

Consultant in Orthopaedic and Musculoskeletal Trauma Surgery Applicant Information

**1 x Full Time Foot and Ankle or Upper limb Post
1 x 0.3wte Trauma Post**



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Consultant in Orthopaedic and Musculoskeletal Trauma Surgery



**Full-time permanent - 1 Post Foot and Ankle or Upper limb
Part-time 0.3 WTE permanent – 1 Post Trauma**

Salary – from £84,984 - £112,925 per annum (pro rata)

Looking for a new and exciting challenge? Then think about working in NHS Forth Valley in the heart of Scotland.

We are a busy Orthopaedic and Musculoskeletal trauma surgical unit and currently have 14 colleagues. We are looking for dynamic colleagues with elective interests in foot and ankle, upper limb and trauma. The trauma rota in FVRH is 1 in 10 with a trauma fortnight commitment. This is an exciting time to join NHS Forth Valley with our elective theatre expansion and to improve trauma theatre throughput for foot and ankle, upper limb and hip fracture patients. You can look forward to a warm welcome and strong support from colleagues.

Our hospital is situated in the heart of Scotland, nestled against the Loch Lomond and Trossachs National Park, and close to vibrant towns that are richly endowed with excellent cultural and sporting facilities, offering good transport links to Edinburgh and Glasgow.

Applicants will be in possession of the FRCS (trauma & orthopaedic) or equivalent, registered with the General Medical Council with a licence to practise and on the Specialist Register or be within 6 months of the anticipated award of a CCT at the time of interview or have a certificate of Eligibility for Specialist Registration (CESR). Applicants are required to have evidence of recent continued academic and professional development. Excellent, communication, listening and organisational skills are essential.

Informal enquiries should be directed to Mr R.A Preiss, Consultant Surgeon and Clinical Lead on 01324 566820 or Mrs Dianne Hagart, Operational Manager on 01243 566085.

Please note the following dates:

Closing Date: Thursday 22nd October 2020

Interview Date: Tuesday 10th November 2020

Introduction to NHS Forth Valley

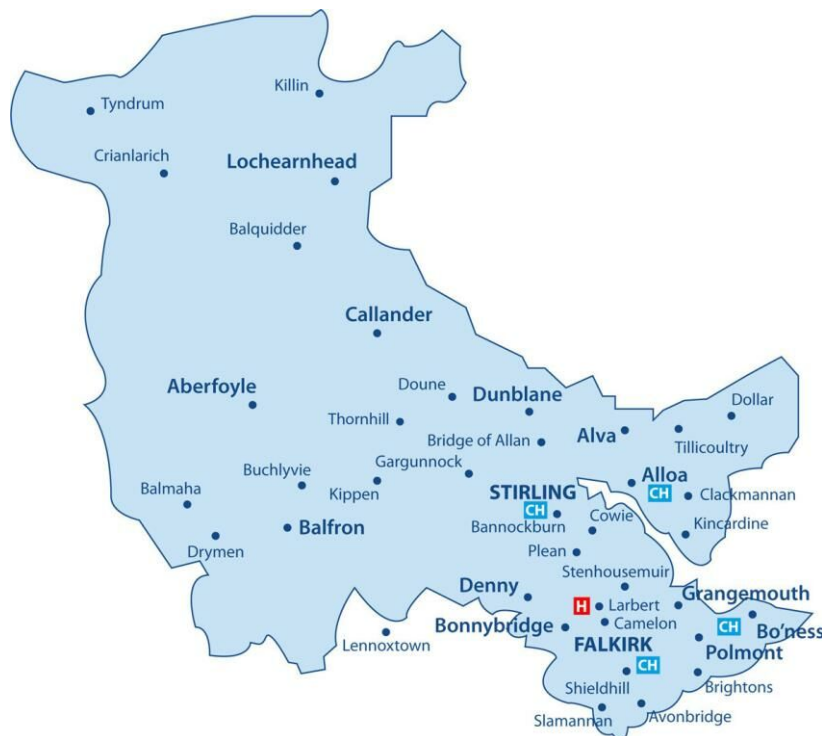
NHS Forth Valley is one of 14 regional health boards in Scotland and serves a population of nearly 310,000 in a diverse geographical area which covers the heart of Scotland and covers three council areas, [Clackmannanshire](#), [Stirling](#) and [Falkirk](#).

