**JOB DESCRIPTION**

**Job Title:** Consultant Orthopaedic Surgeon

**Location:** Practice Plus Group Hospital, Plymouth

**Professionally** Medical Director

**accountability:** **accountable to**

**About Practice Plus Group**

Practice Plus Group is an independent sector healthcare company with a first class record of high quality patient care, excellent clinical outcomes, innovation and efficiency.

Practice Plus Group works with its local NHS partners to offer NHS patients high-quality, rapid access to planned treatments across a range of specialties at their nine treatment centres across the country.

**Delivery at Practice Plus Group**

Practice Plus Group believes in strong team work and partnership amongst its people. This approach is at the heart of everything they do to deliver a high level of patient care.

Significant time and resources are invested in recruitment to ensure that rigorous standards are met and that staff share the same focus on teamwork and delivery. Employing high calibre people in roles that require personal responsibility and close interaction with patients allows everyone the opportunity to make a difference to patients during their treatment and deliver high quality outcomes.

Supporting employees in their careers at Practice Plus Group with great opportunities to learn and develop through training, Practice Plus Group is an organisation that’s continually innovating to raise standards of best practice in healthcare.

Practice Plus Group delivers services to create the best experience for their patients, through best standards of care, clinical excellence and very low infection rates. A focus on selected procedures and skills in their delivery means that as a healthcare provider they can consistently improve their performance and in turn benefit their patients.

**Scope of role**

This full time role is for an average of 48 hours per week (typically 40 scheduled, 8 unscheduled). A commitment to provide out of hours on call cover on a rota basis will be required. This is to be determined with other orthopaedic colleagues. First line cover will be provided by the RMO’s and minimal senior call is anticipated. A degree of flexibility is required to provide the care for the patient and the needs of the team/ service. Opportunities may arise for further clinical work in addition to the basic contract.

The post holder will be required to perform orthopaedic surgical procedures and clinics on patients referred to the Peninsula Treatment centre and satellite sites, working in accordance with Treatment centre protocols and working practices.

These will include:

Joint surgery:

* Primary knee arthroplasty
* Primary hip cemented & hybrid
* Primary hip uncemented

Minor orthopaedic surgery to include:

* Arthroscopy of the knee
* Carpal Tunnel Release and minor Hand Procedures
* Joint aspiration and/or injection and other Minor Musculoskeletal procedures
* Other minor procedures possibly including forefoot surgery

Duties will include preoperative, intra operative and postoperative activities and therefore covers all aspects of patient care.

Applicants will be required to demonstrate a high level of operative skill in at least one of the following areas:

* Primary hip replacement: demonstrable evidence of having performed at least 250 hip replacement procedures over the previous three years,
* Primary knee replacement: demonstrable evidence of having performed at least 250 knee replacement procedures over the previous three years,
* Arthroscopic procedures (other than ACL’s): demonstrable evidence of having performed at least 500 knee arthroscopic procedures over the previous three years,
* Other minor orthopaedic procedures

Applicants will be expected to have an excellent clinical quality record and be able to demonstrate the ability to perform efficiently in theatre.

Applicants will also need to demonstrate commitment to excellent teamwork with clinical colleagues, willingness to utilise clinical care pathways in the overall management of patients and assist in improving these pathways over time, and a very positive attitude to dealing with patients.

The post holder will be required to build close relations with other colleagues as part of our multidisciplinary team. The post holder will also be required to participate in audit, research and management of the service.

It is anticipated that the post holder will engage in specific management tasks and contribute to monthly departmental meetings in agreement with the Clinical Director/Site Lead.

It is likely the post holder will be providing responsibility for the clinical supervision directly or indirectly of junior medical and/or other clinical staff.

**Clinical Duties**

The surgeon will participate in the outpatients prior to surgery, and in all aspects of the peri-operative care of the patients. It is anticipated that the surgeon will spend the equivalent of approximately two to three days in the operating theatre and two days a week in a combination of outpatient assessment; administrative, management and clinical governance duties. S/he will work closely with clinical colleagues, both specialists and RMO’s, in order to enhance the level of patient care at the centre.

The final allocation of patient contact time, including theatre and Pre-Admission/Follow up clinics will be agreed in discussion with the registered manager of the treatment centre.

**General responsibilities**

In addition to the clinical duties he or she will undertake the administrative duties associated with the care of his/her patients and with the running of the Department. Each consultant will be responsible for producing the appropriate clinical records for each patient.

He/she will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management.

Appraisal and Continuing Professional Development (CPD)

There should be commitment to CPD, annual appraisal and revalidation as well as re-licensing as per the GMC framework. Appraisal will be undertaken according to Practice Plus Group Medical Appraisal Policy.

The post holder will have the opportunity to review their job plan with the Medical Director/Registered Manager at least annually.

Research and Audit

The post holder will be expected to actively contribute to research and active audit.

Clinical Governance

The post holder will be required to actively participate in the treatment centre’s Clinical Governance activities including Consultant Appraisal.

Risk Management

Each member of staff has a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigations undertaken.

