

### Job Description

<b>Division:</b>	Division of Network Services
<b>Job Title:</b>	Consultant Spinal Surgeon
<b>Band:</b>	Consultant
<b>Location:</b>	University Hospitals of North Midlands NHS Trust
<b>Hours of Duty:</b>	10.108 PA's
<b>Managerially accountable to:</b>	Directorate Manager
<b>Professionally accountable to:</b>	Clinical Director
<b>Key Relationships:</b>	Clinical Director Directorate Manager

### About our Trust

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research. The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are the specialist centre for major trauma for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone. The Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research. The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort. Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at [www.uhnmcharity.org.uk](http://www.uhnmcharity.org.uk).

### **Royal Stoke University Hospital**

Royal Stoke University Hospital was rebuilt in 2012 as part of a £400m initiative to bring all hospital services in Stoke-on-Trent onto one large campus site. Royal Stoke is a great place to work, learn and research. The hospital campus holds 80% of the Trust's services, including the Major Trauma Centre and Emergency Centre. Royal Stoke receives major trauma patients from as far afield as Anglesey in North Wales and in total serves more than three million people. The A&E sees close to 150,000 people a year, making it one of the busiest departments in the country. Many of UHNMs 450 consultants are based at Royal Stoke, and the main specialist services for the region are located here. These services include the major specialties of Cardiovascular, Neurosciences, Metabolic/GI, Women's & Children's, Musculo-Skeletal Services/Trauma and Oncology. To deliver all these services and the many others we provide the Trust has created major departments to deliver the patient care.

## County Hospital

County Hospital is the sister hospital to Royal Stoke University Hospital which has been extensively refurbished into a vibrant modern acute local hospital. The hospital provides a range of acute services across its 180 beds, including:

- Accident and Emergency and Acute Medicine
- Women's Health Centre
- Renal Dialysis
- Bariatric Surgery
- Endoscopy
- MRI diagnostics
- Outpatients

## Role Summary

UHNM is looking to recruit a substantive full time Consultant Spinal Surgeon. In conjunction with consultant colleagues the post holder will provide a comprehensive complex and non-complex adult spine surgical service to UHNM. The desired candidate will be comfortable performing degenerative and complex spinal surgery and spine emergency surgery excluding spine deformity surgery.

The successful applicant should demonstrate that they have had dedicated training in orthopaedic spine surgery and are able to perform at consultant level in both complex and non-complex spine surgery. The successful applicant will be expected to work across both our sites at Royal Stoke and County Hospital however travel between sites during the day is not required.

UHNM is a large acute teaching hospital which is a centre of excellence, a regional cancer centre and major trauma centre. The major trauma centre serves the population of Staffordshire, South Cheshire, Shropshire and North Wales. It is also a tertiary centre for spinal surgery and is part of the West Midlands Regional Spine Network. The Spine Surgery department spans both orthopaedic and neurosurgical specialities resulting in exposure to the full range of spine surgery including deformity, intradural surgery, trauma surgery, reconstructive and decompressive surgery.

## Key Areas/Tasks

- To see new adult patient referrals into the spine service with a view to generate an independent caseload of patients for inpatient treatment.
- To review other Consultants patients waiting follow up with discharge to primary care or facilitation of ongoing care in accordance with guidance issued by current local Commissioners.
- To provide leadership and skill in primary and revision spinal surgery.
- To provide specialist services in management of spinal emergencies and provide assistance in management of major trauma patients.
- To manage and be responsible for continuing care of patients with spinal problems in partnership with current spinal surgeons.
- He/She should be able to provide second opinion for concerned patients at the request of consultant colleagues.
- To lead ward management by active participation and example.
- To attend weekly MDT meetings
- To be active in research specifically for spinal conditions.

- To attend Regional Spine Network meetings as directed by the RSN lead.
- To liaise with other surgeons in respect of annual leave and study leave to ensure continued provision of service delivery.
- To actively engage with the British Spine Registry
- To participate in a 1:10 spine on call rota

### **Personal/Professional Development**

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.
- The Trust supports the requirements for continuing education and is committed to providing time for these activities. Study leave and financial support will be provided for these activities.

