

**Locum Consultant Trauma and Orthopaedic Surgeon (1 post)**

**(Ninewells Hospital, Perth Royal Infirmary, Stracathro Hospital)**

**Working for NHS Tayside**







|  |
| --- |
| **Contents** |

|  |  |
| --- | --- |
| **Section** |  |
| Section 1: | Person Specification |
| Section 2: | Introduction to Appointment |
| Section 3: | Departmental and Directorate Information |
| Section 4: | Main Duties and Responsibilities |
| Section 5: | Job Plan |
| Section 6: | Contact Information |
| Section 7: | Working for NHS Tayside |
| Section 8: | Terms and Conditions of Employment |
| Section 9: | General Information for Candidates |

|  |
| --- |
| **This post requires the post holder to have a PVG Scheme membership/record. If the successful applicant is not a current PVG member for the required regulatory group i.e. child and/or adult, then an application will need to be made to Disclosure Scotland and deemed satisfactory before the successful post holder can commence work.** |

All NHS Scotland and NHS Tayside Medical vacancies are advertised on our medical jobs microsite: [www.medicaljobs.scot.nhs.uk](#)

Please visit our Careers website for further information on what NHS Tayside has to offer [https://www.nhstayside.scot.nhs.uk/WorkingWithUs/index.htm](#)

|  |
| --- |
| **Section 1: Person Specification** |

|  |  |  |  |
| --- | --- | --- | --- |
| **REQUIREMENTS** | **ESSENTIAL** | **DESIRABLE** | **METHOD of EVALUATION** |
| **Qualifications and Training** | MBChB or equivalent  GMC registered medical practitioner  Licence to practice  FRCS (T&O)  GMC UK Specialist Register or within six months of attaining CCT with sub-speciality interest in upper limb surgery | Post-graduate qualification e.g. MD/ PhD/MSc | Application /Interview |
| **Experience** | Appropriate Trauma Trained  Preferred subspecialty Upper Limb  Comprehensive & current surgical experience as evidenced by log book | Post Fellowship:  Upper Limb  Shoulder/Elbow  Or  Hand/Wrist | Application /Interview  Logbook |
| **Ability** | Ability to take full responsibility for independent management of elective and trauma orthopaedic patients.  Inpatient, outpatient and operative care of orthopaedic patients  Ability to communicate effectively and clearly with patients and other team members  Competence in providing general trauma service and assessing trauma patients as part of major trauma service, provision of initial care and directing towards appropriate sub-speciality colleagues if appropriate. |  | Application/Interview/  References |
| **Academic Achievements** | Evidence of research activity and presentations  Evidence of poster or oral presentations at national or international meetings  Evidence of research and publications in peer reviewed journals | Track record of peer-reviewed publications | Application/Interview |
| **Teaching and Audit** | Evidence of commitment to:  clinical audit  formal and informal teaching and training of trainee doctors, medical students and other clinical staff  learning and continuing professional development | Experience of designing audits  Experience of simulation training  Evidence of training in clinical and / or educational supervision  Higher Degree/ Diploma in teaching | Application/Interview/  References |
| **Motivation** | Evidence of commitment to:  patient-focused care  continuous professional development and life-long learning  effective and efficient use of resources | Desire to develop services for patients | Application / Interview/  References |
| **Team Working & Management** | Ability to work in a team with colleagues in own and other disciplines  Ability to organise time efficiently and effectively  Reliability  Excellent communication skills | Ability to motivate team  Evidence of previous managerial training and experience  Ability to work in service development compatible with NHS Scotland drive to rationalise treatments in line with realistic medicine | Interview/  References |
| **Circumstances of Job** | May be required to work at any of NHS Tayside’s sites |  | Interview |

|  |
| --- |
| **Section 2: Introduction to Appointment** |

**Job Title: Locum Consultant Trauma and Orthopaedic Surgery**

**Department: Trauma and Orthopaedic Surgery**

**Base: Ninewells Hospital**

You will be required to provide elective service at Perth and/or Stracathro Hospitals.