NHS Forth Valley has an annual budget of approximately £570 million and is the largest employer in the area, with approximately 8000 staff from a wide range of professional and support occupations. Acute Services are based in our modern, purpose built 860 bedded, Forth Valley Royal Hospital, which opened in 2011 and provides inpatient and outpatient services. It is supported by a network of four [community hospitals](#), 56 health centres; day centres providing care and support for patients with mental illness and learning disabilities and a wide range of community based services.

We are home to the [Scottish Centre for Clinical Simulation and Human Factors](#), one of the most advanced training facilities of its kind, where medical staff are able to hone their skills using computerised mannequins. In addition, NHS Forth Valley has been named in a survey of trainee doctors as one of the top places to be in the UK for medical education and training.

There are two Health and Social Care Partnerships (HSCP) which cover the Forth Valley area – one for [Clackmannanshire and Stirling](#) and one for [Falkirk](#).

Further information is available at www.nhsforthvalley.com



The Forth Valley Area

Forth Valley, in the heart of Scotland, is an exciting place to live and work. Transport links are second to none with excellent motorway and rail links and two international airports nearby, Edinburgh and Glasgow. House hunters in the Forth Valley area are spoiled for choice. On offer is a large array of established and new properties in a variety of attractive settings.



Education in the area is first class, with excellent provision of pre-school, primary and secondary education. State schools in the area have strong reputations and there is also easy access to the area's private schools in Dollar and Crieff. On the further education front, Stirling boasts an excellent University and access to the University cities of Glasgow and Edinburgh is easy. There are also further education Colleges in Falkirk, Stirling and Alloa.

Stirling Area

A wee city with a big history, Stirling punches well above its weight for historic attractions and spectacular scenery, not to mention shopping, places to eat and exciting events. Visit Stirling and take in the magnificent views from [Stirling Castle's](#) hill-top esplanade towards the [National Wallace Monument](#) on the edge of the rolling Ochil Hills before looking north east for the mountain peaks of [Loch Lomond & The Trossachs National Park](#). Find out more about the area on [Your Stirling](#).

Falkirk Area

The Falkirk area is steeped in history with a wealth of attractions, including two of the world's most unique, including, [The Falkirk Wheel](#) and [The Kelpies](#) in [The Helix Park](#). Plus the Falkirk area has a significant section of the [John Muir Way](#). [Falkirk](#) is a historic town centre with a traditional high street and lots of things to be doing with two large shopping centres. Find out more about the area on [Visit Falkirk](#).

Clackmannanshire Area

Clackmannanshire lies between the majestic Ochil Hills and the River Forth and provides the perfect year-round base to explore the stunning countryside, rich history, medieval castles and tower houses. For leisure, there are six golf courses, a luxury spa and a major shopping outlet. Find out more about the area on [Discover Clackmannanshire](#).

Job Description

Full-time permanent - 1 Post Foot and Ankle or Upper limb

Part-time 0.3 WTE permanent – 1 Post Trauma

Background

The work of the department includes the provision of a service dedicated to the diagnosis and management of diseases and conditions of the musculoskeletal system. The successful candidate will be afforded every opportunity to contribute to the development of a service in a setting appropriate to the 21st Century. The department has established relationships with Anaesthesia, Ageing & Health and Rheumatology. Dedicated operating lists with anaesthetists are in place.

The successful applicants will be part of a team of 13 Consultants and one Associate Specialist. Supporting staff include variable numbers of trainees at different stages in their training. Trainees rotate from the West of Scotland Post-Graduate Training Scheme in Orthopaedics. Our experienced nursing staff make a substantial contribution to the work of the department. Extended scope practitioners in physiotherapy are in place.

Medical Staff

Mr Alastair Preiss, Clinical Lead & Consultant – Trauma, Lower limb

Mr Ian McLean, Consultant – Trauma, Lower limb,

Mr Ben Murray, Consultant – Trauma, Lower limb, Paediatrics

Mr Amit Putti, Consultant – Trauma, Upper limb, Shoulder, Hand & Wrist

Mr Alan Howieson, Consultant – Trauma, Lower Limb

Mr Craig Tinning, Consultant – Trauma, Lower limb

Mr Terence Savaridas, Consultant, Trauma, Upper limb, Shoulder, Hand & Wrist

Mr John De Leeuw, Consultant, Elective lower limb and Forefoot.