### **Standards of Behaviour**

**We have four core values and promises we advocate as an organisation.**

#### **To work together**

To work as a team helping achieve our goals and support others to make positive changes.  
To be appreciative acknowledge and thank people for their efforts and contributions.  
To be Inclusive open and honest, welcome people's views and opinions and involve people in decisions that affect them.

#### **To have compassion**

To be supportive by being empathetic and reassuring and supporting people when they need it.  
To be respectful and treat people fairly, with respect and dignity, protect their privacy and help them feel comfortable.  
To be friendly by being welcoming and approachable. Making eye contact, saying hello and introducing yourself.

#### **To ensure safety**

We communicate well and explain clearly, share relevant and timely information and keep people updated .  
We are organised and plan ahead, manage time and be prompt in what we do.  
We speak up and contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values.

### **To continuously improve**

By listening and welcoming people's views and ideas, invite people to ask questions and share their opinions and respond to what we hear.

By learning and sharing best practice, celebrating good performance and supporting others to use their skills, learn and grow.

By taking responsibility and a positive attitude, to act and encourage people to take the initiative and make improvements.

### **Health and Safety**

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

### **Confidentiality**

- To ensure that confidentiality is maintained at all times and that data belonging to the Trust is protected and recorded accurately.

### **Equality and Diversity**

- To promote equality and diversity in your working life ensuring that all the staff you work with feel valued and treated in a fair and equitable manner

### **Infection Prevention**

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

#### **Trust Dress Code**

- Trust approved uniform/dress code must be adhered to
- When in clinical areas **all** staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties
- **Hand Hygiene**
  - Decontaminate your hands as the per 'The five moments of hand hygiene'
- **Own Practice**
  - Lead by example
  - Encourage and praise good practice
  - Be prepared to accept advice about your own practice

- **Decontamination**
  - Ensure that equipment you have been using or about to use has been decontaminated effectively
  - Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works
- **Trust Policies**

Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet

### ***Safeguarding Children, Young People and Adults with care and support needs***

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines . All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate

## Sustainability



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNM) work. The Trust has developed a Sustainable Development Management Plan (SDMP): 'Our 2020 Vision: Our Sustainable Future' with a vision to become the most sustainable NHS Trust by 2020. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

*SWITCH to a Sustainable UHNM* is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact [switch@uhns.nhs.uk](mailto:switch@uhns.nhs.uk)

## Mentoring

The successful applicant will be mentored by the Clinical Director and Clinical Lead for the sub-specialty. There will be support in place for weekend working and complex surgery where necessary. There is a consultant on call rota in place which provides emergency cover across both sites.

## Secretarial support and office facilities

Secretarial support will be provided by the Directorate medical secretarial team with a named contact and shared office facilities will be available.

## Organisational Chart

Clinical Director: Mr Damian McClelland, Consultant Trauma & Orthopaedic Surgeon  
 Associate Clinical Director: Mr Vinay Jasani, Consultant Spinal Surgeon  
 Directorate Manager: Mrs Laura Lyth  
 Directorate Matron: Mrs Rebecca Marsh & Mrs Alice Podmore  
 Consultant Medical Staff:

Mr Damian McClelland	Upper limb elective & trauma
Ms Belen Carsi	Paediatric Orthopaedics elective & trauma
Mr Jon Dwyer	Paediatric Orthopaedics, pelvic & acetabular elective & trauma
Mr David Emery	Paediatric Orthopaedics elective & trauma surgery
Mr Ishan Bhoora	Elective upper limb surgery
Mr Anuj Jaiswal	Upper limb elective & trauma
Mr Damian McClelland	Upper limb elective & trauma
Mr Saurabh Mehta	Upper limb elective & trauma
Mr Roger Wade	Shoulder and Knee elective & trauma
Mr Pavel Akimau	Foot and Ankle elective & trauma
Mr Ashique Ali	Foot and Ankle elective & trauma
Mr Achal Goyal	Foot and Ankle elective & trauma
Mr Al Mountain	Foot and Ankle elective & trauma
Mr Matthew Philpott	Foot and Ankle elective & trauma
Mr Ian Dos Remedios	Hip, Knee and Shoulder elective & trauma
Mr Ashley Costin-Brown	Hip and Knee elective & trauma
Mr Siddharth Govilkar	Hip and Knee elective & trauma
Mr Amit Patel	Hip and Knee elective & trauma
Mr Justin Lim	Hip and Knee elective, pelvic & acetabular trauma
Mr Bishoy Youssef	Hip and Knee elective, pelvic & acetabular trauma
Mr David Griffiths	Knee elective & trauma
Mr Iain McFadyen	Trauma Surgery
Mr Kevin Smith	Hands elective & trauma
Mr Akshay Malhotra	Hands elective & trauma
Mr Jeetender Peehal	Hands elective & trauma
Mr El Nasri Ahmed	Spinal paediatric deformity, elective & trauma