**Post Summary: This is locum consultant post comprising of elective and emergency orthopaedic outpatient and theatre work. The successful candidates will be required to join the trauma rota.**

|  |
| --- |
| **Section 3: Departmental and Directorate Information** |

The Trauma and Orthopaedic Department provides a trauma and elective orthopaedic service to the population of Tayside (~0.5million population), which includes Dundee, Perthshire, Angus and North East Fife.

Ninewells Hospital and Medical School is one of Scotland's four Major Trauma Centres. This transition to MTC took place in November 2018 with the opening of the service at Ninewells Hospital by the First Minister for Scotland. The MTC benefited from a significant investment in our trauma services, including 1) the build of an 8 bedded specialist trauma ward within the Orthopaedic unit, 2) the appointment of 6 Major and Trauma Nurse Coordinators, 3) enhanced clinical pathways from admission to discharge from the service, 4) rehabilitation services, and 5) multi-specialty collaboration.

The trauma rota is run by 16 MTC consultants who are supported by other colleagues who contribute to trauma clinics and operating. Currently, there are 21 consultant surgeons and one Consultant Surgical Podiatrist. There are 16 orthopaedic specialty trainees in the East of Scotland Deanery, they are supported by 3 Clinical Fellows and one Core Trainee. We have a dedicated consultant lead MFE team based in Orthopaedics as well as a Clinical Fellow Physician who manages our acute medical unwell inpatients.

The majority of orthopaedic service provision is based at the three main hospital sites, Ninewells Hospital, Stracathro Hospital and Perth Royal Infirmary. Scottish Government has committed to create a new network of elective treatment centres. Currently, there are advanced plans for the National Elective Treatment Centre to be based at Perth Royal Infirmary. The ambition is to see the elective Orthopaedic theatre footprint at PRI expand to 4 theatres. This will bring exciting opportunities to redevelop our elective services.

We are looking for an enthusiastic consultant colleague who will provide specialist knowledge and skills in the management of upper limb surgery. The successful candidate will be expected to join the 1:16 General Trauma on call rota.

|  |
| --- |
| **Section 4: Main Duties and Responsibilities** |

**Clinical:**

* Elective orthopaedic outpatient clinics
* Elective (Specialist) theatre lists
* Fracture clinics
* Trauma theatre
* Major Trauma On call
* MDT

**Out of Hours Commitments:**

* General Trauma On Call (1:16)

**Location:**

* The successful candidate will be based at Ninewells Hospital and Medical School.
* Ability to deliver clinical sessions across the health boards main hospitals (Ninewells, PRI and Stracathro) will be required

**YOUR ROLES**

**Provide high quality care to patients:**

* Maintain GMC specialist registration and hold a licence to practice
* Develop and maintain the competencies required to carry out the duties of the post
* Ensure patients are involved in decisions about their care and respond to their views

**Research, Teaching and Training:**

* Where possible to collaborate with academic and clinical colleagues to enhance NHS Tayside’s research portfolio, at all times meeting the full requirements of Research Governance
* To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director
* To act as educational and/or clinical supervisor and appraiser as delegated by the Clinical Director to ensure external accreditation of training posts with an appropriate allocation of SPA time for these roles

**Medical Staff Management:**

* To work with colleagues to ensure junior doctors’ hours are compliant in line with Working Times Directives.
* To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
* To participate in the recruitment of junior medical staff as and when required
* To participate in team objective setting as part of the annual job planning process

**Governance:**

* Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
* Ensure clinical guidelines and protocols are adhered to by doctors in training and updated on a regular basis
* Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Director
* Role model good practice for infection control to all members of the multidisciplinary team

**Strategy and Business Planning:**

* To participate in the clinical and non-clinical objective setting process for the directorate