Teaching and Training

The successful candidate may be asked to participate in the teaching and training of junior doctors and other clinical groups.

Study Leave

Practice Plus Group is committed to the continuing medical education and development of its clinical staff and will support ongoing continuing medical education in line with the company’s policy.

Annual Leave

The annual leave entitlement for senior medical staff is 25 days a year.

Probationary Period

In accordance with Practice Plus Group policy a probationary period of 6 months will apply after which the full benefits will be applied.

Review of Job Description

The job description will be reviewed periodically as required with the Medical Director/Clinical Director to ensure fulfilment of contractual obligations. The successful applicant will also participate in annual performance appraisal.

The post holder should expect that sessions may be reallocated from time to time to meet changes in circumstances such as the introduction of new service.

**Additional information**

In addition the successful candidate will be required to adhere to the following:

Hepatitis B

This post has been designated a ‘high risk’ post under the treatment centre’s Hepatitis B policy and therefore the treatment centre reserves the right to insist that you are able to demonstrate satisfactorily your Hepatitis B status at any point during the course of employment and not just prior to your first day of employment. Failure to provide continuous satisfactory evidence will be regarded as a breach of contract.

Education and development

To participate in appropriate training courses or updates in accordance with mandatory requirements and individual Personal Development plans in line with Practice Plus Group policies and procedures.

Professional

To adhere at all times to the Professional Code of Conduct, and any other professional guidelines/documents. To comply with guidelines issued from time to time by the UK professional body or any other professional association relating to the practice of your speciality, together with guidance issued from time to time by other competent agencies on clinical, medical and ethical issues

Regulatory framework

To adhere at all times to the regulatory frameworks set out by the Care Quality Commission incorporating the requirements for Independent Health Care, as well as The Department of Health Standards for Better Health by working to Practice Plus Group policies and procedures.

The individual will be required to participate in information requirements/ requests as per regulation.

Infection control

It is the responsibility of all individuals to comply with infection control policies and to attend any appropriate training requirements in line with Practice Plus Group responsibility to comply with Government Directives and associated codes of practice and take appropriate action where non-compliance is evident.

Conflict of interest

It is responsibility of all staff to ensure that they do not abuse their official position to gain or benefit their family or friends.

Confidentiality

The post holder must preserve the confidentiality of any information regarding patients, staff (in connection with their employment), and Practice Plus Group business and this obligation shall continue indefinitely. This is also in accordance with the Code of Confidentiality and the Data Protection Act 1998.

Health and safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

Privacy, dignity and respect and quality of opportunity

The treatment centre is committed to ensuring that all current and potential staff patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability sexual orientation, age, marital or civil partnership, religion or belief. Staff will be supported to challenge discriminatory behaviour. In particular staff will protect the privacy and dignity of all patients at all points of their contact with the organisation. It is paramount that staff deal sensitively with individual circumstances and adhere strictly to the single sex requirements.

Vulnerable Adults Abuse   
The patients referred to us for care must be able to trust that not only will they be safe from any abuse, bullying or intimidation from any member of staff but that suspicions of external abuse will be dealt with appropriately.

Raising Concerns   
It is everyone’s responsibility to draw attention to any practice or behaviour which could put patients or staff at risk.

Equal opportunities

Practice Plus Group is committed to promoting equal opportunities in employment and will keep under review its policies and procedures to ensure that the job related needs of all staff working in Practice Plus Group are recognised.

Practice Plus Group will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual’s ability to meet the requirements of the job.

This job description is subject to change in consultation with the post holder to take into account changing organisational needs.

Signature Date

Signature of

Head of Department Date

**PERSON SPECIFICATION FORM**

**Job title:**  ConsultantOrthopaedic Surgeon

**Department:**

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| ***Factors*** | **Essential Criteria** | **Desirable Criteria** |
| 1. Physical requirements | * Occupational Health clearance for the role specified. |  |
| 1. Education and qualifications | * UK registerable Medical Degree * Past record of academic achievement * GMC Specialist Registration in relevant specialty or immediate eligibility for registration * FRCS(Orth) or European equivalent | * Higher degree * Teaching qualification * Member of relevant Royal College * Experience in training. |
| 1. Previous experience (paid and unpaid) relevant to the post | * Wide training and experience in orthopaedics | * Training in management * Experience of working in a surgical centre * Understanding of audit and Clinical Governance * Evidence of clinical outcomes |
| 1. Skills, knowledge, and abilities | * Extensive knowledge and skills of relevant orthopaedic practice * Excellent clinical skills * Able to work within a multidisciplinary team * Excellent communication skills | * Evidence of appraisal |
| 1. Aptitudes and personal characteristics e.g. aptitude for figures, special demands of the post | * Flexible, objective and assertive. * Willing to meet volume and clinical productivity targets * Complies with all legal and professional work permit/visa requirements |  |
| 1. Clinical governance | * Firm understanding of clinical governance and the individual responsibilities it implies. | * Experience of risk management programme. |
| 1. Audit | * Knowledge of the principles of clinical audit and evidence of participation. * Participation in CPD |  |