

**UNIVERSITY HOSPITALS OF DERBY AND BURTON
NHS FOUNDATION TRUST**

Division of Diagnostics, Surgery and Anaesthetics

Trauma and Orthopaedics Business Unit

Appointment

OF

**Hip and Knee Arthroplasty Fellow
(6 months knee & 6 month hip)**

In

**TRAUMA & ORTHOPAEDICS
*12 month appointment***

Oct 2024

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SECTION 1: General Details

Title:	Hip and Knee Arthroplasty Fellow in Trauma & Orthopaedics
Location:	Based at Royal Derby Hospital. Includes a requirement to work across other UHDB sites should the need arise
New or Replacement Post:	Replacement post
Prime responsibility:	Supporting Provision of a Trauma and Orthopaedics service for Derbyshire and the surrounding areas.
Accountable to:	Medical Director – Dr Gis Robinson
Reports to:	Clinical Director for Trauma & Orthopaedics – Mr Steve Milner
Tenure:	12 months Fixed Term - starting October 2025
Terms and Conditions:	You will be employed on Local terms and conditions. The salary will mirror the NHS Doctors and Dentist in Training (England) 2016.
Working Pattern:	Full Shifts Monday to Sunday according to the rota
Key tasks:	<ul style="list-style-type: none">• Maintenance of the highest clinical standards in a Trauma & Orthopaedic service.• Active participation in both departmental and Trust matters concerning clinical governance and audit.• Responsibility for ensuring active participation in continuing medical education (CME).

SECTION 2: Person Specification			
ENTRY CRITERIA	ESSENTIAL	DESIRABLE	ASSESS BY
Qualifications	<ul style="list-style-type: none"> • MRCS/MBBS or equivalent • FRCS (T&O) or equivalent 	ATLS	A
Experience	<ul style="list-style-type: none"> • 7 years postgraduate training with at least 3 years in a relevant specialty training programme or equivalent experience or competencies 		A, HS
Eligibility	<ul style="list-style-type: none"> • Evidence of Full GMC registration, with a licence to practice, at time of application. • • Eligible to work in the UK 		A, HS
Health	<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards in Good Medical Practice) 		A, P, HS
Clinical knowledge & skills	<ul style="list-style-type: none"> • Up to date knowledge of Trauma & Orthopaedics & evidence of an understanding of its application; • Capacity to apply sound clinical knowledge relevant to the job; • Experience in making clinical decisions & managing risk. Knows when to seek help, able to prioritise clinical need; • Shows aptitude for practical skills required in job; • Proven ability to work effectively in different clinical settings required in job 	ATLS	A, P, C, I, & R
Clinical governance / improving quality of patient care	<ul style="list-style-type: none"> • Capacity to be alert to dangers/ problems. • Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors; • Demonstrates understanding of the principles of research; • Evidence of interest & experience in teaching junior doctors & medical students; • Evidence of active participation in audit 	Evidence of relevant academic & research achievements relevant to Trauma & Orthopaedics	A, I, P
Communication skills	<ul style="list-style-type: none"> • Demonstrable skills in written & spoken English adequate to enable effective communication on medical topics with patients/colleagues, which could be evidenced by i) applicants having undertaken undergraduate training in English or ii) having scores in the academic IELTS or equivalent, equal to those required for recruitment to MMC specialty training programmes. • Capacity to listen & take in others' perspectives. • Always considers patients preferences when discussing treatment options. • Always considers the full impact of clinical decisions on the patients. Practice shared decision making. • Directs & supports patients to access the information they need to support decision making 	<ul style="list-style-type: none"> • 360 degree feedback; • Patient survey feedback & reflections 	A, I, R

Personal Skills	<ul style="list-style-type: none"> • Capacity to work co-operatively, effectively & flexibly within a multi-disciplinary team, & demonstrate leadership when appropriate. • Capacity to use logical/lateral thinking to solve problems & make decisions. • Capacity to organise oneself & prioritise own work. Demonstrates punctuality, preparation & self-discipline. • Understanding of the importance of information technology. • Able to adapt & work with the Trust to deliver improved patient care. • Promotes equality & diversity 	<ul style="list-style-type: none"> • Demonstrated skills needed for effective delegation within the team: 360 degree feedback • Basic keyboard skills 	A, I, R
Probity	<ul style="list-style-type: none"> • Capacity to take responsibility for own actions & demonstrate a non-judgmental approach towards others. • Displays honesty, integrity, awareness of confidentiality & ethical issues 		A, I, R
Commitment to on-going CPD	<ul style="list-style-type: none"> • Demonstrates a willingness to fully engage in appraisal. Self awareness & ability to accept & learn from feedback 		P, C

Key for Assess by:

A = application form

HS = pre-employment and health screening

C = other documented evidence e.g. certificate, exam

I = interview

P = portfolio

R = references

SECTION 3 - Duties of the Post

3.1 Appointment

CLINICAL

The Arthroplasty Fellow will be directly involved in the day to day care of the Trauma & Orthopaedic patients admitted to their firm. There is a day to day commitment to clinics & operating sessions with the opportunity to experience the full spectrum of hip and knee surgery including primary hip and knee replacement surgery and revision surgery. The department is a major revision centre and is currently involved in the RACER trial for hips and knees. There are also dedicated trauma lists. There are complex knee and knee MDT meetings to discuss and plan difficult cases.