Mr Michiel Hendrix, Consultant – Elective knee

Mr Turab Syed, Consultant - Trauma, Lower Limb, Foot and Ankle

Mr Estathios Drampalos, Consultant -Trauma, Lower Limb, Foot and Ankle

Mr Mujahid Syed, Consultant

Mr Peter Moses, Associate Specialist - Elective, Upper limb, Shoulder, Hand & Wrist

Mr Hizabr ElHassan, Specialty Doctor

Mr Raj Penematsa, Specialty Doctor

Mr Biju Benjamin, Specialty Doctor

Non Medical Staff

The service is supported clinically by Trauma Co-ordinators, Nurse Practitioner, ESP Physiotherapists, Fracture Liaison Practitioner and Outpatient Fracture Clinic nursing staff and non-clinically by medical secretarial support and a dedicated Orthopaedic Service Manager.

Training and Education

NHS Forth Valley places a high priority on training and development across all staff groups and strongly supports continuing medical education. There is a purpose built education service with a library, lecture theatre and meeting rooms with PACS and video-conferencing facilities.

Responsibilities

- As agreed with the Director of Acute Services, Associate Medical Director and Orthopaedic Clinical Lead, to provide with Consultant colleagues an area wide service in Orthopaedic & Musculoskeletal Trauma Surgery with responsibility for the prevention, diagnosis and management of illness, and for the proper functioning of the service;
- Out-of-hours responsibilities for Forth Valley Royal Hospital shared with the other Consultants as part of a Consultant team;
- To provide cover for Consultant colleagues during annual and study leave or at such other times as agreed with the Director of Acute Service;
- To offer professional supervision, training and appraisal of junior medical, nursing and technical staff as appropriate to enhance role extension and job skills within the orthopaedic service in order to improve the service provided to patients;
- To motivate staff within the service, through leading by example, and fostering good working relationships at all levels in line with the principles of the local Partnership Agreements;
- To contribute to developments and initiatives within the organisation as appropriate and as requested;
- To undertake teaching, accreditation and examination duties, and contribute to postgraduate and continuing medical education activity across the area service;
- To agree and implement an annual medical audit and clinical governance programme with the Associate Medical Director in line with the Board's Clinical Effectiveness Strategy;
- To support the Orthopaedic Department's Clinical Governance agenda;
- To participate fully in Consultant appraisal and personal development planning activities;
- To ensure the efficient and effective use of the organisation's resources;
- To work with Orthopaedic colleagues to ensure the effective and efficient development and implementation of support systems.

The requirements of this post will change through time in line with clinical advances and developments in services provided by the NHS in Forth Valley.

Job Plan

The post holder is required to agree a detailed job plan which will be reviewed at least annually. Efforts will be made to complete job planning prior to the date of commencement in post, or, if this is not possible, as soon as possible following this date.

NHS Forth Valley consultant posts are initially for 10 PAs. We are keen that SPA-related activity over and above the 1 PA of SPA that relates to the unit's needs (CPD, audit, clinical governance, appraisal, revalidation, job planning, internal routine communication and management meetings) is offered to new consultants. Other roles in this department that have an SPA allocation are

- Peer appraisal
- Educational supervision of trainees
- Tutors
- Departmental leads
- Departmental links to other departments
- Committee representation
- Research
- Service development

Exact allocation of SPA time will be agreed with the successful applicant and reviewed at annual job planning.

