



Job Title: Consultant in Trauma & Orthopaedics
Location: Dr Gray's Hospital, Elgin
Ref No: PS097465
Closing Date: Sunday, 3rd July 2022

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CONSULTANT IN TRAUMA & ORTHOPEDICS, DR GRAY'S HOSPITAL, ELGIN

Job Description

Moray

The quality of life is exceptional in Moray; lying hidden from the main Scottish tourist route between the beautiful coast of the Moray Firth and the mountains of the Highlands and the Cairngorm National Park. Long stretches of unspoiled beaches border the forest trails of Roseisle and Culbin, with picturesque fishing villages and frequent sightings of seals and dolphins along the shores. The Moray Firth is sheltered and boasts a unique microclimate with lower than average rainfall and the opportunity to experience all four seasons in one day!

Moray is a popular destination and has much to offer residents and visitors alike:

- ✓ Fishing for salmon and trout on the River Spey and the River Findhorn as well as fishing on the more open waters of the Firth.
- ✓ 16 golf courses, including a famous championship links course at Lossiemouth.
- ✓ There is a very active and friendly tennis club in Elgin and Lossiemouth, with access to both hard courts and blaes surfaces.
- ✓ The brand new Moray Sports Centre is now open offering a wide range of sport activities for all ages.
- ✓ The Moray Leisure centre contains a large ice rink for figure skating and ice hockey. It also has a large swimming pool and gym where various fitness classes are held.
- ✓ Sailing, canoeing, water ski-ing, open water swimming.
- ✓ Hill walking, hiking, running.
- ✓ Camping, caravanning and some fantastic bothys & hostels.
- ✓ Horse riding.
- ✓ Mountain biking including many designated trails for all abilities.
- ✓ Ski-ing, snowboarding and ice climbing.
- ✓ The finest Scottish produce on its doorstep.
- ✓ Excellent local schools and nurseries.

An excellent quality of life is to be found here in Moray for all the family.

Dr Gray's Hospital, Elgin

The county town of Elgin is 65 miles from Aberdeen and 37 miles from Inverness; both provide excellent links to UK and European destinations by road, rail, air and sea. Dr Gray's Hospital is the smallest District General Hospital in Scotland serving a population of about 132,000 spread between Forres and Macduff along the coast, and inland as far as Huntly and Tomintoul. This historic hospital

opened originally in 1819 and underwent extensive new building and renovation in 1995-1998 to produce a modern, small district general hospital.

The hospital has 178 inpatient beds, including 22 orthopaedic which are located on ward 6. There are close links with and cooperation from a total of 6 community hospitals.

Services on-site include Emergency Medicine, General Surgery, Orthopaedics, Ophthalmology, General Medicine, Paediatrics, Obstetrics & Gynaecology and Psychiatry.

Visiting consultants cover other specialties such as ENT, rheumatology, oncology and urology. At present sub specialty orthopaedic clinics in shoulder and paediatrics are also covered by visiting clinicians.

Library facilities are available with modern equipment and user-friendly facilities including videoconferencing. A Postgraduate Medical Centre is also accessible 24/7.

The Orthopaedic Unit

We currently have 6 Consultant Orthopaedic posts. Whilst some specialisation exists, our current vacancies necessitate a surgeon with a broad general experience in trauma and orthopaedics. There is no spinal or pelvic surgery undertaken at Dr Gray's.

The job

Our Consultants currently work a trauma on-call rota of 1:6, while on-call elective lists and clinics are suspended. There is no designated trauma session in theatre. Access to emergency theatre is available every day and shared with all specialties. Patients are allocated slots depending on clinical priority.

Each consultant has a weekly fracture clinic.

There is a daily meeting at 08:30 to review A&E attendances from the previous day.

The department receives approximately 750 emergency admissions each year, 20% of which are hip fractures.

During 'elective' weeks there are on average 1 to 2 theatre lists, one new and one review clinic in addition to a fracture clinic. There is also a requirement for each consultant to have an additional 10 clinics per year either in Dr Gray's or in one of our community hospital settings.

The details of the clinical and non-clinical activities will be covered in the e-job planning.

Research/Audit/ Teaching

Appointment to this post confers honorary lecturer status with Aberdeen University. Medical students attend during their elective placement throughout

term-time. All our Consultants participate in under-graduate teaching of Aberdeen University medical students during their Phase IV (final year).

There is a commitment to postgraduate training; receiving support from NES in personal development as clinical and educational supervisors.

Each department conducts a monthly audit on its own M&M activities and rotationally contributes to hospital-wide reviews.

Interests in research will be supported by NHS Grampian and the University with the development of specific interests being encouraged.

In addition to Aberdeen University there are also links with Moray College, University of Highlands and Islands, Robert Gordon University and Stirling University. There is also a new facility at nearby Moray College providing a lecture theatre, surgical skills lab and mock ward.

Management

The Consultant will be responsible to the Clinical Lead for day to day matters and report to the Divisional Clinical Director for professional clinical issues (including appraisals and job plan reviews). The Lead Consultant along with all Consultant colleagues are accountable to the Assistant Chief Executive for budget, resource and service performance.

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CONSULTANT IN TRAUMA & ORTHOPEDICS **REF :PS097465**

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.

2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £87,534 - £116,313 progression of salary is related to experience.

Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant's NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.

(b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.

3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.

4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.
6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
7. The person appointed will act as an adviser to the Board in Trauma and Orthopaedics.
8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.
9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.
10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.
11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.
12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National

Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.

14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.

15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.

16. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.

17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

- Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
- Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

19. Termination of the appointment is subject to three months' notice on either side.

20. The Board is required to instigate a PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 \(Exclusions and Exceptions\)](#) ([Scotland\) Amendment Order 2015](#))

NOTES TO CANDIDATES

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Further information can be obtained and an appointment to view the Department arranged by contacting Mr Duff Bruce, Unit Clinical Director on Tel: 01343 567577 (secretary). email: duff.bruce@nhs.net

Mr P Bachoo

Medical Director – Acute Services

NHS Grampian

3rd Floor West Wing, Ashgrove House

ARI Site

Dr N Fluck

Medical Director

NHS Grampian

Summerfield House

Eday Road, Aberdeen

Contact: Ann-Marie Park

Personal Assistant

Direct Line: 01224 553734

558577

Lyndsay Cassie

Personal Assistant

Direct Line: 01224

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for Ref No quoted above. Closing date: Sunday, 3rd July 2022.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A **No Smoking Policy**

MODEL JOB PLAN FORMAT (Indicative only)

(For the period 1st April 20XX to 31st March 20XX)

Name:..... **Specialty:** Trauma & Orthopaedics

Principal Place of Work: Dr Gray's Hospital

Contract: Full time

Programmed Activities: 10 **Indicative PA Split:** DCC 8 SPA 2 EPAs (if applicable): ...

Availability Supplement: 4 %

Managerially Accountable to: Dr Jamie Hogg

Responsible for: Elective and emergency care of trauma and elective orthopaedic patients

a) **Timetable of activities which have a specific location and time**

| DAY | HOSPITAL/ LOCATION | TYPE OF WORK |
|-------------------------------------|--------------------------------------|---|
| Monday From / To | Dr Gray's | 08:00 Office/Ward round/ pre-op when theatre/ MDT X-Ray New Trauma List and associated pre- and post- op care |
| Tuesday From / To | Dr Gray's | Office/Ward round/ pre-op when theatre/ MDT X Ray Fracture clinic am. Occasional elective theatre pm. |
| Wednesda y From / To | Dr Gray's Peripheral Hospital | Office/Ward round/ pre-op when theatre/ MDT X Ray Elective operating (Flexible working as outlined elsewhere). Admin (lead clinician activity) Flexible elective operating OPD (Peripheral Hospital x 10 per year) |
| Thursday From / To | Dr Gray's | Office/Ward round/ pre-op when theatre/ MDT X Ray Elective operating (Flexible working as outlined elsewhere). Admin (lead clinician activity) |
| Friday From / To | Dr Gray's | |

| | | |
|-------------------------------|-----------|--|
| | | Office/Ward round/ pre-op when theatre/ MDT X Ray Grand round Department meetings |
| Saturday From / To | Dr Gray's | 1:5 Office/Ward round/ pre-op when theatre/ X Ray review of emergency cases. Trauma theatre, review acute cases and associated admin. |
| Sunday From / To | Dr Gray's | 1:5 Office/Ward round/ pre-op when theatre/ X Ray review of emergency cases. Trauma theatre, review acute cases and associated admin. |

NB: The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.

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Person Specification Form

CONSULTANT IN TRAUMA & ORTHOPAEDIC SURGERY

Ref: PR097465

| REQUIREMENTS | ESSENTIAL | DESIRABLE |
|---|---|---|
| Qualifications <i>Basic</i> <i>Postgraduate</i> | <ul style="list-style-type: none"> • MB ChB (or equivalent) • FRCS - Trauma and Orthopaedics • CCT or CESR in T & O or expected within six months • GMC Registration with Licence to Practice • GMC Specialist Registration in T&O or expected within 6 months | <ul style="list-style-type: none"> • Higher surgical training |
| Experience | <ul style="list-style-type: none"> • Six years experience at Registrar level or equivalent post recommended by SAC | <ul style="list-style-type: none"> • Sub-Specialty Fellowship |
| Ability <i>Knowledge</i> <i>Clinical Skills and Technical Skills</i> | <ul style="list-style-type: none"> • Evidence of ability to take full responsibility for independent management of patients. • Experience of teaching and supervising the performance of clinical skills by trainees. | <ul style="list-style-type: none"> • Clinical and managerial leadership skills |
| Motivation | <ul style="list-style-type: none"> • Genuine interest and enthusiasm for practicing patient focussed care in a small district general hospital. | |
| Personality | <ul style="list-style-type: none"> • Ability to work as part of a small, mutually supportive team. • Able to organise time efficiently and effectively. • Genuine interest and enthusiasm for living in a largely rural area and community. | |
| Audit | <ul style="list-style-type: none"> • A commitment to the principles of clinical audit. • Willingness to contribute to departmental audit projects. | |
| Other Requirements | <ul style="list-style-type: none"> • Sensitivity to professional issues, standards and ethics. • Enthusiasm for teaching medical students, trainees and non-medical staff. | |

| | | |
|--|---|--|
| | <ul style="list-style-type: none">• Excellent verbal and written communication. | |
|--|---|--|