

Golden Jubilee Foundation

Job Description

Job Title: Consultant Orthopaedic Hand Surgeon

Responsible To: Associate Medical Director/Lead Consultant – Orthopaedics

Accountable To: Chief Executive

Department (s): Orthopaedic Surgery

2. Introduction

The Golden Jubilee National Hospital is a state of the art tertiary referral centre on the banks of the River Clyde in close proximity to Glasgow International Airport and within 30 minutes of the centre of Glasgow by road and rail links. Direct overnight sleeper rail service to Euston, London is available at the local station 5 minutes from the hospital.

The Golden Jubilee Foundation is an NHS Scotland Special Health Board. The Golden Jubilee Foundation comprises of the Golden Jubilee National Hospital (GJNH), the Golden Jubilee Research Institute, the Golden Jubilee Innovation Centre and the Golden Jubilee Conference Hotel. The GJNH has 300 beds, all wards having single or two bedded rooms with en-suite facilities. The estate has a high specification with a four star hotel and conference centre as an integral unit alongside the hospital. This has provided a very pleasing and attractive working environment for staff and a desirable patient experience.

The GJNH is effectively situated a short distance west of Glasgow City and is minutes away from the countryside of the West of Scotland and Loch Lomond. Glasgow and the immediate surroundings have a population of around 580,000. It is Scotland's largest city and commercial capital. The city has a renowned vibrant cultural life, with municipal art galleries and museums, first class sports and leisure facilities, a wide range of theatres and restaurants, excellent shopping and is only 45 miles from Edinburgh.

The main clinical services provided are elective major Orthopaedics, General Surgery, Plastic Surgery, Endoscopy and Diagnostic Imaging. The Regional Heart and Lung service also based here, which includes primary PCI and is among the busiest in the UK. In addition to these regional specialist services the GJNH is the site for the co-location of three services funded by the National Services Division of National Services Scotland (accountable for commissioning specialist services provided on a national basis on behalf of the Scottish Executive). These are the Scottish Adult Congenital Cardiac Service (SACCS), the Scottish National Advanced Heart Failure Service (SNAHFS) and the Scottish Pulmonary Vascular Unit (SPVU).

3. The Orthopaedic Department within Surgical Specialities Division and Associated Services

The Golden Jubilee National Hospital (GJNH) is currently NHS Scotland's only elective facility of this kind, currently delivering 45 per cent of all hip and knee replacements in the West of Scotland and 25 per cent of all hip and knee replacements for the NHS in Scotland. This is set to increase as part of the national Elective Centre's programme for 'in demand' specialties, and will be one of the services that will benefit from a new build project at the Golden Jubilee planned for 2020 and beyond. It will include 5 additional ultra clean air orthopaedic theatres and beds and clinics providing more capacity for both National and Regional patients in Scotland.

Currently NHS patients are referred from other Boards in Scotland and offered the opportunity of

surgery at GJNH. Although the majority of the work is in lower limb joint arthroplasty and foot and ankle surgery the hand and wrist surgery programme has been developing over the last 3 years in response to demand from boards. The majority of patients are day cases and the service includes the use of regional anaesthetic and analgesic techniques, patient controlled analgesia systems and a co-ordinated approach to oral analgesia.

Since the first full time orthopaedic consultant was appointed in September 2003, the department has evolved significantly with now 14 full time substantive Orthopaedic Consultants and one locum Orthopaedic Consultant. There are 64 dedicated elective orthopaedic beds all with single room accommodation and bathroom. The Out Patient Department has eighteen consulting rooms and Arthroplasty Offices. Rehabilitation and radiological services are easily accessible.

The pharmacy department provides an intravenous additive service, and there is a comprehensive rehabilitation department including physiotherapy and occupational therapy.

We have moved towards a 'see and treat' service taking patients directly from vetted GP referrals. The benefits include a single pathway of care, reduced wait times, a high level of patient satisfaction, and a significant reduction in duplication of administrative processing. This is a model of care that we continue to offer and promote to other Boards since 2011/12.

