinical skills laboratories and offering other teaching according to the demands of the curriculum and the interests of the post holder.

There will also be a requirement to participate in postgraduate and multi-disciplinary teaching.

### **Clinical Audit & Continuing Medical Education**

Clinical Audit is a statutory requirement and the successful candidate will be expected to participate in this process. The post holder will be expected to attend and participate in the joint rolling audit programme of the respective departments.

The post holder is expected to take responsibility for their own Continuing Professional Development and take part in Continuing Medical Education activities, in line with the requirements of the Royal College of Surgeon guidelines to maintain standards of performance and in consultation with the Lead Clinician. The post-holder will be expected to be committed to the concept of lifelong learning and produce and maintain, as part of the appraisal process, a Personal Development Plan in agreement with their Lead Clinician/Clinical Director. Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Clinical Director/General Manager.

### **Research and Innovation**

CMFT undertakes research in a diverse range of clinical areas and regularly recruits first global patients into clinical trials. We believe that clinical research is most successfully translated into improved care for patients through the combined efforts of patients, clinicians, scientists, industry and other partners.

We are dedicated to improving health and well-being for our diverse population. Research and innovation are central to our vision to be recognised internationally as a leading centre for healthcare provision.

### **Why work at CMFT?**

**Patients.** Some 2.6 million people live in Greater Manchester, with demographics representative of all major developed world disease areas, ethnic groups and areas of considerable deprivation. Over one million patients per year are cared for across our eight hospitals and community services.

**Location.** Greater Manchester is in the top three UK regions for attracting industry studies, and is home to a large, diverse and stable patient population. CMFT is located at the heart of the largest clinical-academic campus in Europe.

**Connections.** We are intrinsically connected with The University of Manchester – through colocation, and our joint biomedical research strategy, appointments, and medical training programme.

With the University of Manchester we are one of seven partners in the Manchester Academic Health Science Centre (MAHSC), the only AHSC outside of Southern England; designated by the Department of Health, this is a quality stamp for the research we conduct. We host the National Institute for Health Research (NIHR) Clinical Research Network: Greater Manchester, and work closely with the Greater Manchester Academic Health Science Network and the Northern Health Science Alliance.

**Quality of research.** We are home to the NIHR / Wellcome Trust Manchester Clinical Research Facility (adults and children's), the NIHR Manchester Musculoskeletal Biomedical Research Unit and one of the NHS England 100K Genome Centres.

**Infrastructure.** We empower our staff to identify and assess unmet needs, and support them in working with industry and other partners to craft co-developed diagnostics, treatments and devices.

At CMFT, principal investigators work as part of a cross-functional team (divisional research managers, research nurses/midwives/coordinators, research office administrators, quality manager, innovation management service [TRUSTECH], etc.) dedicated to driving research and innovation.

**Performance.** We are continuously looking for ways in which we can improve delivery of our research studies. Over the past three years, we have significantly reduced the average time for study approval and first patient recruited (NIHR targets).

Research and Innovation Division reports directly to the CMFT Board providing timely decision making, as well as strategic oversight and assurance to the Trust Board in relation to the management and governance of all research activities within the Trust and in our collaborations and partnerships.

Our world-leading research facilities, and the provision of internal pump-priming grants, provide a first-class environment for translational research in a hospital setting.

Research in the Children's Division is underpinned by comprehensive tertiary medical and surgical services that provide care to ~one million children and young people across the North-West. There are very close links with secondary paediatric services with an extensive network of district clinics, providing direct access to a large ethnically diverse population base with a wide range of pathology.

The Royal Manchester Children's Hospital is host to the Greater Manchester, Lancashire and South Cumbria Medicines for Children Local Research Network (MCRN) and the Paediatrics Non-Medicines Research Network (PNMR) and therefore a large proportion of our research has their support. The Division has also recently established its own Children's Clinical Research Facility on site, which enables us to run complex in-patient clinical trials. This facility is run through the quality assured procedures of the Wellcome Trust CRF and the MCRN.