Research

One session per week is allocated for clinical base science research. There is access to individuals in the Trauma and Orthopaedic Department who have experience of research in order to discuss ideas and projects.

The Fellow positions will be attached to either Mr Hutchinson or Mr Lewis for hip arthroplasty and either Mr Pickering or Mr Quah for knee arthroplasty. Independent elective operating may be possible as the appointee's experience increases. The timetable may alter depending upon current needs however we will endeavor to utilise the cover sessions for knee related Clinics/Theatres.

Weekly Timetable (provisional)

Hip Arthroplasty rotation - Mr Hutchinson (JH) & Mr Lewis (JL)

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	JH Elective Theatre		Theatre JH/JL	JH Elective Clinic	Hip fracture list
PM	JH Trauma (alt wks)		Theatre JH/JL	JL Trauma list	

Knee Arthroplasty rotation - Mr Pickering (SP) & Mr Quah (CQ)

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	SP Trauma/SP Elective CI (alt wks)	SP Theatre	CQ Trauma (alt wks)	Theatre SP/CQ	Clinic SP/CQ
PM	SP Elective Clinic (alt wks)	SP Theatre	SP Elective Clinic	Theatre SP/CQ	Theatre CQ (alt wks)

On-call / Emergency Duty Rota

On call is included within these positions

STUDY AND TRAINING

There is a very active Post-Graduation teaching programme with a clinic conference, lecture and seminar each week during term time. Weekly Xray conferences are held at Queen's Medical Centre and University Hospitals of Derby and Burton NHS Foundation Trust.

The Orthopaedic Department organises a teaching programme, which the Fellows are expected to attend.

There is a monthly audit meeting and plastering session on a rolling programme and a Pathology meeting every two months to enhance the weekly teaching programme.

Study leave may be granted up to a maximum of 10 days per year, subject to maintenance of the service and prior formal approval of the Clinical Director. Applications for study leave if approved will be granted with pay, but with limited or no financial support towards expenses incurred.

CLINICAL GOVERNANCE

All members of staff have a responsibility to abide by all clinical governance policies, practices and codes provided by the Trust and have an equal responsibility with management for developing and maintaining appropriate systems and practice for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

- Co-operating and liaising with clinical governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.
- Attending and contributing to the Trust's Clinical Governance Programme, including the Trust's Clinical Incident Reporting systems, Adverse Incident Policy and other umbrella policies.
- Encouraging and promoting an open climate within the Trust to enable training grade staff to participate fully in Trust wide programmes.

Copies of Trust wide clinical governance policies are available on the Trust intranet site. The postholder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Trust and external accrediting bodies.

RESEARCH

The Trust is a research-active University Hospital with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

Doctors who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval and must adhere to the National Framework for Research Governance.

SECTION 4 – Orthopaedic Services

4.1 Introduction

There are 4 Clinical Divisions within the Trust:

- Surgery
- Medicine
- Women’s and Children’s
- Cancer, Diagnostics and Clinical Support

This appointment is part of the Orthopaedic Services in the Surgical Division

4.2 Orthopaedic Services

Trauma and Orthopaedics at the Royal Derby Hospital incorporates a highly developed spinal unit and other sub specialities as listed below. It has a dedicated, purpose built OPD and 7 inpatient theatres, 1 of which is dedicated to trauma. Day case operates out of an 8th theatre suite within the same complex. 16 consultants participate in the trauma on call rota. A daily ‘red line’ meeting takes place every weekday morning at 08:00 where Consultants and their firm discuss outstanding trauma, agree an action plan and assign patients to specific surgeons. Clinical activity is also undertaken at hospitals in locations across Derbyshire.

4.3 Organisational Structure

NHS Consultants (RDH)	Interest
Mr D Calthorpe	Spinal Surgery
Mr H Gakhar	Spinal Surgery and Trauma
Mr R Bommireddy	Spinal Surgery
Mr J Clamp	Spinal Surgery and Trauma (ACD Spines)
Mr V Burgula	Spinal Surgery
Mr S Aranganathan	Spinal Surgery
Mr S Roberts	Spinal Surgery
Mr D Clark	Trauma and Upper Limb Surgery
Mr T Cresswell	Trauma, Upper Limb and Hand Surgery
Mr M Espag	Trauma and Upper Limb Surgery
Mr A Tambe	Trauma and Upper Limb Surgery
Mr D Morris	Trauma and Upper Limb Surgery
Mr G Geutjens	Surgery of the Knee and Sports Injury
Mr R Straw	Surgery of the Knee, Sports Injury and Trauma (T&O ACD)
Mr N Bhangoo	Surgery of the Knee, Sports Injury and Trauma
Mr M Gaden	General Orthopaedics, joint replacement and Trauma
Mr J Hutchinson	General Orthopaedics, joint replacement and Trauma
Mr D McDermott	General Orthopaedics and Trauma
Mr J M Rowles	General Orthopaedics, joint replacement and Trauma
Mr S Pickering	Lower Limb Arthroplasty, Knee surgery and Trauma
Mr J Lewis	General Orthopaedics, joint replacement and Trauma
Mr C Quah	Lower Limb Arthroplasty and Trauma
Mr S Cockshott	Lower Limb Arthroplasty and Trauma
Mr M Sohatee	Lower Limb Arthroplasty and Trauma
Mr M Utukuri	Paediatric Orthopaedics, General Orthopaedics and Trauma