Mr Vinay Jasani	Spinal paediatric deformity, elective & trauma
Mr Sandeep Konduru	Spinal elective & trauma
Mr Nick Rouholamin	Spinal paediatric deformity, elective & trauma
Mr Amit Bhalla	Spinal elective & trauma
Mr Zeiad Alshameeri	Spinal elective & trauma
Mr Abdulkader Hamad	Spinal paediatric deformity, elective & trauma
Mr Waleed Shahoda	Spinal paediatric deformity, elective & trauma

## Person Specification

CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE ADDITIONAL REQUIREMENTS
<b>Qualifications:</b>	<p>Full GMC Registration</p> <p>Entry on the GMC Specialist Register (Orthopaedics) via</p> <ul style="list-style-type: none"> <li>• CCT or CESR (CP) – proposed CCT/CESR (CP) date must be within 6 months of interview</li> <li>• CESR or</li> <li>• European Community Rights</li> </ul>	An appropriate higher surgical qualification
<b>Clinical Experience &amp; Training:</b>	<p>Extensive experience in managing complex spine trauma as part of a major trauma service</p> <p>Evidence of completion of approved fellowship training in the appropriate sub specialty</p> <p>Ability to take full and independent responsibility for clinical care of patients</p> <p>Candidates must have experience in the management of complex elective spinal surgery.</p> <p>ATLS/European Trauma/ or equivalent Trauma Course either in date or evidence of refresher date</p>	Evidence of managing independent operating lists / Previous experience at Consultant or Fellow level
<b>Professional and Multidisciplinary Team Working:</b>	<p>Experience of post graduate and undergraduate teaching and training at an appropriate level.</p>	<p>Demonstrable ability to work as a key member of a team and lead the team when necessary.</p> <p>Experience of supervising specialist / core and foundation trainees</p>
<b>Academic Achievements, Research, Publications:</b>	<p>Effective participation in clinical audit</p> <p>Ability to appraise scientific literature critically</p>	Publications in clinical journals
<b>Management and Administrative Experience:</b>	<p>Management of clinical service</p>	<p>Ability to help manage the specialist unit and advise Trauma Directorate and working parties as appropriate</p> <p>Experience of Audit Management</p>

<b>Personal Attributes:</b>	<p>Work independently</p> <p>Good communication skills</p> <p>Team skills</p> <p>Disability &amp; Equality Awareness</p>	
<b>Personal Circumstances:</b>	<p>Live within 30 minutes of base.</p> <p>To have an ability to move between hospital sites.</p> <p>To be accessible by public telephone for on call duties.</p>	