The department of Orthopaedics is now one of the largest arthroplasty units in the United Kingdom, delivering circa 4000 hip and knee replacements and a further 1000 other procedures including complex foot and ankle surgery. The number of complex revision cases referred to the unit is also increasing steadily. The orthopaedic service works across five laminar flow theatres and one non-laminar flow theatre. A significant number of primary total knee and hip operations are carried out with computer navigation. Hand, foot and soft tissue knee surgery compliments the joint replacement programme.

There has been a recent increase in the volume of hand and wrist surgery referrals with over circa 700 procedures carried out in 2018. Patients are treated as see and treat patients from other NHS health boards as well as directly from a pooled waiting list at Lothian.

We have a 24hr laboratory service providing Clinical Chemistry, Haematology, Blood Transfusion and Microbiology.

The Radiology department is well equipped with a full range of up to date diagnostic imaging equipment including MRI, CT, ultrasound, cardiovascular lab and bone densitometry. Consultant cover is currently provided by local Radiologists on a daily sessional basis.

Underpinning all of this, we continue to meet standards set by the Clinical Governance agenda to assess and evaluate our patients' needs and to provide high quality care.

An acute pain service was set up in 1996 to provide co-ordinated post-operative pain management for all patients of the Golden Jubilee National Hospital under the leadership of a Lead Consultant Anaesthetist with the nursing aspects organised by a nurse co-ordinator.

Each patient is routinely monitored and assessed using technique specific pain assessment charts, which are documented in the medical record. This information is then used to audit the acute pain service providing research based protocols and policies.

Currently the Rehabilitation department provides a service across 7 days with access to a gymnasium and all standard physiotherapy equipment. Follow-up physiotherapy care is arranged either within the hospital or at the patients' base hospital.

Medical Staff Resources

The staffing of Orthopaedic medical staff are as follows:

15 WTE orthopaedic consultants

7 WTE clinical fellows and 6 WTE Physician Assistant and 1WTE surgical care practitioner

RMO's cover the wards at nights and weekends. This service is supported during the day by ANP's

Management Structure

The NHS National Waiting Times Centre Board is one of eight Special Health Boards of Scotland. It reports directly to the Scottish Government. The key Board members are as follows:

- | | |
|--|--------------------------|
| • Chair | Ms Susan Douglas - Scott |
| • Chief Executive | Mrs Jann Gardner |
| • Medical Director (acting) | Dr Alistair Macfie |
| • Director of Finance | Mrs Julie Carter |
| • Director of Operations | Mrs June Rogers |
| • Director of Quality, Innovation and People | Mr Gareth Adkins |
| • Director of Nursing | Mrs Anne Marie Cavanagh |
| • Director of Global Development & Strategic Partnership | Ms Angela Harkness |

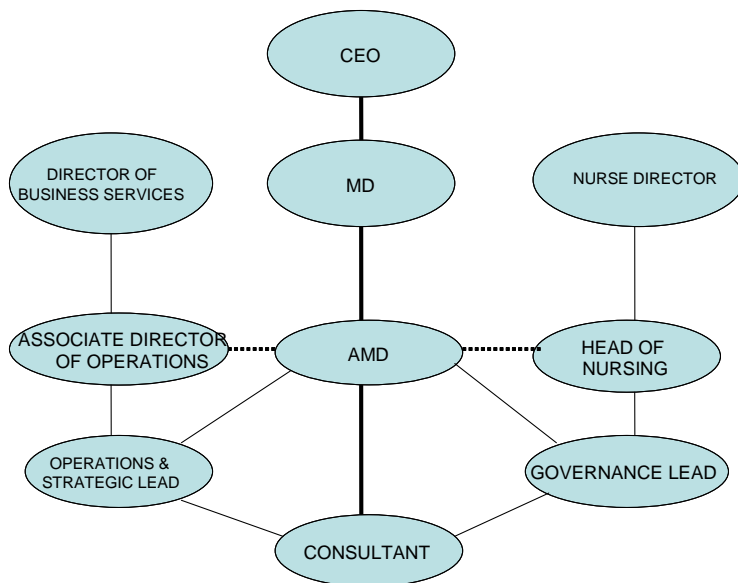
The Surgical Specialties Division includes:

- Anaesthetics/Theatres
- Orthopaedics
- Endoscopy & General Surgery
- Plastic Surgery
- Cardiothoracic Surgery
- Critical care
- CSPD – Central Sterilising and Processing Department
- Ophthalmology
- Perfusion

Surgical Specialties Division Management Team:

Associate Medical Director, Surgical Specialties	TBC
Clinical Lead	Joe Baines
Associate Director of Operations, Surgical Specialties	Lynn Graham
Operations Manager	Christine Divers
Associate Director of Nursing	Theresa Williamson
Theatre Services Manager	Karen Boylan
Clinical Nurse Manager – Orthopaedics	Therese Rolwich

Medical Leadership in Department Structure



The hospital has a modern operating theatre department which consists of 16 operating theatres to facilitate with the following specialities:

- Cardiac (4)
- Thoracic (2)
- Orthopaedic (5)
- General, Cardiology, Ophthalmic and Plastic (4)
- There is also a separate day facility providing Endoscopy activity. The operating theatres provide a 24 hour on call service with morning lists commencing at 08.00

There are two intensive care units with a total of 22 physical beds (currently 19/20 staffed) and there are 16 high dependency beds in two separate units. The unit manages patients critically ill with heart failure, patients undergoing heart transplant and mechanical circulatory support under the Scottish National Advanced Heart Failure Service and it supports the Regional primary angioplasty service.

Leadership

A number of key roles within the service require clinical leadership provided by Consultants. Demonstration of acquired experience or potential ability of such a position would be advantageous.

Research, Development and Innovation

Research, Development and Innovation are very important components of the activity at the GJNH, supported by an R&D steering group, dedicated manager (Dr. C. Sinclair) and Director for Research and Development (Prof. Colin Berry). Contract (commercial) research is encouraged and staff use income generated from this source to maintain research support staff such as Clinical Research Fellows and Research Nurses. Academic research is also encouraged and the new appointment will be strongly encouraged to take an active role in this activity. We recently appointed an academic Consultant Orthopaedic Surgeon / Clinical Lecturer in Biomedical Engineering at Strathclyde University

with the aim building an international research profile. The hospital has recently installed a motion analysis laboratory in line with the strategic vision for orthopaedic research excellence.

The Orthopaedic department has a Research Coordinator (Dr Alistair Ewen) who has responsibility for coordinating research activity within the department under the auspices of the Golden Jubilee Research & Development Department. Six research projects and three Retrospective Data Analyses projects are currently active in the orthopaedic department. Of the six research projects, 2 are commercially sponsored and funded and 4 are investigator initiated. The department has links with a number of companies, with research funding coming from contracts with Stryker, BBraun Aesculap, Mathys Orthopaedics and Zimmer Biomet. The Orthopaedic department has strong links with the universities of Strathclyde, Glasgow and Glasgow Caledonian. Currently the department has a number of projects which are carried out in collaboration with these institutions.

Research areas of specific interest within the Orthopaedic department are computer assisted orthopaedic surgery, wound care and enhanced recovery programmes (ERPs). The work on ERPs is done in close association with the Anaesthetic department and the Scottish Government, however many other areas of lower limb arthroplasty, particularly using anatomical based studies, have been investigated. The department has a good publication record with 13 papers published in peer-reviewed journals since January 2018 and several are under review for publication in 2019. Thirty-six abstracts were accepted for 10 different conferences worldwide.

Golden Jubilee Foundation Research Institute

This brand new centre contains a dedicated Clinical Research Facility which is designed to provide a “fit for purpose” space for patients recruited to clinical trials. There are four consulting rooms; one is set up for echocardiography and one as an exercise tolerance suite. The remaining two rooms are general consulting rooms. The rest of the centre is made up of prep rooms, simulator training wet lab training stations and a patient waiting room. The Centre is adjacent to the main auditorium of the conference centre providing excellent opportunities to develop teaching techniques and learning. Improved audiovisual links to the theatre and cardiac cath lab are installed as part of this development. The Golden Jubilee Foundation Hotel and the integral conference centre attached to the Golden Jubilee hospital is a unique arrangement in the UK and enables important national and “focus” international meetings for GJNH specialities to share learning in the UK and beyond.