Prof. R Rajan	Paediatric Orthopaedics, Foot and Ankle Surgery
Mr S Tafazal	Paediatric Orthopaedics, Foot and Ankle Surgery (Paed ACD)
Mr J Brousil	Trauma, Paediatric Orthopaedics, Foot and Ankle Surgery
Mr S Milner	Trauma, Lower Limb Arthroplasty, Foot and Ankle Surgery (CD)
Mr N Duncan	Foot & Ankle surgery and Trauma (Trauma Lead ACD)

Non-Specialist Establishment for General Orthopaedics:

10 Specialist Registrars (Higher Surgical Trainee)
 2 Soft Tissue Knee Fellow
 2 Arthroplasty Fellows
 3 Upper Limb Fellows
 7 Trust Grade Registrars
 1 Teaching Registrars
 4 CT Doctors
 4 F2 Doctors
 3 GP ST1
 8 Clinical Doctors
 4 F1 Doctors

SECTION 5 - General Conditions of Appointment

You will be employed on Local terms and conditions. The salary will mirror the NHS Doctors and Dentist in Training (England) 2016.

GMC Registration and Revalidation:

The successful applicant will be required to have & maintain full registration with the General Medical Council with a licence to practice & to fulfil the duties & responsibilities of a doctor as set down by the General Medical Council. Applicants must also be eligible to work in the UK & have demonstrable skills in written & spoken English, adequate to enable effective communication about medical topics with patients & colleagues.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

Occupational Health:

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

Criminal Record Disclosure And Check:

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales).

It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen

profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check).

Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

Annual & Study Leave

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department & the Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director. It is essential that a minimum of 6 weeks' notice is given to allow for proper planning & prevent cancellations of patients' appointments/procedures. This applies to all forms of leave.

Teaching & Training

There is a purpose built post-graduate facility at the Royal Derby Hospital. The Trust supports an active, post-graduate medical education programme. NHS Library facilities are available at RDH, whilst the GEM school library is directly linked to the Greenfield Library in Nottingham. Apart from the new GEM program intake, students from Nottingham attend for clinical attachments in medicine & surgery & mid-year attachments in a number of other specialties, as well as for BMedSci project work. The Academic Unit has a high-quality microwave/SHF link for broadcasting operative or endoscopic video live into the post-graduate centres or Medical School lecture theatre, with a return audio feed for interactive discussion during training courses.

Research

The Trust is a research-active University Hospital with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation. Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

Health & Safety

The University Hospitals of Derby and Burton NHS Foundation Trust recognises the importance of ensuring the health, safety and welfare of our employees and fully accepts our statutory obligations both to employees and others who may be affected by our activities. All medical & dental staff under contract to the University Hospitals of Derby and Burton NHS Foundation Trust will be expected to comply with the Trust Health & Safety policies.

Data Protection Act

All staff are expected to adhere to Trust Data Protection and IT security policies and ensure that all patient/personal information is accurate, up to date and that it is kept secure at all times. Staff are under a duty of confidence to keep personal/sensitive information confidential and secure, any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

SECTION 6 - Applicant Information

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Applications to be submitted in the form of:

A completed Application Form via Trac / NHS Jobs, giving names of three referees and confirmation that you are on the General Medical Council

Closing date for receipt of applications: as per advertisement

SECTION 7: General Information

The post is based at both the Royal Derby Hospital and Queens Hospital Burton. The sites provide state of the art facilities with access to a full range of excellent diagnostic and treatment facilities.

Both Burton and Derby are centrally located with excellent road, rail and air links and within easy access of the Peak National Park. We have all the leisure, sport and entertainment facilities you would expect and an excellent range of primary and secondary educational facilities both public and private sector.

7.1 Living in our area

To find out more visit:

www.derby.gov.uk

www.enjoystaffordshire.com

7.2 University Hospitals of Derby and Burton NHS Foundation Trust

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield and Tamworth – to provide the highest quality care to patients across southern Derbyshire and south east Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our *VISION* is to deliver exceptional care together.



Our *PRIDE objectives* are about putting patients first, making sure we get it right first time, investing our resources wisely, developing our people and ensuring value through partnerships.

Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a

Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet.

Data Protection

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke Free Trust

The smoke free policy applies to staff, patients, resident's visitors and contractors.

Trust Policies and Procedures

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.