

Job Title: Consultant

Subspecialty: Shoulder and Elbow
(JD Subject to RCP Approval)

Division: Trauma and Orthopaedic Surgery



About Us:

Mid and South Essex NHS Foundation Trust is now one of the largest in the country, with a workforce of approximately 15,000 who serve a population of 1.2 million people.

We work together, and in conjunction with [MSE Health and Care Partnership](#) to deliver excellent local and specialist services, to improve the health and wellbeing of our patients, and provide a vibrant place for staff to develop, innovate and build careers.

From facilities through to consultant specialists we want to be the best, to achieve this we need to recruit not just those who are the finest in their field but also those who have the potential to be. Yes, experience is important but so is outlook – if you are dynamic, forward- thinking, and enthusiastic we want you to join us.

We not only offer you a good working environment with flexible working opportunities, but also the opportunity to develop your career with access to appropriate training for your job and the support to succeed and progress.

If you join the MSE team you will be working across our sites:

- Broomfield Hospital in Chelmsford
- Basildon and Thurrock Hospital
- Southend Hospital
- Braintree Community Hospital

So, whether you're looking for an entry level, apprentice role or your next exciting and fulfilling challenge within the NHS [browse our vacancies](#) to find the right role for you and start building your career with MSE today.

Our Trust Values:

As a fully established, merged organisation, we've worked with you, our staff, to understand what it means to be part of Mid and South Essex NHS Foundation Trust. Our strategic goals clearly set out our purpose and ambitions, and our new values and behaviours show how we will work together, with each other, our patients, and our stakeholders, to achieve our aims.

Why join Mid & South Essex NHS Foundation Trust:

The NHS is changing. We are entering a new era in healthcare: one where everyone has a choice of where they receive their treatment and there are core NHS principles which outline the provision of care.



Excellent

We go all-out for excellence

Compassionate

We act with care and compassion

Respectful

We appreciate the value of

This creates new and exciting challenges for us. Gone are the traditional hospital and community care settings, replaced by a competitive more commercial environment, where the Trust is judged on the whole experience, from technical excellence, through to care and comfort.

We want our hospitals to be the place where patients come first.

We want patients to leave us feeling that they made the right choice, that they have received the best care and have been treated with dignity and respect.

This requires the right people. Experience is obviously paramount, but so is the right attitude. We want people who will thrive in a competitive environment and who are willing to go the extra mile to make patients feel that they are important, and colleagues feel that you are an integral part of their team.

If you are looking to make a positive contribution and have the commitment, professionalism and dedication to working for the benefit of our patients to really make a difference then we want to hear from you.

In return we provide staff with clear roles and responsibilities and rewarding jobs for teams and individuals that make a difference to patients, their families and careers.

We offer you a good working environment with flexible working opportunities, consistent with the needs of patients and with the way that people live their lives.

We will also provide you with personal development, access to appropriate training for your job and the support to succeed.

We will provide support and opportunities for you to maintain your health, well-being and safety.

You will also be given the opportunity to engage in decisions that affect you and the services you provide, individually through representative organisations and through local partnership working arrangements.

All our staff are empowered to put forward ways to deliver better and safer services for patients and their families.

We'll also give you the motivation by providing excellent career packages and benefits, combined with the opportunity to work with like-minded individuals. All we need from you is the necessary expertise and good people attitude.

Job Description

**Consultant Trauma and Orthopaedic Surgery with a Special Interest in
Shoulder and Elbow Surgery**

**Mid & South Essex NHS Foundation Trust
Broomfield**

A message from our leadership team

Welcome to the Division of Trauma & Orthopaedic Surgery of Mid & South Essex FT. We are a relatively new service that was formed in April 2021 following the merger of the three departments of Southend, Basildon & Broomfield Hospitals to become that largest Trauma & Orthopaedic department in the country.

Our service is currently being reconfigured so that we can provide a highly productive and effective clinical service for our local population. We are putting teaching & training at the heart of these service developments and our Division has a programme for training medical students from Anglia Ruskin University Medical school and Trauma & Orthopaedic Surgical Trainees from London and East of England deaneries.

We have an NHSE & GIRFT accredited Adult Elective Orthopaedic Hub at Braintree Community Hospital where we undertake high volume low complexity surgery and highly complex pioneering procedures across many orthopaedic subspecialties. We are passionate about innovation in clinical management strategies and surgical procedures to drive forward new ways of delivering the best care and improving outcomes for our patients.

