**Working for NHS Lanarkshire**

**Speciality Doctor in Trauma and Orthopaedics NHS Lanarkshire**

**Recruitment Pack**

**Application Closing Date: xxx**

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HR Medical & Dental

Kirkfield Cottage

Kirklands HQ

Bothwell

G71 8BB





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| **Section 1: HOW TO APPLY** |

**In order to apply:**

Applicants are required to complete an Application Form via the following link: https://apply.jobs.scot.nhs.uk/vacancies.aspx. Please note CV’s will not be accepted.

**Please complete applications by MIDNIGHT ON THE CLOSING DATE.**

**You will receive an email acknowledging receipt of your application once submitted.**

Please follow the link below should you wish any further information on NHS Lanarkshire

Recruitment | NHS Lanarkshire (scot.nhs.uk)

**Application Process:**

The first part of the process is to complete the full application form, including the four assessment questions at the end of the application form.

**It is important that you demonstrate you meet the eligibility criteria detailed in the person specification on your application.**

**Application Queries**

If you have any queries regarding the application process, please email Praise Alo at medical.dentalSAS@lanarkshire.scot.nhs.uk

**Shortlisting Process:**

**Stage 1**

Applications will be shortlisted in line with the person specification for the job. If you are successful, you will receive an email from Jobtrain advising you have been successful and you will be encouraged to book a suitable interview time slot.

**Stage 2**

Interview – The interview will be conducted via Microsoft Teams and will last approximately 30/45 minutes. You will be asked a variety of questions from panel members and there will also be an opportunity at the end of the interview to ask the panel members any relevant questions.

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| **Section 2: Contact Information** |

**Prospective applicants are encouraged to make contact with**:

Mr K Periasamy

Clinical Director for Trauma and Orthopaedics

(Email: Kumar.Periasamy@lanarkshire.scot.nhs.uk)

Miss E Crighton

Orthopaedic Consultant

(Email: Elizabeth.Crighton@lanarkshire.scot.nhs.uk)

Mr C Swallow

Clinical Service Manager

(Email: Chris.Swallow@lanarkshire.scot.nhs.uk)

***NHS Lanarkshire is an Equal Opportunities Employer and Disability Confident Employer.***

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| **Section 3: Person Specification**  |

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| **PERSON PROFILE** |
| **Demonstrated on Application** |
| Attributes  | **Essential**  | **Useful**  |
| Qualifications | MBChB or equivalent.MRCS (part A and part B). Current full registration with GMC with a licence to practice. | Higher Degree or other Diploma* FRCS Tr. & Ortho

Further educational certificates, diploma etcPostgraduate exam. (or equivalent).Other e.g. ALS Provider. |
| Training | Completed at least four years’ full-time postgraduate training (or its equivalent gained on a less than full time or flexible basis) at least two of which will be in a Specialty Training Programme or specialty registrar locum appointment for training (LAT) : or shall have equivalent training, experience or competencies, either in the UK or overseas. | Training at ST/SPR level in communication, teaching or management.Experience within UK training establishmentsHuman Factors Training. |
| Experience | Completed Core Surgical Training or equivalent including at least 24 months in T&O. Able to work at ST3 level in Orthopaedic department. Recent and relevant experience and personal qualities to work in a busy unit dealing with the high turnover of planned and unscheduled admissions. Ability to supervise the clinical work of doctors in training and relevant staff in other disciplines. Confident with indirect supervision of varying grades of doctors in training.Previous experience in organising NHS Services or equivalent. | Additional experience working at the level of ST3 or above in T&O. Well-developed subspecialty interest.Administrative / Management experience. |
| Audit/Research  | Understanding of the principles of medical audit.Evidence of contribution to audit at least at local level. Awareness of principles of research with an ability to critically analyse medical literature. | Experience and interest in Audit of the practice and experience of design of audi.tResearch within the practice.Involved in design of research relevant to the practice. |
| Publications | Presentations/Publications relevant to the practice. |  |
| Teaching  | Previous involvement in the delivery of undergraduate or postgraduate teaching. Experience of providing supervision and or mentorship | Interest in and commitment to teaching and training.Experience of providing problem-based teaching.Experience of organising teaching programmes.Formal training in educational/clinical supervision.  |
| Knowledge and Skills | Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines.   |  |
| Knowledge and Skills | Broad based knowledge and skills in diagnosis and clinical management within the Specialty and encompassing most sub-disciplines.   |  |
| Managerial  |  | Involvement in service re-design.Involvement in project delivery.Involvement in NHS-related meetings. |