**Leadership and Team Working:**

* To demonstrate excellent leadership skills with regard to individual performance, clinical teams and NHS Tayside and when participating in national or local initiatives
* To work collaboratively with all members of the team
* To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
* Adhere to NHS Tayside and departmental guidelines on leave including reporting absence
* Adhere to NHS Tayside values

|  |
| --- |
| **Section 5: NHS Tayside – Indicative Job Plan** |

**Post:** Locum Consultant Trauma and Orthopaedic Surgery

**Specialty:** Trauma/Upper Limb

**Principal Place of Work:** Ninewells Hospital and Medical School

**Contract:** Full time

**Term:**

**Availability Supplement:** 3%

**Out-of-hours:**  1:16

**Managerially responsible: Clinical Director Trauma & Orthopaedic Surgery**

**Timetables of activities that have a specific location and time:**

**Indicative Job Plan at 10 PAs (approximate example)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| ***DAY / LOCATION*** | ***TIME (hrs)*** | ***TYPE OF WORK*** | ***DCC [PAs]*** | ***SPA [PAs]*** | ***EPA [PAs]*** | ***HRS*** |
| ***Monday*** | *09:00-13:00* | *Elective Clinic AM*  *SPA PM* | *Trauma &on call approx*  *4.2 PAs*  *Elective*  *Approx*  *3.8 PAs* | *2* |  |  |
| ***Tuesday*** | *08.00- 17.30* | *Trauma Theatre (On call)1:4*  *Trauma Theatre (Not On call)1:4* | *Both EPAs utilised for DCC* |
| ***Wednesday*** | *08:00-1300* | *Post take ward round 1:4*  *Off 3:4* |  |
| ***Thursday*** | *08.00- 17.30* | *Elective Theatre 3:4* |  |
| ***Friday*** | *09.00-*  *16.30* | *Fracture Clinic (alternate weeks) AM*  *Postgraduate Teaching/ SPA PM*  *Friday Trauma 1:16* |  |
| ***Weekends*** | | *1:16 weekends on call\**  *1:16 post on call WR* |  |
| ***TOTALS*** |  |  | ***8*** | ***2*** | ***(2)*** | ***40-48*** |

The Job Plan is for example and indicative only, negotiable and will be agreed between the successful applicants, and the Clinical Director. The successful candidate is asked to participate on the general trauma rota they will be part of a 1:16 on call system. This means 1:16 weekday on call and 1:16 Saturday morning ward round and virtual fracture clinic and 1:16 trauma on call commitment that involves trauma theatre and on call on Saturday and Sunday.

NHS Tayside initially allocates all consultants 10 PAs made up of 8 PAs in Direct Clinical Care (DCC) and one core SPA for appraisal/revalidation and CPD, one further one SPA by negotiation for audit, clinical governance, job planning, internal routine communication and management activity. As a major teaching and research contributor, NHS Tayside would normally expect to allocateadditional SPA time for activities to do with undergraduate education, educational supervision of trainee medical staff, research, service development and other activities. These are all areas where NHS Tayside has a strong commitment and we recognise the contribution that consultants are both willing and eager to make. Precise allocation of SPA time and associated objectives will be agreed with the successful applicant and will be reviewed at annual job planning.

|  |
| --- |
| **Section 6: Contact Information** |

Informal enquiries and visits are welcome and should initially be made to:

***Mr Douglas Robinson, Consultant Trauma and Orthopaedic Surgeon***

***Clinical Director***

[*douglas.robinson2@nhs.scot*](#)

***Mr Joe Littlechild, Consultant Trauma and Orthopaedic Surgeon***

***Clinical Lead for Trauma***

[*joseph.littlechild@nhs.scot*](#)

***Mr David Nicoll, Consultant Trauma and Orthopaedic Surgeon***

***Clinical Lead for Elective***

[*david.nicoll@nhs.scot*](#)

|  |
| --- |
| **Section 7: Working for NHS Tayside** |

**Working in Tayside**

**Who are we?**

NHS Tayside is an integrated teaching NHS Board in Scotland providing primary, community, mental health and hospital services. Grant Archibald is the Chief Executive, Prof Peter Stonebridge is the Executive Medical Director, and Dr Pamela Johnston is the Operational Medical Director.