The management of the Centre are Dr Catherine Sinclair and Roisin Houston.

Education and Learning & Development

There is a department for learning and development which is responsible for generic educational courses which doctors and other health professionals are required to attend. There is also a Director of Medical Education and the position is accountable to the Board but carries responsibilities for the West of Scotland Deanery. Medical Education in Scotland is overseen by NES (National Education Scotland). Consultants are expected to develop clinical supervisory skills and encouragement is given to those seeking educational supervisor roles. The Director of Medical Education is Mr Alan Kirk and medical education is given high importance.

Clinical Governance and Risk Management

The Board has a comprehensive programme that covers both clinical and research governance domains and all medical staff are expected to uphold clinical and non clinical policies and be exemplar

role models for all other medical and non medical staff. Infection control, hand hygiene and dress code policies and guidance must be adhered to at all times.

Patient safety underpins clinical practice and initiatives following the guidance of the SPSP and subsequent programmes apply to all staff.

Medical staff are required to undergo annual appraisal meetings with requirements for revalidation that will be directed by the GMC. The Medical Director is the Responsible Officer for the Board and he/she will ensure that an appropriate appraisal process and a nominated appraiser are in place.

The appointee will be accountable to the Medical Director for matters relating to the GMC's guidance on Good Medical Practice and the Duties of the Director. Any concerns raised relating to GMC guidance are referred to the Medical Director.

Appointment of Recognised Medical Appraisers and Staff Education

The Board is committed to developing a strong educational ethos within the department and the new appointee will be expected to provide education and support to medical and non medical staff members and the key education skills to be an effective clinical supervisor. Supporting relevant programmes will be a requirement for the new appointment.

The tabled job plan is an indicative programme which will be revised 3 months after commencement by Divisional Management Team.

Submission and Review of Job Plan

Job Plans are reviewed on an annual basis by the Medical Director or his deputy. Changes will be discussed and agreed with the post holder in line with the service needs and objectives set for the Consultant.

4. Duties of the Post

This Indicative Job Plan is based on a 8 PA contract, EPA's (Extra Programme Activities, DCC or SPA) may be agreed following objective setting to undertake other duties or in recognition of an existing job plan (e.g. Education supervisor, management, specific projects for service improvement and patient safety and operating lists etc).

- a. 1.5 full days in effective operating theatre per week on average.
- b. pre-assessment clinic
- c. follow up clinic
- d. audit/research
- e. contribution to department/organisational managerial tasks
- f. participating to CPD/appraisals/revalidation

The tabled job plan is an indicative programme that will be reviewed within 12 months after commencement by Divisional Management Team.

In addition to the indicative job plan below there may be opportunities to support outreach clinics.

Flexibility of the job plan is required to ensure that provision of more clinical effective and efficient care as instructed by the Lead Consultant on behalf of the National Waiting Times Centre.

Indicative Job Plan

Day	Type of Work	Comment	PAs
Monday (08.00 – 17.00)	Theatre		2.25
Tuesday (0800-12.00)	Pre Assessment Clinic		1
Wednesday (08.00 – 12.00) (13.00 - 17.00)			
Thursday (08.00-17.00)	Theatre	Alternate Thursdays	1.125
Friday(0800-12.00)	Pre Assessment/Review Clinic		1
Saturday			
Sunday			
Subtotal			5.375

Activities undertaken at flexible times and/or locations

Activity	Comment	PAs
SPA	Personal	1.0
Patient Administration		1.0
Flexible Theatre Days – Monday to Friday	11 flexible theatre/clinic sessions per year	0.625
Subtotal		2.625
Grand Total		8.0

Audit and Education

The post holders will be expected to participate in audit both related to surgical and organisational practice. The Consultants will be expected to be actively involved in education, both as a participant and as a teacher. The latter will include nurses and other health care professionals as well as junior medical staff. The post holders will take part in the CME for Consultants and will develop this locally as well as regionally and nationally. There is 24 hour desktop access to reference material in the Glasgow NHS Trust hospitals.