| Day | | Commitments | Day | | Commitments | Day | | Commitments | Day | | Commitments |
|------------------|----|----------------------|------------------|----|----------------------|------------------|----|----------------------|------------------|----|----------------------|
| TFOC wk 1 | Am | Handover/WR | TFOC wk 3 | Am | DCC/SPA | TFOC wk 5 | Am | DCC/SPA | TFOC wk 7 | Am | DCC/SPA |
| | Pm | New Trauma clinic | | Pm | | | Pm | | | Pm | |
| | N | | | N | Night On Call | | N | Night On Call | | N | Night On Call |
| Tuesday | Am | On Call/WR | Tuesday | Am | | Tuesday | Am | | Tuesday | Am | |
| | Pm | New Trauma clinic | | Pm | | | Pm | | | Pm | |
| | N | | | N | | | N | | | N | |
| Wed | Am | On Call/WR | Wed | Am | Theatre | Wed | Am | Theatre | Wed | Am | Theatre |
| | Pm | New Trauma clinic | | Pm | Theatre | | Pm | Theatre | | Pm | Theatre |
| | N | | | N | | | N | | | N | |
| Thursday | Am | On Call/WR | Thursday | Am | | Thursday | Am | | Thursday | Am | |
| | Pm | New Trauma clinic | | Pm | SPA | | Pm | SPA | | Pm | SPA |
| | N | | | N | | | N | | | N | |
| Friday | Am | On Call/WR | Friday | Am | # Clinic returns | Friday | Am | # Clinic returns | Friday | Am | # Clinic returns |
| | Pm | On Call | | Pm | OPD 6N 9R | | Pm | OPD | | Pm | OPD |
| | N | Night On Call | | N | | | N | | | N | |
| Saturday | | ON CALL | Saturday | | | Saturday | | | Saturday | | |
| Sunday | | ON CALL | Sunday | | | Sunday | | | Sunday | | |
| TFOC wk 2 | Am | Trauma returns 15 | TFOC wk 4 | Am | DCC/SPA | TFOC wk 6 | Am | DCC/SPA | TFOC wk 8 | Am | Theatre |
| | Pm | SPA | | Pm | OPD 6N 9R | | Pm | | | Pm | Theatre |
| | N | | | N | | | N | Night On Call | | N | |
| Tuesday | Am | Tr Theatre | Tuesday | Am | | Tuesday | Am | | Tuesday | Am | |
| | Pm | Tr Theatre | | Pm | | | Pm | | | Pm | |
| | N | | | N | | | N | | | N | |
| Wed | Am | Tr Theatre | Wed | Am | Theatre | Wed | Am | Theatre | Wed | Am | Theatre |
| | Pm | Tr Theatre | | Pm | Theatre | | Pm | Theatre | | Pm | Theatre |
| | N | | | N | | | N | | | N | |
| Thursday | Am | Tr Theatre | Thursday | Am | | Thursday | Am | | Thursday | Am | |
| | Pm | Tr Theatre | | Pm | SPA | | Pm | SPA | | Pm | OPD |
| | N | | | N | | | N | | | N | |
| Friday | Am | Tr Theatre | Friday | Am | | Friday | Am | # Clinic returns | Friday | Am | SPA |
| | Pm | Tr Theatre | | Pm | OPD | | Pm | OPD | | Pm | OPD |
| | N | | | N | | | N | | | N | |
| Saturday | | | Saturday | | | Saturday | | | Saturday | | |
| Sunday | | | Sunday | | | Sunday | | | Sunday | | |

Participation in the provision of an out of hours on call service is an essential component of these posts. Currently there are 10 consultants sharing the on call duties.

Contractual Details

Contracted activities for this appointment will be defined and agreed with the post holder and the Director of Acute Services.

The post holder will be professionally responsible to the Associate Medical Director, and managerially responsible to the Director of Acute Services.

The Consultants in the department will agree arrangements for cover of Trauma & Orthopaedic duties.

These Consultant posts are available on a full-time basis and part time basis but the Board welcomes applications from individuals who are unable to undertake a full time commitment and who may wish to work on either a part-time or job share basis.

The terms and conditions of service applicable to this appointment are the Consultant grade terms and conditions of service as amended from time to time.

NHS Forth Valley requires each Consultant to agree with the Director of Acute Services and Associate Medical Director, a job plan of fixed and other commitments, which will be reviewed on an annual basis and revised as necessary to meet the requirements of the local and national service issues.

Consultants will be required to participate in an annual appraisal.

The post holders will normally be expected to reside within 30 minutes travelling distance of Forth Valley Royal hospital. If NHS Forth Valley Health Board considers that there is a requirement for the post holder to relocate his or her home in order to take up the responsibilities of the post, relocation expenses will be available in accordance with the Board's Relocation Policy. Support to the level of 15% of starting salary up to a maximum of £10,000 may be available, subject to the provisions of the policy.