NHS Tayside provides services for a large geographical area including North East Fife. We employ approximately 11,000 staff and are committed to improving all patient care and services and engaging staff in service planning and modernisation.

Further information about Tayside and NHS Tayside can be found at

[https://www.nhstayside.scot.nhs.uk/index.htm](#)

**Location**

Tayside is situated on the eastern sea border of Scotland. The four main areas are Angus (The Glens/Cairngorms, Carnoustie), Perthshire (Perth, Cairngorms, Crieff), Dundee City and North East Fife (St Andrews and East Neuk). The countryside of Perthshire and Angus is an area of exceptional natural beauty and its glens and mountains are part of the Cairngorm National Park.

Dundee and Perth, the two main cities, are vibrant, modern cities set in stunning locations on the River Tay estuary and surrounded by pristine beaches and ancient forests with easy access to skiing, hiking and mountain biking in the Cairngorm mountains and the Angus Glens.

Dundee is Scotland's fourth largest city located within an hour of Edinburgh and its international airport. Dundee city has a strong history and culture of design, innovation and research. It is home to cutting-edge industries, such as groundbreaking Medical and Biotechnology Companies (with globally renowned research facilities based in the city centre – such as the Wellcome Trust) and Creative Industries including the development of computer software and games, a fledging tech industry which paved the way for games such as Grand Theft Auto. It is home to the recently opened and exciting V&A Museum. The United Nations designated Dundee as the UNESCO City of Design, the first of its kind in the UK.

The city is a vibrant student city with three Higher Education institutions catering for around 40,000 students. The University of Dundee is ranked in the top ten for undergraduate Medicine and Life Sciences in the UK and top 200 Worldwide. The University was voted University of the Year for Student Experience in the Sunday Times Good University Guide 2020.

The other main centre is Perth, known as ‘the Fair City‘. Located on the banks of the River Tay and steeped in historic importance, it was used for the crowning of The Kings of Scotland. Perth offers a wide range of entertainment, eateries, and independent shops. As the gateway to the Highlands, Perth is a very popular destination from which to explore the north of Scotland.

Tayside and North East Fife are home to top-ranking state and private schools and world class universities and colleges. Tayside also offers a diversity of accommodation ranging from city centre based flats, waterfront living, Victorian or Georgian villas to more rural farm houses or coastal homes.

Local and wider transport networks are excellent. Glasgow, Edinburgh and Aberdeen are just over 60 minutes away by train. The Scottish Highlands are easily accessible offering opportunities for a variety of outdoor pursuits.

If you are thinking about joining us from overseas further information can be found at [www.talentscotland.com](#).

**What we can offer you**

Working with NHS Tayside offers a variety of opportunities and benefits:

* Access to the NHS pension scheme
* Assistance relocating to Tayside
* NHS Tayside is an equal opportunities employer and promotes work-life balance and family-friendly policies
* A beautiful setting to live and work and to take time out after a busy day or week
* Access to a transport network offering easy travel links to the rest of the UK

**Teaching and Training Opportunities**

NHS Tayside has one of the largest and most successful teaching hospitals in Scotland. The University of Dundee Medical School was ranked 1st in the UK 2021 Complete University Guide. We have a growing national and international reputation for medical teaching and research and are recognised as a centre of excellence.

We successfully train medics, nurses and other healthcare professionals from all over the UK and the world, many of whom choose to remain in employment with NHS Tayside and continue to contribute to the development of the organisation, promoting new techniques and going on to train the doctors, surgeons and nurses of tomorrow.

NHS Education for Scotland (NES) and NHS Tayside recruits junior medical staff from the UK and worldwide. We are committed to providing a high standard of medical education offer training in a variety of specialties at foundation and specialty level, with the majority of training posts in the East of Scotland rotating through our Tayside hospitals and Raigmore in Inverness.

