

*Job Title
*Directorate
*Collaborative



South Tees Hospitals
NHS Foundation Trust

South Tees Hospitals NHS Foundation Trust

Job Description & Person Specification

Find your
perfect balance
in South Tees



Safety and Quality First 



We're thrilled you're thinking of joining our journey

Getting good NHS services is the most important thing to more than 1.5 million patients, carers and families in the Tees Valley, North Yorkshire and beyond who depend and rely on them. It is the most overriding thing to everyone who works at South Tees Hospitals NHS Foundation Trust too.

Since the autumn of 2019, we've been empowering our clinicians to take the decisions about how we manage our resources and deliver care across our hospitals and services – supported by our amazing scientific teams, administrative, support staff and volunteers. This is important – not just for our local communities in Teesside and North Yorkshire but for patients across the North East and beyond who rely on us as a specialist centre and regional major trauma centre.

By enabling clinicians to come together to shape and deliver the care they want for their patients, we were rated by our colleagues in the 2020 NHS Staff Survey as the most improved Trust in the country. This clinically-led approach has been at the heart of our response to COVID-19 and the overriding goal set by our experienced clinicians to help keep colleagues, patients and service users safe.

We are an anchor tertiary provider – delivering world-class cancer, cardiothoracic, spinal, cochlear implant, neurosciences, gynaecology and urology care for patients across the region – and one of only three hospital trusts in the UK operating three robotic surgical systems. Our major trauma centre sees half of all trauma cases in the North East and Cumbria. Our role as an anchor tertiary provider is also crucial in ensuring that specialist care is available to patients across our region and that health inequalities are not exacerbated in our local patient populations.

Our laboratory colleagues were amongst the first in the country to develop round the clock on-site testing for COVID-19 and James Cook was one of the world's first COVID vaccination centres.

Our significant contribution to the COVID-19 research effort is a mark of our determination to remain at the forefront of clinical research as a driver of safe, quality care. Alongside our commitment to research, our position as one of the country's highest ranked medical training organisations, and as a Top 100 Apprenticeship Employer, characterises our commitment to our people and communities.

By joining the South Tees family, you are joining a team who are committed to putting safety and quality first.



Welcome to the South Tees Way?

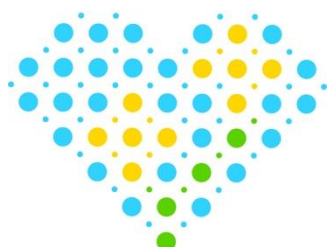
The values and behaviours of our nurses, midwives, doctors, allied health professionals, scientific teams, administrative, support staff and volunteers has been instrumental in helping our services to meet the challenges presented by COVID-19.

They are the words we want our patients, service users and colleagues to be able to use to describe how it feels to receive care or work in our hospitals and services.



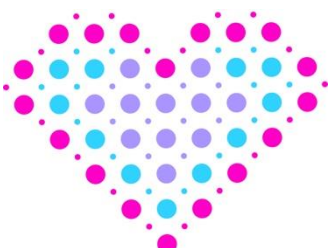
Respectful

I am respectful because I listen to others without judgement. I promote equality and diversity and treat others as they wish to be treated. By holding myself and others to account I demonstrate my professionalism and integrity to my colleagues.



Supporting

I am supportive because I acknowledge the contribution of my colleagues. I support my colleagues and our trainees to develop themselves in order to deliver the best possible care to our patients and families. Being part of a team requires me to be honest, available and ready to help others and myself.



Caring

I am caring because I show kindness and empathy to others through the delivery of individual and high quality care to our patients, families and my colleagues.



Supporting you

Recognising our fantastic colleagues

Each month, hundreds of colleagues are nominated for our South Tees Appreciation Reports – known as STARS. The STARS Awards help us celebrate the individuals, teams and services that deliver outstanding patient care or go the extra mile in their job.

Staff networks

One of the fantastically important strengths of our South Tees family is our diversity. We currently have five staff network groups which support BAME, Disability and Long-term Health, Faith, LGBTQ+ and Menopause. Our support network groups provide a forum in which issues that matter to colleagues are raised and cascaded for action through to the Equality Diversity and Inclusion (EDI) strategy group. They enable individuals to come together, to share ideas, raise awareness of challenges and provide support to each other.

Health and wellbeing

We have an in-house Occupational Health Service which is there for colleagues to access to seek support across a range of areas such as mental health and physiotherapy. We also have dedicated staff psychologists alongside wellbeing coordinators to support colleagues and deliver psychological first-aid and empathetic listening. In 2020, all our colleagues received an extra day of annual leave in recognition of the amazing work that everyone has done during the pandemic.