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| **PERSON PROFILE** |
| **Demonstrated at Interview** |
| Attributes  | **Essential**  | **Useful**  |
| Knowledge and Skills |   | Good IT Skills |
| Disposition | Committed to Quality Patient Care.Able to be understanding of and sensitive to the needs of patients.Excellent communication skills (verbal and written)Ability to work under pressure.Ability to work effectively in a multidisciplinary team.Responsive to change and innovation, promoting a culture for organisational development.A flexible approach to duties, which satisfies the needs of the Service in a changing environment.Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.Good time management and organisation.Demonstrates commitment and enthusiasm to service delivery.  | Problem solver/diplomat/counsellor.A natural leader. |
| Managerial  | Knowledge of service provision at a local level. Awareness of the principles and core practices involved in service management, project management and effective meetings. |  |
| Leadership  | Awareness of the principles of team leadership and effective people management.Commitment to the Values of NHS Lanarkshire: - Fairness, Respect, Quality, Working Together. | Evidence of role as leader within groups. |
| Other | Fluent in medical English and evidence of ability to communicate in stressful situations. | Preference to work in a District General Hospital. |

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| **PERSON PROFILE** |
| **Demonstrated at Pre-Employment Check** |
| Attributes  | **Essential**  | **Useful**  |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service. Satisfactory PVG Check. Current full driving licence and access to a vehicle (required for jobs where an immediate return to site or travel between sites is required)  |  |
| If there is any reason why a disabled person should not be considered suitable for this post, please provide details: | **The post requires physical dexterity. Uncorrected visual or hearing defect would be incompatible with the nature of the work**. |
|  | Prepared By:- | Approved By:- |
| Name | E Crighton | K Periasamy |
| Designation | Consultant | Consultant |
| Date | 29/01/25 | 29/1/25 |

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| **Section 4: The Post** |

Applications are invited for a substantive post in NHS Lanarkshire as a Speciality Doctor in Orthopaedics. The post is suitable for applicants at the level of ST3 (or equivalent) or above. This is a post with clinical duties with the Trauma and Orthopaedic team in NHS Lanarkshire, and will participate on the middle tier rota. Clinical duties include: trauma theatre and fracture clinic, with direct consultant supervision. Oncall (including overnight and weekends) will involve assessment and decision making of patient referrals from our 3 Accident and Emergency Departments in Lanarkshire, as well as GP referrals. They will also attend elective orthopaedics clinic and elective theatres with direct consultant supervision.

The precise details of the job plan will be dependent on the successful candidate’s subspecialty training and interests. The job is offered as a full-time post on a 10 PA basis but applications will be considered from those wishing to work less than full-time. All new Specialty Doctor are initially offered 1 PA for SPA duties. The post includes oncalls, weekends and night shifts as part of an 18 person rolling rota.

NHS Lanarkshire is supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development

Orthopaedic trauma in NHS Lanarkshire is managed acutely at University Hospital Wishaw. We serve a population of >660 000 and are the second busiest hip fracture unit in Scotland, approaching 900 cases per year. (Greater than 10% of Scotland’s cases) The trauma unit accepts all trauma referrals including paediatrics from Lanarkshire. There is large 22-person consultant trauma rota. There are 3 trauma theatres running daily and a large volume of sub-speciality trauma completed within the department. We have a dedicated multi-disciplinary team to manage this cohort and continually work on quality improvement to improve outcomes and the patient journey.

Orthopaedic elective clinics are run on all 3 NHS Lanarkshire sites with elective operating (apart upper limb) performed at University Hospital Hairmyres. There post holder will have opportunities to experience a wide variety of elective orthopaedic specialities and develop the career interests further.

There will be an expectation that the post holder will provide teaching and training and takes part in M&M and the standard clinical governance of the unit. The unit is well known for excellent training and providing opportunities for career development for its staff.

The post holder will be supported with access to teaching consistent with the T&O curriculum. There will be an expectation that the post holder subscribes to ISCP and undertakes the same assessments and supervisor meetings as a Specialty Trainee at the same level.

NHS Lanarkshire has excellent post-graduate libraries and IT facilities. Active post-graduate educational programmes are in place, including dedicated protected teaching sessions for junior doctors.

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| **Section 2: Main Duties and Responsibilities** |

In addition, other activities not occurring at fixed times.

* Discussing referrals, inpatient and outpatient with Colleagues (daily).
* Discussing management/investigation of patients with colleagues in other appropriate Clinical Support Services
* Ward Referrals, discussing patient management/ reviewing patients with doctors in training and Nursing Staff out with formal ward rounds.
* Expeditious completion of discharges and completion of patient administration duties e.g. verifying letters, signing off results etc.
* Speaking to GP’s, outpatients re results.
* CPD and Appraisal
* Audit

You will be responsible for the training and supervision of Junior Medical staff who work with you, and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counseling. If appropriate, you will be named in the contracts of Doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such Doctors on their career.

The successful candidate will be expected to participate in audit processes and there is an active clinical audit department available to assist. NHS Lanarkshire is ambitious to build a portfolio of research projects backed by enthusiastic and dynamic individuals. It has an active Research and Development department and would welcome discussion regarding a potential research interest.

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| **Section 6: Job Plan Template** |

As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme detailed as follows:

**Job Planning/Programmed Activities**

The job plan will be dependent on the successful candidate’s subspecialty training and interests. 1 SPA will be included in the job plan for a full time post but please refer to the guidance above under the general description of the post.

On taking up post a Job Plan will be agreed between the person appointed and the Clinical Director/Associate Medical Director. This job plan is subject to review at least once a year by the post holder and the Clinical Director/Clinical Lead as noted in the terms and conditions. The procedures set out in the ‘Terms & Conditions of Service’ must be followed if it is not possible to agree a job plan, either initially or at an annual review.