Formal appointment to this post will be conditional upon satisfactory completion of all pre-employment checks, including satisfactory medical screening.

NHS Forth Valley does not negotiate salary placements. On commencement of employment, salary will be determined in accordance with Section 5 of the terms and conditions of service.

These appointments will be superannuable under the NHS Superannuation Scheme, which is contracted out of the State Earnings Related Pension Scheme (SERPS). New employees will automatically be enrolled in the scheme unless they opt out. For further information, please contact the Scottish Public Pensions Agency (SPPA) on 01896 893100 or visit www.sppa.gov.uk

The employment is subject to three calendar months notice on either side.

The successful candidates will be expected to be registered for CPD with the Royal College of Surgeons and to fulfil requirements for annual certification and for appropriate revalidation.

Annual leave entitlement is six weeks per year (pro rata for part time post holders), with additional statutory holiday entitlement as agreed by the Local Negotiating Committee and published annually.

General Employment Information

Equality in Employment

NHS Forth Valley fully supports the principle of equality in employment and opposes all forms of unlawful and / or unfair discrimination which cannot be shown to be justified. NHS Forth Valley is committed to ensuring equality of treatment for both present and potential employees.

Human Resources Policies and Services

NHS Forth Valley is the largest employer in Forth Valley, and is committed to ensuring its employment and Human Resources policies and procedures reflect best practice. As a progressive employer, NHS Forth Valley is committed to supporting and developing all employees.

The Medical Workforce Team

In recognising the needs of services, operational requirements and medical staff, the operational Medical Workforce team provides a range of services for all grades of medical and dental staff. For assistance or information, please contact:

| | | |
|-------------------|--|--|
| Jacqui Crilley | Medical Workforce Manager | 01324 618334 jacqui.crilley@nhs.net |
| Lynsey Doherty | Deputy Medical Workforce Manager | 01324 618330 lynsey.doherty@nhs.net |
| Laura Bayley | Medical Workforce Adviser (Contracts) | 01324 618332 laura.bayley@nhs.net |
| Elsbeth Gillespie | Medical Workforce Adviser (Contracts) | 01324 618329 elsbeth.gillespie@nhs.net |
| Hunter Rice | Medical Workforce Adviser | 01324 618328 huntrice@nhs.net |

Pre-Employment Screening

Criminal Convictions - Protecting Vulnerable Groups (PVG) Scheme

The Protecting Vulnerable Groups (PVG) scheme has replaced the previous disclosure arrangements for people who work with vulnerable groups. The duties of this post require the post holder to undertake regulated work with children and young people (individuals aged under 18 years) and / or protected adults (individuals aged 16 or over who is provided with (and thus receives) a type of care, support or welfare service).

The post holder will be required to be a member of the PVG Scheme and to consent to NHS Forth Valley obtaining a Scheme Record or Scheme Record Update, as appropriate. Any failure to disclose convictions could result in the withdrawal of an offer of employment.

Any applicant wishing to discuss any existing criminal convictions and how these may impact upon an application for employment should contact the Medical Workforce Manager in the first instance.

Occupational Health Screening

This post involves the performance of exposure prone procedures and therefore the successful applicant will be required to produce evidence of their Hepatitis B and C Immunity Status prior to appointment and to undergo satisfactory health screening. Any offer of employment will be subject to satisfactory Occupational Health assessment.

Confidentiality

During the course of their employment with NHS Forth Valley, employees may have access to information about staff or patients or other aspects of NHS Forth Valley's activities, about which they have a duty to maintain confidentiality at all times. In common with all other staff, the post holder will have, in addition, a responsibility to ensure that information relating to his or her work and the operation of the Forth Valley Acute Services in general is kept and maintained securely in accordance with the requirements of the Data Protection Act (1998), the Board's policies and good practice. In particular, the disclosure of commercial or other confidential information which may affect the Board's business interests or endanger the survival of any of its services will be regarded as a fundamental breach of the mutual confidence which must exist between the employer and the employee.

Infection Control and Hand Washing Policy

NHS Forth Valley is committed to providing as clean and safe environment as possible for staff, patients and visitors. The post holder will be required to comply with the Infection Control and Hand Washing Policies.