Education training and development

Leadership and Safety Academy

As a clinically-led organisation, the safety and wellbeing of our patients, service users and colleagues, underpinned by the quality of the care we provide, is at the heart of what we do.

Our Leadership and Safety Academy is clinically-led and brings together training and education, clinical leadership, improvement and safety in to one support function for a common purpose.

The academy encompasses our patient safety faculty and utilises existing teams and experience to provide a range of support to specialties and departments, including leadership and management training, quality improvement skills, team and service support, coaching and human factors training.

Our special partnership with the armed forces

We are proud of our strong ties with the Armed Forces as one of the nation's seven Ministry of Defence Hospital Units.



Living in South Tees

From the breath-taking beauty of The North York Moors National Park to a world-class public art gallery and designer boutiques, and from the stunning North East coastline to the warm welcome of our historic villages, we have it all. Welcome to our world.



As well as the fantastic variety of career opportunities with us, you will never stop enjoying the amazing quality of life that our region has to offer.

Housing

We have some of the lowest house prices in England and living costs in England, making your money go further.

- **London – £517,686**
- **West Midlands – £200,176**
- **North West – £168,414**
- **North East – £125,947**

Schools

Our region is home to lots of excellent schools that can provide any child with a solid foundation for a great and happy future.

Short commutes and great transport

We are minutes away from stunning countryside and unspoilt coastline. And if that isn't enough, the Lake District is just a two-hour drive away and Teesside International Airport has destinations across the UK and the Mediterranean. London and Edinburgh are less than three hours away by train.



SECTION I:

GENERAL DETAILS:

Job Title:

Consultant in Oral and Maxillofacial Surgery WSI Orthognathic Surgery

Pay Scale Job Title:

Consultant (Medical and Dental)

Pay Scale:

YC72

Number of PA's:

10

Nature of Contract:

Permanent

Reports to:

Clinical Director

Responsible to:

Chief Medical Officer

Base/Department:

The James Cook University Hospital

Main purpose of the job:

The post holder will complement and develop existing services through the provision of specialist knowledge & expertise in Orthognathic Surgery. The post holder is therefore required to have full registration with the General Medical Council and a valid licence to practice and be on the specialist register for Oral Maxillofacial Surgery or be within 6 months of CCT or equivalent at the time of interview.



SECTION 2:

PERSON SPECIFICATION:

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and training	<ul style="list-style-type: none"> • Full GMC registration • FRCS (or equivalent) and MFDS (or equivalent) • Entry onto the GMC Specialist Register or eligibility for entry within 6 months of the date of interview 	<ul style="list-style-type: none"> • Training in appraisal techniques • Qualifications in other specialist skill • Educational Supervisor Training
Clinical experience and effectiveness	<ul style="list-style-type: none"> • Clinical experience equivalent to completion of a formal training program in Oral and Maxillofacial Surgery • CCT in Oral and Maxillofacial Surgery or Equivalent • Experience of leading improvement programmes, implementing change and monitoring compliance • Evidence of teaching/training junior medical staff and undergraduate students 	<ul style="list-style-type: none"> • Fellowship or Further Training in relevant sub-specialty • ATLS provider • Evidence of research • Evidence of innovative service developments
Management and administrative experience	<ul style="list-style-type: none"> • Ability to work productively within a multidisciplinary team • Evidence of Clinical Audit 	<ul style="list-style-type: none"> • Management training • Success in obtaining funding for research
Teaching and training experiences	<ul style="list-style-type: none"> • Experience of supervising junior medical staff • Evidence of active teaching involvement with students, doctors and dentists • Publications in peer reviewed journals 	<ul style="list-style-type: none"> • Other teaching skills/experience • Established teaching interest
Personal attributes	<ul style="list-style-type: none"> • Ability to take full and independent responsibility for the clinical care of patients • Ability to organise, prioritise, delegate, and manage • Ability to communicate effectively with colleagues, patients, relatives, GP's, nurses and other agencies • Enthusiasm and ability to work under pressure • Supportive • Caring attitude to patients • Commitment to good team working and relationships • Resident within 10 miles or 30 minutes of the hospital • Awareness of own personal development needs • Flexibility to respond to changing service 	<ul style="list-style-type: none"> • IT skills • Experience in counselling • Experience in team working outside of work



SECTION 3:

THE DEPARTMENT:

This opportunity is to join a dynamic, friendly and supportive team of consultants in a busy tertiary referral major trauma centre hospital located at the top of the beautiful North Yorkshire Moors.

Serving a population of 1.5 million across the Tees Valley and North Yorkshire, The James Cook University Hospital provides all its specialties from one site which is unique for a hospital of its size.