**JOB PLAN (to be reviewed within 6 months and negotiated on appointment)**

Day and Session		Activity	Category/Location	Number of Programmed Activities
Monday	AM	Consultant of the Week Ward Round (5.2/yr) 0800 – 1330	DCC	0.170
	PM	Acute clinic during COW week (5.2/yr) 1330 – 1800	DCC	0.139
Tuesday	AM	Consultant of the Week Ward Round (5.2/yr) 0800 – 1330	DCC	0.170
	PM	Emergency/Trauma Theatre (5.2/yr) 1330 – 2000	DCC	0.212
Wednesday	AM	Emergency/Trauma Theatre (5.2/yr) 0800 – 1330 Elective clinic (36.8/yr) 0900 - 1700	DCC DCC	0.170 1.752
	PM	Consultant of the Week Ward Round (5.2/yr) 1330 – 1800	DCC	0.139
Thursday	AM	Emergency/Trauma Theatre (5.2/yr) 0800 - 1330 Elective Theatre Stoke (including pre op and post op ward round) (18.4/yr) 0800 – 1930	DCC DCC	0.170 1.278
	PM	Consultant of the Week Ward Round (5.2/yr) 1330 – 1800	DCC	0.139
Friday	AM	Spine MDT (42/yr) 0800 – 1200 Spine Ward Round (5.2/yr) 1200 – 1330	DCC DCC	1.0 0.046
	PM	Emergency/Trauma Theatre (5.2/yr) 1330 – 2000	DCC	0.212
Saturday		Consultant of the Week Ward Round (5.2/yr) 0800 – 1230	DCC	0.186
Sunday		Consultant of the Week Ward Round (5.2/yr) 0800 – 1230	DCC	0.186
Predictable Emergency Work				
Unpredictable Emergency Work		Average hours weekday – 2.5hrs Average hours weekend – 6hrs	DCC	0.763

On-call Arrangements and Category	Category A – participates in Consultant of the Week rota (displaces other activity) 1:10	RSUH/County	3%
<b>Other</b>	Patient Admin (reports, results) (2 hours)	DCC	0.5
	Continuous professional development (4 hours)	SPA	1.0
	Teaching Supervision / Education	SPA	0.5
	Trust Business (departmental meetings etc)	SPA	0.5
	Patient Admin (virtual review of imaging) (2 hours) (36.8/yr)	DCC	0.4381
	Patient Admin (triage and clinical validation) (2 hours) (36.8/yr)	DCC	0.4381
<b>Total</b>			<b>10.108 PA's</b>

## MAIN TERMS AND CONDITIONS OF SERVICE

The successful appointee will be employed by the University Hospital of North Midlands NHS Trust, subject to national terms and conditions as per the Consultant Contract 2003 as amended from time to time. Any changes to national terms and conditions determined at a local level are subject to the Trust's collective bargaining arrangements which include the Trust's Local Negotiating Committee for medical staffing issues.

### Tenure

The appointment is a substantive, whole time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the Terms & Conditions.

### Salary

The salary scale is as per the Terms & Conditions of Service as set out in the Consultant Contract 2003. The current scale is £93,666 rising to £126,281 per annum. Any agreed extra programmed activities, and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which they feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment by the AAC.

### Annual Leave

Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks' notice is required before taking annual leave.

### Superannuation

This post is superannuable under the Health Service Superannuation Scheme.

### Registration

You will be required to have full and specialist registration with a licence to practise with the GMC and to provide a valid certificate annually.

### Appraisal and Revalidation

The Trust has arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser and are supported through the revalidation process. It is the responsibility of the Clinical Director to ensure that job planning will take place on an annual basis.

### Equity within Department

The Trust is committed to ensuring equitable working conditions for all Consultants.

## Conditions of Employment

The following conditions must be met before the Trust will confirm an offer of employment:

### Verification of ID and Right to Work

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- UK Passport
- UK Birth Certificate (if passport is unavailable)
- National Insurance evidence (P60 / recent payslip / P45)
- EEA (European Economic Area) Passport
- Residence permit issued by the Home Office or UKBA
- Driving Licence (ID card + counterpart)
- 2 addressed bills or statements (Bank / utility bill / phone bill)

Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

### Disclosure and Barring Check: Protection of Children & Vulnerable Adults

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Disclosure and Barring service (DBS) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

### References

It is a condition of employment that references are provided which are acceptable to the Trust.

### Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

### Professional Registration

The successful candidate is required to be registered with the GMC with a licence to practise. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advisable.

### Applications process

Formal applications should be made through our website or via NHS Jobs.

If there are any problems / queries please contact the Medical Staffing Department on: 01782 671697 or email [consultantrecruitment@uhnm.nhs.uk](mailto:consultantrecruitment@uhnm.nhs.uk)

### Further information and visiting the Trust

The division welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

Mr Vinay Jasani – Clinical Lead for Spine Services 01782 679868 (via secretary)

Signed Employee \_\_\_\_\_ Print \_\_\_\_\_ Date \_\_\_\_\_

Signed Manager \_\_\_\_\_ Print \_\_\_\_\_ Date \_\_\_\_\_