The Children's Division supports a wide range of research across paediatric sub-specialties, and contributes to the Genetics and Human Development theme which is the main focus of the Manchester Biomedical Research Centre (BRC). We excel at an international level in five areas: Cancer, Endocrinology, Child & Adolescent Mental Health, Inherited Metabolic Disease (IMD) and Nephrology, with research supported by the National Institute for Health Research (NIHR), the Medical Research Council, major research charities such as Cancer Research UK and The Wellcome Trust, and Pharmaceutical companies. Local support is provided through the BRC and its Fellowship scheme, and pump priming grant schemes run by the Research & Innovation Division.

The Children's Division has a focus on the above areas of research strength and encourages growth in the other sub-specialties. The post holder will be expected to support this research and innovation agenda through enabling studies in collaboration with other colleagues.

## **Resources**

### **Office Accommodation**

The post holder will be provided with shared office accommodation, and secretarial support.

### **Laboratory Facilities**

Laboratory facilities are available within the Clinical Sciences building and also within the Medical School and throughout the University.

## **Human Resource Management**

### **Consultant Colleagues:**

Miss N Davis  
Mr F Ali  
Mr E Morakis  
Mr M Nixon  
Mr A Chytas

Miss A Foster  
Mr S Alshryda  
Mr I Majid

### Other Key Internal Relationships:

- Clinical Head of Division: Mr J Bruce
- Associate Clinical Heads of Division: Miss N Davis, Dr P-M Fortune, Dr I Doherty
- Medical Director: Mr R Pearson
- Chief Executive: Mike Deegan
- Clinical Lead for Clinical Service Unit: Mr S Alshryda
- General Manager – Sylvia Taylor
- Operational Manager – Nicola Dempsey
- Lead Nurse/Modern Matron – Katie McCall
- Ward 78 sister- Kathryn Stanton
- Paediatric outpatient sister- Tracey Hutchinson
- Theatre orthopaedic coordinator- Teresa Cao

### Key External Relationships:

University of Manchester

- Central Manchester Primary Care Trust
- GP's

### Senior Nursing Staff

Katie McCall - Lead Nurse/Modern Matron (Covering Clinical Service Unit)

### Ward Staff – Elective Treatment Centre and Ward 78

### Paediatric Outpatient Clinic

The Children's Division has a dedicated paediatric outpatient facility.

### Administrative Staff

The department benefits from a team of administrative and clerical staff lead by an Office Manager and supported by the Operational and General Manager for the Clinical Service Unit.

### Postgraduate Facilities

The Trusts benefits from a purpose built Postgraduate Medical Education department, which has good facilities, including a lecture theatre, lounge, seminar room and comprehensive medical library. The Centre has an active programme and supervised by the Postgraduate Clinical Tutor who has responsibility with the specialty college tutors for approving junior medical staff study leave and holds a budget for that purpose. The tutors also have responsibility for providing career advice and guidance

### Clinical and Managerial Leadership

The New Royal Manchester Children's Hospital is a specialist Children's Hospital, providing tertiary paediatric services to children in the North West and beyond. The Hospital has eight Clinical Service Units (CSU) Orthopaedic Department forms part of the Clinical Service Unit (CSU) 2. The management structure within the Children's Division is as follows:

Clinical Head of Division:	Mr James Bruce
Hospital Director:	Mrs Sue Lunt
Clinical Lead – CSU 2:	Mr Sattar Alshryda
General Manager – CSU 2:	Mrs Sylvia Taylor

### New Consultant Development Programme

All new Consultants to CMFT are required to participate in the New Consultant Development programme. This programme is designed to aid the transition from trainee to Consultant through an iterative and interactive programme running over the course of a year.