The post will be based primarily at James Cook University Hospital with job plans reflecting the individual interests of the appointee. Consultants may be required to undertake some clinical commitments at the Friarage Hospital Northallerton dependent on service need.

The unit presently incorporates 26 beds on a multi specialty ward, used flexibly depending on patient need. The unit provides tertiary services for Head and Neck patients as well as a variety of medical specialties. The Trust provides specialist emergency and elective interventional radiology services which allow the trust to offer regional stroke thrombectomy, neurosurgical endovascular procedures and conventional IR procedures.

Appointees are encouraged to take an active role in the continuous development of the department. Monthly clinical governance and M&M meetings offer the opportunity to review what is done well and what we can improve. Weekly multidisciplinary team meetings allow frequent review of patients.

Visiting

Prospective candidates are encouraged to visit the Trust and meet members of the management team and other senior members of staff. Appointments can be made for a visit at any point prior to the date of interview.

Please contact:

Clinical Director for Oral Maxillofacial Surgery

Chris Bridle, 07976 388896, c.bridle@nhs.net

Collaborative Chair for Head, Neck and Orthopaedic Reconstructive Surgery

Andrew Port, 01642 850850, andrewport1@nhs.net

Service Manager for Head, Neck and Orthopaedic Reconstructive Surgery

Joanne Evans, 07443 185199, joanne.evans7@nhs.net



SECTION 4:

DUTIES OF THE POST:

Clinical overview

7 consultants cover the unit during the daytime. A flexible rota design is on offer to compliment the individual requirements of any post-holder. A standard day is 8-4 with consultants covering until 5pm

There is a strong consultant presence out of hours. The current night time on call frequency is at present 1:3 for full time consultants. Night time on call is resident until 6pm 7 days per week and non-resident thereafter dependent on clinical requirements.

The team is supported by a strong middle grade tier comprising of *Associate Specialists, Staff Grades, Specialty Trainees, Clinical Fellows.

Clinical / on-call responsibilities

- Maintain the highest clinical standards in the practice of Oral Maxillofacial Surgery WSI Orthognathic Surgery
- Undertake any responsibility which relates to the agreed special interests
- Cover for colleagues' annual leave and other authorised absences
- Provide professional supervision and management of junior medical staff
- Be actively involved in the management of the department including attendance at the weekly rotational Consultant/Directorate/Senior Staff meeting/Clinical governance meetings.
- Take part in annual appraisals (mandatory for all consultants). Appropriate time and assistance will be provided for preparation.

Teaching and Training

There is ample opportunity for the successful candidate to become involved in teaching and training at any level. An active weekly teaching programme is in place and regular journal club sessions.

The department also has many colleagues with active educational interests involving the multidisciplinary team. As a university teaching hospital, the department receives a number of undergraduate trainees throughout the year.

Appraisal/CPD

Annual appraisals are mandatory for all consultants. The successful candidate will be expected to take advantage of continuing professional development.

The Trust supports requirements for continuing professional development as laid down by the Royal Colleges and is committed to providing support for these activities. Consultants have an Individual Learning Account which provides a sum of £2,500 for three years of study leave. All consultants are allowed 10 days per year of study leave as approved by the Clinical Director.



Job Plan

A formal job plan will be discussed on appointment but formalised within three months after the commencement date of the appointment and reviewed annually. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities, including a clear schedule of commitments, both internal and external. It should include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives. Joint job plans with other specialities will be provided depending on availability of sessions.

Managerial Duties

In addition to the expected managerial aspects of running the department, consultants are encouraged to take an active role in the wider management of the service with opportunities to become clinical leads and represent the department on the various committees within the hospital.

Accommodation and Secretarial Support

The department is supported by a team of highly dedicated and supportive administrators. All consultants will be provided with office space and appropriate IT support.



SECTION 5:

GENERAL REQUIREMENTS:

1. Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust e.g. Freedom to Speak Up – Raising Concerns (Whistleblowing) Policy in order that these can be brought to the Trust's attention immediately.

3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

4. No Smoking

All Health Service premises are considered as non-smoking zones; the post-holder must familiarise themselves with the Trust's Smokefree Policy (G35)

5. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

6. Equal Opportunities

The Trust believes that equality of opportunity and diversity is vital to its success and an essential prerequisite to the achievement of its goals in delivering seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

7. Infection Control

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.



8. Safeguarding Children and Adults

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager during the appraisal process their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the Trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities, they are expected to seek advice from the safeguarding teams.

9. Privacy and Dignity

Responsibility for protecting privacy and dignity does not lie with one individual or group but with staff at every level. Staff members must adhere to the Policy G112 Privacy and Dignity.

10. Records Management

The post holder will ensure that s(he) follows the Trust's policy on records management and complies with the NHS Code of Practice for Records Management.