Health & Safety at Work

All employees have a responsibility for their own health & safety and the health & safety of others who may be affected by what they do. Employees also have a duty to co-operate with their employer by following NHS Forth Valley policies and procedures and safe systems of work; by using equipment safely and by bringing any shortcomings in health and safety arrangements to the attention of their employer. Where something is provided in the interests of health & safety employees must not interfere or misuse it. All employees have a legal responsibility to report any shortcomings in terms of this in their area. Managers and supervisors have a responsibility for monitoring health & safety arrangements and ensuring staff are following policies and procedures and safe systems of work.

Partnership Agreement

NHS Forth Valley is committed to partnership working. All employees are required to contribute to the development of partnership working by:

- supporting NHS Forth Valley in delivering its goals and objectives;
- supporting continuous improvement in individual performance and the performance of the relevant team / department, directorate and NHS Forth Valley;
- attending training, development and other activities aimed at improving individual skills for the benefit of the organisation and patient care.

Selection Criteria

| Criteria | Essential | Desirable |
|-----------------------------|---|---|
| Qualifications | <p>Fellowship of the Royal College of Surgeons</p> <p>Full GMC registration, with licence to practise</p> <p>FRCS (Trauma & Orthopaedics)</p> <p>Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR).</p> <p>Applicants who are within 6 months of achieving CCT at the date, of interview are eligible to apply.</p> | <p>Higher degree e.g. MSc, MD or PhD higher degree</p> <p>MBA or other relevant diplomas</p> |
| Knowledge and Skills | <p>Demonstrated ability to work unsupervised and make decisions</p> <p>Excellent written and oral communication & listening skills.</p> <p>Good written and oral communication skills</p> <p>Demonstrated ability to manage time effectively</p> <p>Demonstrated ability to work effectively a multi-disciplinary team</p> <p>Empathy to the needs of patients anxious and or in pain.</p> <p>High level of competence in the clinical aspects of Trauma & Orthopaedics and evidence of an ability to develop new skills and train colleagues as appropriate.</p> <p>Good information technology and administrative skills.</p> | <p>Fellowship training in sub-specialty</p> <p>Demonstrated ability to lead a multi-disciplinary team</p> <p>Appropriate sub specialty interest and knowledge.</p> <p>Understanding Forth Valley pathways and process for managing emergency patients</p> |

| Criteria | Essential | Desirable |
|-------------------|---|---|
| Academic | <p>Participation in research or clinical audit to improve clinical care.</p> <p>Participation in departmental teaching</p> | <p>Formal research training; demonstrated ability to design a research or audit project</p> <p>Formal training in teaching methods; demonstrated ability in teaching / training.</p> |
| Management | <p>Understanding of management issues including medical discipline; clinical governance, service planning and willingness to contribute to the activity of the NHS in Forth Valley.</p> <p>Understanding of the challenges faced by NHS Scotland and how these are being addressed in NHS Forth Valley</p> <p>Understanding of Patient Safety and Quality Improvement</p> | <p>Demonstrated ability to manage e.g. project work; mentoring junior staff</p> <p>Delivery of a patient safety or quality improvement project</p> <p>Demonstrates knowledge of Realistic Medicine.</p> |
| Other | <p>Ability to work flexibly according to the needs of the service, and contribute to team and skills development.</p> <p>Willing to travel as required by the duties of the post.</p> | |

Application Process

To apply for this post, please visit the job posting on the NHS Scotland Job Train website.

Please note that applicants not currently entered onto the Specialist Register must be within 6 months of award at the date of interview for the post.

Applicants who are not yet in receipt of a Certificate of Completion of Training (CCT) or Certificate of Eligibility for Specialist Registration (CESR) are required to provide documentary evidence of eligibility to apply when submitting their application

Please note the following dates:

Closing Date: Friday 23rd October 2020

Interview Date: Tuesday 10th November 2020

Please note that we *do not* accept applications in the form of Curricula Vitae

Web Sites of Interest for Candidates

Scottish Health on the web: <http://www.scot.nhs.uk/>

Scottish Government: www.scotland.gov.uk

Living & Working in Scotland

<https://medicaljobs.scot.nhs.uk/working-in-scotland/>