The programme is delivered through a monthly daylong session which replaces other activity on that day, including clinical activity. This equates to an additional 0.5 SPA over the year, with a corresponding decrease in DCC activity

### **Appraisal and Job Plan Review**

Annual Appraisal is now obligatory for all consultants and will include an annual Job Plan review. Newly appointed Consultants will be expected to undertake a job plan review within 6 months of their commencement in post.

The Trust is committed to ensuring all employees have equitable working conditions and this will be discussed during the annual appraisal and job plan review meeting.

### **Revalidation**

The Trust has robust system of appraisal and clinical governance to support doctors with their revalidation and all newly appointed Consultants will be issued with further guidance upon commencement

### **Health and Safety Policy**

The Trust has a comprehensive health and safety policy with local policies and procedures at Directorate level. It is the responsibility of each employee to observe corporate and local policies.

### **Risk Management**

A comprehensive risk management strategy is in place with a successful serious incident reporting system in operation. All employees are required to work within the system.

### **Clinical Governance**

The Trust has established a Clinical Governance Board chaired by the Executive Medical Director, Mr R Pearson.

Clinical Governance requires that all clinical staff adopt personal responsibility for not only knowing what constitutes best practice in their field, but also defining policies that translate knowledge into practice within their own service and for systematically measuring performance and outcomes when changes in practice are implemented.

The Children's Division has a Clinical Governance Committee chaired by the Clinical Head of Division. The Orthopaedic Department is also represented at the Ward 78 Clinical Governance Group.

### **Key Results**

#### **Clinical results**

The post holder will be expected to contribute to the ongoing improvement of the clinical service and to the academic performance of the Trust.

#### **Resource Management**

The post holder will be required to ensure that services are delivered within agreed parameters.

#### **People Leadership**

The post holder will be expected to provide leadership to his/her clinical and research teams as required. These may include multi-agency teams within Primary and Secondary Care.

#### **Education**

The post holder will be expected to take full part in Undergraduate and Postgraduate Medical education.

### **General Requirements and Conditions of Service**

- a) Appropriate training and experience in Paediatric Orthopaedic Surgery and an interest in teaching and research is essential.
- b) The appointment is covered by the Terms and Conditions of Service of Hospital Medical and Dental Staff and Trust conditions of service.
- c) The Trust supports CPD according to College guidelines and the post holder will be expected to fulfil College requirements for CPD with both time and financial support from the Trust.
- d) The appointment can be held on a Trust contract made up of 10 PAs.
- e) Applications from candidates who are unable to work whole time, or who wish to join in a job sharing arrangement will be considered.
- f) A satisfactory medical examination is a condition of employment for medical and dental staff in the National Health Service. Therefore, the successful candidate's appointment will be subject to medical clearance from the Trust's Occupational Health Physician. In relation to Hepatitis B Screening and vaccination, it is a requirement of all staff that they should undergo periodic testing and, where in a post designated as potentially prone to exposure, be vaccinated.
- g) Due to the nature of the work in this post, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975).

Applicants are therefore not entitled to withhold information about convictions, including those which, for other purposes are "spent", under the provisions of the Act, and are required to disclose convictions including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.

- h) The post holder will be required to agree to live an appropriate distance from the respective Trust, optimally giving access by motorway in the equivalent travelling time period as 10 road miles.
- i) Agreement of the Central Manchester University Hospitals NHS Foundation Trust to fund removal should be ascertained prior to entering into any removal arrangements. Expenses will be reimbursed and grants paid only when the Trust is satisfied:
  - i. That the practitioner is an eligible practitioner in accordance with the regulations
  - ii. That the removal of the practitioner's home is required by the Trust
  - iii. That the arrangements proposed are reasonable

### Further information

Interested candidates are invited to contact:

Miss Naomi Davis, Associate Clinical Head of Division on 0161 701 7609 [naomi.davis@cmft.nhs.uk](mailto:naomi.davis@cmft.nhs.uk) ,  
Mr Sattar Alshryda, CSU2 Lead on 0161 701 5356 [sattar.alshryda@cmft.nhs.uk](mailto:sattar.alshryda@cmft.nhs.uk) or  
Mr Farhan Ali, Paediatric Orthopaedic Lead on 0161 701 5356 [farhan.ali@cmft.nhs.uk](mailto:farhan.ali@cmft.nhs.uk)

**PERSON SPECIFICATION: Consultant Paediatric Orthopaedic Surgeon**

Requirements	Essential / Desirable	Method of Assessment	Please state whether or not you meet the criteria, providing brief details
<b>Qualifications and Training</b>			
MB.BCh or equivalent	Essential	Curriculum Vitae	
Completion of basic surgical training or equivalent (MRCS)	Desirable	Curriculum Vitae & Certificate	
Postgraduate qualification or equivalent FRCS (Tr&Orth.)	Essential	Curriculum Vitae & Certificate	
Additional experience in Paediatric Orthopaedics	Essential	Curriculum Vitae & Interview	
Higher academic degrees (MSc and PhD)	Desirable	Curriculum Vitae & Certificate	
<b>Teaching and Audit</b>			
Teaching medical students	Desirable	Curriculum Vitae Interview	
Teaching junior medical staff	Desirable	Curriculum Vitae	
Experience of Audit	Essential	Curriculum Vitae and Interview	
<b>Academic Achievements and Research</b>			
Publications in Pubmed indexed journals	Essential	Curriculum Vitae and Interview	
Research Projects	Desirable	Curriculum Vitae and Interview	
<b>Interpersonal Skills</b>			
A specialist interest in paediatric orthopaedics	Desirable	Curriculum Vitae and interview	
Organisation skills	Essential	Interview and References	
Communication skills	Essential	Interview and References	
Leadership skills	Essential	Interview and References	
<b>Other Requirements</b>			
Full registration with the GMC (or eligible for full registration) and licensed to practice	Essential	Curriculum Vitae and Certificates	
Registered on the GMC Specialist Register (or be within 6 months of CCT date from the date of interview)	Essential	Curriculum Vitae and Certificates	
<b>Candidates Name:</b>			
<b>Candidates Signature:</b>		<b>Date:</b>	

**Consultant Trauma and Paediatric Orthopaedic Surgeon  
Proposed Job Plan**

<b>Day</b>	<b>Time</b>	<b>Location</b>	<b>Work</b>	<b>Categorisation</b>	<b>No. of PAs</b>
<b>Monday</b>	09.00 – 13.00 Flexible Session	Theatre	Trauma List	C3	1.25
	13.30 – 17.30	Outpatients	Fracture Clinic	C2	1.0
<b>Tuesday</b>	09.00 – 13.00 1:14	Outpatients	Baby Hip Clinic	C2	0.07
	13.00 – 17.00 Every other week	RMCH	SPA – teaching	S2/S3	0.5
<b>Wednesday</b>	08.00 – 13.00	Theatre	Elective list	C3	1.25
	13:00-14:00		Patient Admin	C11	0.25
<b>Thursday</b>	09.00 – 13.00	RMCH	Flexible session	C2/C3/S4	1.0
<b>Friday</b>	09.00 – 13.00	RMCH	Patient Admin	C11	1.0
	13:30-17:30	RMCH	Audit/Research	S4/S6	0.8
<b>Saturday</b>	09.00 – 13.00	Outpatients	Elective Clinic	C2	1.0
	14:00-16:00	Outpatients	Elective Clinic	C2	1.0
<b>Sunday</b>					
<b>Predictable emergency on-call work</b>	RMCH	Ward Rounds & Weekend Trauma List	DCC		0.5
<b>Unpredictable emergency on-call work</b>	Variable	On site, at home on the telephone and travelling to and from site	DCC		1.0
<b>TOTAL PA's</b>					<b>10.0</b>