Information regarding training with links to the appropriate UK websites can be found at [http://www.scotmt.scot.nhs.uk/](#) and [http://nes.scot.nhs.uk/](#)

We enjoy close links with the University of Dundee ([https://www.dundee.ac.uk](#)) whose Medical School is renowned for preparing its medical students to become world-class doctors. Alongside NHS Tayside, the University of Dundee offers state-of-the-art medical teaching facilities including lecture theatres, seminar rooms, clinical skills training area, computing suites, as well as library facilities at the main campus and within UDOTS on the Ninewells site.

**Our vision, values and strategic aims**

We strive to provide high quality, safe, effective and person-centred healthcare, continually improving clinical outcomes for patients who use our services and for our population as a whole.

To achieve this, we are committed to ever-closer integrated working with patients and our other partners in healthcare and to embedding a culture of continuous improvement to ensure that:

* Our staff can contribute fully to achieving the best possible health and healthcare, based on evidence and best practice
* Everything we do maximises efficiency and delivers value for patients and the public

We have identified six strategic aims to ensure we can deliver safe, effective and person-centred health and social care:

1. Prioritise prevention, reduce inequalities and promote longer healthier lives for all
2. Put in place robust systems to deliver the best model of integrated care for our population – across primary, secondary and social care
3. Ensure that care is evidence-based, incorporates best practice and fosters innovation, and achieves seamless and sustainable care pathways for patients
4. Design our healthcare systems to reliably and efficiently deliver the right care at the right time in the most appropriate setting
5. Involve patients and carers as equal partners, enabling individuals to manage their own health and wellbeing and that of their families
6. Use the resources we have – skilled people, technology, buildings and equipment –efficiently and effectively.

|  |
| --- |
| **Section 8: Terms and Conditions of Employment** |

For an overview of the terms and conditions visit [http://www.msg.scot.nhs.uk/pay/medical](#).

|  |  |
| --- | --- |
| **TYPE OF CONTRACT** | Fixed Term (6 to 12 months) |
| **GRADE AND SALARY** | Consultant level |
| **HOURS OF WORK** | 40 hours per week Full Time |
| **SUPERANNUATION** | New entrants to NHS Tayside who are aged sixteen but under seventy five will be enrolled automatically into membership of the NHS Pension Scheme. Should you choose to "opt out" arrangements can be made to do this via: [www.sppa.gov.uk](#) |
| **GENERAL PROVISIONS** | You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with Consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions, you are expected to observe the organisation’s agreed policies and procedures and to follow the standing orders and financial instruction of NHS Tayside, in particular, where you manage employees of the organisation, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary. |
| **EXPENSES OF CANDIDATES FOR APPOINTMENT** | Candidates who are requested to attend an interview will be given assistance with appropriate travelling expenses. Re-imbursement shall not normally be made to employees who withdraw their application or refuse an offer of appointment. Non NHS employees are not normally awarded travel expenses. |
| **TOBACCO POLICY** | NHS Tayside operates a No Smoking Policy in all premises and grounds. |
| **DISCLOSURE SCOTLAND** | This post is considered to be in the category of “Regulated Work” and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership. |
| **CONFIRMATION OF ELIGIBILITY TO WORK IN THE UK** | NHS Tayside has a legal obligation to ensure that its employees, both EEA and non EEA nationals, are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Tayside they will need to provide documentation to prove that they are eligible to work in the UK. Non EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until right to work in the UK has been verified. |
| **REHABILITATION OF OFFENDERS ACT 1974** | The rehabilitation of Offenders act 1974 allows people who have been convicted of certain criminal offences to regard their convictions as “spent” after the lapse of a period of years. However, due to the nature of work for which you are applying this post is exempt from the provisions of Section 4 of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions Orders 1975 and 1986). Therefore, applicants are required to disclose information about convictions which for other purposes are “spent” under the provision of the act in the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by NHS Tayside. Any information given will be completely confidential. |
| **MEDICAL NEGLIGENCE** | In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board indemnity will cover only Health Board responsibilities. Paragraph 63 of the General Medical Council's Good Medical Practice requires you to have adequate insurance or indemnity cover. You may wish to consider taking out additional medical indemnity e.g. with a Medical Defence Organisation to ensure that you have indemnity for the whole of your practice. |
| **NOTICE** | Employment is subject to three months’ notice on either side, subject to appeal against dismissal. |
| **PRINCIPAL BASE OF WORK** | You may be required to work at any of NHS Tayside sites as part of your role. |
| **SOCIAL MEDIA POLICY** | You are required to adhere to NHS Tayside’s Social Media policy, which highlights the importance of confidentiality, professionalism and acceptable behaviours when using social media. It sets out the organisation’s expectations to safeguard staff in their use of social media. |