The timetable is indicative and subject to negotiation with the Clinical Director / Associate Medical Director. The core 10 PA working week will be based on 9 PA’s of Direct Clinical Care (DCC) duties and 1 PA of SPA time for a full-time post-holder subject to final Job Plan confirmation approval from the Clinical Director/Associate Medical Director.

The indicative weekly timetable includes oncalls, weekends and nights as part of an 18 person rolling rota.

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| **Section 5: Department Resources** |

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| **Consultants** | **Special Interest** |
| Mr Abbas | Lower limb trauma and elective. |
| Mr Agarwal | Lower limb trauma and elective |
| Mr Ayoub | Sports medicine elective only |
| Mr Bailey | Soft tissue and complex knee trauma and elective |
| Mr Bhattacharyya | Soft tissue knee trauma and elective  |
| Mr Bodo | Foot and Ankle trauma and elective |
| Mr Chan | Upper limb trauma and elective |
| Miss Crighton | Upper limb trauma and elective |
| Mr Cunningham | Hip trauma and elective |
| Mr Davison | Revision hip trauma and elective |
| Miss Ferguson | Paediatrics |
| Mr Fraser-Moodie | Upper limb trauma and elective |
| Mr Grant | Lower limb trauma and elective |
| Mr Hannah | Upper limb trauma and elective |
| Miss A Hayward | Foot and ankle trauma and elective  |
| Prof Hooper | Soft tissue knee trauma and elective |
| Mr Howie | Lower limb trauma and elective |
| Mr MacDonald  | Revision hip trauma and elective |
| Mr McLeod | Foot and ankle elective |
| Mr Miller | Hand and wrist trauma and elective |
| Prof Miller | Foot and ankle elective |
| Mr Murray | Paediatric elective only |
| Mr Periasamy | Revision hip trauma and elective |
| Miss Philips | Hand and wrist trauma and elective |
| Mr Shewale | Lower limb trauma and elective |
| Mr Ting Tan | Lower limb trauma and elective  |

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| **Section 6: Working for NHS Lanarkshire** |

For more information on the role please visit **NHS Lanarkshire Careers Website**

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| **Section 7: Terms and Conditions of Employment** |

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| **TERMS AND CONDITIONS** 1. This appointment is offered on the Terms and Conditions of the Specialty Doctor Contract (2022).
2. Our pension scheme is provided by Scottish Public Pensions Agency, and all benefits are explained on the SPPA website (http://www.sppa.gov.uk/). Here you can also access an annual statement showing how much service has built up in your pension. If you wish to opt out or have previous NHS Service, you should refer to the SPPA website for further information about any implications for your pension benefits.

Superannuable pay will include basic salary (up to 10 programmed activities, but not any extra programmed activities about this level), on-call availability supplements, discretionary points, distinction awards, and any other pay or allowances agreed by the Scottish Government, to be superannuable. Superannuable pay will be subject to HMRC legislation.1. The employment is subject to 3 months’ notice on either side subject always to the appeal and other provisions of schedule 2 of the Terms and Conditions of the Specialty Doctor 2022 Contract (NHS Circular PCS (DD) 2022/2)
2. The successful candidate must be contactable throughout any on-call period. NHS Lanarkshire will provide the facility for this.
3. The successful candidate, if not already employed by the NHS Lanarkshire, will be required to complete a medical questionnaire to obtain medical clearance from the Occupational Health Physician.
4. The successful candidate will be required to complete a Disclosure Scotland PVG (Protecting Vulnerable Groups Scheme) form. An e mail link will be sent to the successful candidate for completion. No approach will be made without written permission of the successful applicant who will be asked to sign and complete a disclosure PVG application, giving authorisation for the check to be undertaken. If you are a non EEA National and are currently based out with the UK a Country of Origin check/criminal records certificate will also be required from each country in which you have resided continuously or cumulatively for 12 months or more in the last 10 years.
5. NHS Lanarkshire does not negotiate salary placements. On commencement the salary will be in line with Schedule 10 of the Terms and Conditions of the Specialty Doctor Contract (2022). Appointees start on the scale minimum except in the circumstances of paragraphs 6 - 9 of Schedule 10 of the terms and conditions of service.
6. From 1st April 2024, the starting salary for the post is £61,690 per annum (based on 10 Programmed Activities per week). The successful candidate’s total salary will be dependent on his/her previous service history. Remuneration for any extra programmed activities will be dependent upon the job plan agreed at the time of appointment.
7. Dependent upon present place of residence, NHS Lanarkshire may require the successful candidate to undertake to remove home to a distance acceptable to NHS Lanarkshire, normally within 10 miles of the base Hospital, in which case removal expenses will be payable in accordance with NHS Lanarkshire Policy. In some cases, however, a residence more than 10 miles distant from the base hospital will be acceptable and in this case removal expenses will be subject to the prior approval of the Associate Medical Director for such a residence. The position will be made clear to the successful candidate on application.
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