5. Terms and Conditions of Service

- National terms and conditions of service (Consultants (Scotland) 2004) cover the post
- The post is subject to pre employment checks such as Disclosure Scotland, Occupational Health, Visa Clearance (where appropriate) and satisfactory references

- You are required to be registered with the General Medical Council/General Dental Council throughout the duration of your employment and to comply with and abide by the relevant code of professional practice as appropriate
- Salary Scale: National Salary Scales per annum
- The appointee will be expected to work with local manager and professional colleagues in the efficient running of services and will share with consultant colleagues the medical contribution to management. The appointee will be expected to follow the local and national employment and personnel policies and procedures
- All medical and dental staff employed by the Centre are expected to comply with the agreed health and safety policies
- The appointee will have responsibility for the training and supervision of junior medical staff who work with hi/her and will devote time to this on a regular basis. If appropriate he/she will be named in the contracts of junior doctors in training grades as the person responsible for overseeing their training and as a main source of advice to such doctors on their careers.
- The successful candidate (s) will normally be required to live within 30 minutes drive of GJNH
- Where however the successful candidate already resides within 45 minutes drive of GJNH he/she will not be required to move his/her home nearer to the Centre
- Where the successful candidate's present residence is more than 45 minutes drive of GJNH he/she will be required to move his/her home to meet the residential clauses of his/her contract, unless he/she has the written consent of the Board to the contrary
- The terms and conditions of service state that the "removal expenses shall be reimbursed and grants paid only when the employing authority is satisfied that the removal of the practitioners home is required and the arrangements proposed are reasonable". Therefore successful candidates are advised not to enter into contractual arrangements for the removal of their home until such time as the formal approval of the Centre is confirmed in writing
- Annual appraisal and job planning is a requirement for all permanent medical staff

6. Further Information and arrangements to visit

In the first instance please contact:

Mr Joseph Baines, Consultant Orthopaedic Surgeon
Operational & Strategic Lead for Orthopaedic Services
Department of Orthopaedics

Telephone: 0141 951 5113

Dr Alistair Macfie
Interim Medical Director

Telephone: 0141 951 5298

Mrs Lynn Graham
Associate Director of Operations, Surgical Specialities Division
Golden Jubilee National Hospital

Telephone: 0141 951 5519

8. Job Description Agreement

A separate job description will need to be signed off by each job holder to whom the job description applies.

Job Holder Signature:

Date:

Head of Department Signature:

Date:

Recruitment Person Specification - Consultant Hand Surgeon

	Essential	Desirable	How /where
Qualifications/ Training	1.Full GMC Registration FRCS Orthopaedics or equivalent Included on Specialist Register (or eligible for admission to the register within 6 months of the interview date)	Higher Research Degree	Application Interview
Experience	2. Upper limb surgery experience.	Upper limb arthroplasty	Application Interview
Skills/Knowledge	3. Knowledge of and skill relevant to the management of patients Ability to communicate effectively with all levels of staff and patients Ability to work efficiently and timeously A good team player	Generic skills for clinicians courses	Application Interview
Understanding of the objectives of the Orthopaedics service and NWTC Board	4. Knowledge of Orthopaedic Service within GJNH.	Understanding of the NWTC Board objectives Recent experience of working within the NHS	Interview
Teaching & Education	5. To provide clinical supervision of postgraduate training doctors Teaching undergraduates and other health professionals	Educational supervisor of postgraduate doctors Training the trainer course or equivalent	Application Interview
Clinical Audit & Risk Management	6. Demonstrate experience and ongoing participation in clinical audit and evidence based practice	Understanding of risk management and national patient safety initiatives (SPSP)	Application Interview

	Key principles of Clinical Governance, Data Protection and Patient Safety		
Research and innovation	7. Experience in research Willingness to be innovative	Publication(s) in peer-reviewed journal(s)	Application Interview
Understanding of GMC Requirements	8. Knowledge of 'duties of doctor' and good medical practice		Interview
Leadership	9. Demonstrate skills required of a new consultant	Leadership Training	Application Interview