|  |
| --- |
| **Section 9: General Information for Candidates** |

**Data Protection Legislation**

During the course of our activities we will collect, store and process personal information about our prospective, current and former staff. The law determines how organisations can use personal information.

For the purposes of this privacy notice, 'staff' includes applicants, employees, workers (including agency, casual and contracted staff), volunteers, trainees and those carrying out work experience.

**Counter Fraud**

NHS Tayside is under a duty to protect the public funds it administers, and to this end will use the information you have provided on your application form for the prevention and detection of fraud. It will also share this information with other bodies responsible for auditing or administering public funds for these purposes. More detail on this responsibility is on NHS Tayside intranet and further information is available via [Audit Scotland](#).

**References**

All jobs are only offered following receipt of three satisfactory written references. At least one reference must be from your current/most recent employer or your course tutor if you are currently a student. If you have not been employed or have been out of employment for a considerable period of time, you may give the name of someone who knows you well enough to confirm information given and to comment on your ability to do the job.

**Disclosure Scotland**

Where a Disclosure or Protection of Vulnerable Groups Check is deemed necessary for a post, the successful candidate will be required to undergo an appropriate check. Further details on the Recruitment of Ex-Offenders are available from the recruitment centre.

**Work Visa**

If you require a Work Visa, please seek further guidance on current immigration rules, which can be found [here on the Home Office website](#).

**Job Interview Guarantee Scheme**

As a Disability Symbol user, we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet the minimum criteria expressed in the job description will be guaranteed an interview.

**Overseas Registration and Qualifications**

NHS Tayside will check you have the necessary professional registration and qualifications for this role. You will need to provide an official translation of qualifications notarised by a solicitor of your overseas qualifications to be checked by the recruiting panel. Please ensure that this is available before applying for the post.

**Workforce Equality Monitoring**

NHS Tayside is committed to supporting and promoting dignity at work by creating an inclusive working environment. We believe that all staff should be able to fulfil their potential in a workplace free from discrimination and harassment where diverse skills, perspectives and backgrounds are valued.

In order to measure and monitor our performance as an equal opportunities employer, it is important that we collect, store and analyse data about staff. Personal, confidential information will be collected and used to help us to understand the make-up of our workforce that will enable us to make comparisons locally, regionally and nationally.

**Equal Opportunities Policy Statement**

NHS Tayside considers that it has an important role to play as a major employer and provider of services in the region and accepts its obligations both legal and moral by stating commitment to the promotion of equal opportunities and elimination of discrimination.

The objectives of its policy are that no person or employee receives less favourable treatment on the grounds of sex, disability, marital status, age, race (including colour, nationality, ethnic or national origin), creed, sexuality, responsibility for dependants, political party or trade union membership or activity, HIV/AIDS status or is disadvantaged by conditions or requirements which cannot be shown to be justifiable.

**NHS Scotland Application Process**

* The purpose of an application form is to help evidence that the applicant has all the requirements applicable to carry out the job applied for.
* It is essential to read both the job description and the person specification to gain a full understanding of what the job entails and the minimum
* Please note for equal opportunity purposes NHS Tayside do not accept CV’s as a form of application.
* Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
* Please complete all sections of the application. Those sections that are not relevant please indicate ‘not applicable’, do not leave blank.
* Please do not add your name to any additional information provided; secure it to the relevant section and the Recruitment Administrator will add a candidate number.

**You will receive an automated response acknowledging receipt of your application.**