We look forward to receiving your application to join our team.

Greg Packer
Medical Director

Sean Symons
Clinical Director

Directorate Profile:

A Consultant in Trauma & Orthopaedic Surgery post is advertised with a special interest in shoulder and elbow Surgery. The successful candidate would join the existing team of more than 50 Trauma & Orthopaedic consultants across the MSE and will primarily be based at the Southend Hospital site.

Mid and South Essex Foundation Trust is made up of three Acute hospitals based at Basildon, Broomfield and Southend, all of which have access to MRI/CT diagnostic equipment. Additional elective day-case and inpatient theatre capacity is provided through a dedicated elective orthopaedic centre at Braintree Community Hospital which has recently been accredited as one of only 8 National Elective Orthopaedic Hubs by GIRFT.

Across the Mid and South Essex Trust the Trauma and Orthopaedic department have:

Theatres:

- The MSE has 12 laminar flow theatres & a procedure room dedicated to trauma and orthopaedic surgery
- The MSE has Day Unit operating facilities on all Acute sites and Braintree Community Hospital.

Bed Complement:

- MSE dedicated elective and trauma orthopaedic beds on all acute sites
- MSE has dedicated Day Stay beds at all Acute sites and at Braintree Community Hospital
- An early supported discharge service from nurse and therapy outreach teams for

patients undergoing major joint replacement

Clinics:

- MSE has a new Orthopaedic Outpatient department at Southend Hospital
- Recently refurbished Orthopaedic Outpatient department at Orsett Hospital
- Recently refurbished Fracture clinic at Basildon Hospital

MDT Meetings:

Monthly meetings with consultants who work within the same subspecialty across MSE NHS FT to discuss interesting and challenging cases. These meetings will also decide patient clinical pathways and protocols, analyse patient outcomes, develop new and innovative treatments. They will be held either in person or online via Teams.

Current Trauma & Orthopaedic Medical Staff:

T & O Surgeon Level	Southend Hospital	T & O Division
Consultant Orthopaedic Surgeons	17	50
Specialty Registrars (SpR)	4	12
Trust St3+	15	30
FY2 / Trust St1-2	11	36
FY1	3	12
Surgical Care Practitioner	2.5	8.5

Office Accommodation / Support:

Trained medical secretarial support will be available and suitable office accommodation will be provided. The post holder will share office space with a desk, MSENHSFT laptop computer and IT support with access to Microsoft Office, the Hospital intranet, internet and email facilities.

Job Description

Job Title: Consultant – Shoulder and Elbow Surgery

PAs: 10 Programmed Activities

Period: Permanent

Reports to: Clinical Director

The Job Role: A Consultant in Trauma & Orthopaedics post is advertised with a special interest in Shoulder & Elbow surgery.

Additional Support Staff:

Dedicated administrative support and typists will be provided at local hospital site.

Clinical Duties:

- Ward rounds
- Elective Adult Orthopaedic Clinics
- Elective theatre sessions
- Regular trauma theatre sessions
- Attend departmental and divisional meetings as required

Organisational Duties:

- Promote a friendly and team based working environment – in line with our Trust Values.
- To undertake managerial and budgetary responsibilities as required.
- Teaching of primary care colleagues and junior medical staff through mixture of case-based review and formal teaching activity

Clinical Governance:

To provide clinical services in line with the Trust's clinical governance arrangements which is designed to ensure that agreed quality standards are achieved. These requirements include: -
Audit:

To undertake audit of clinical practice within the department to ensure that current standards and evidencebased practice are applied.

Continuing Professional Development:

All Consultants are required to maintain and develop their clinical skills. Individual training and development needs will be identified through an appraisal process. The Trust supports the requirements for continuing professional development (CPD) and is committed to providing time and financial support for these activities.

Risk Management:

To work within the Trust's clinical risk management policies and in particular to participate as appropriate in clinical incident reporting.

Appraisal and Development:

All Consultants in the Trust are required to participate in the Trust's appraisal process. This is conducted by a trained, Trust-nominated appraiser. It is expected that the successful candidate will comply with the appraisal process. Yearly appraisals are a mandatory requirement as a part of the GMC Revalidation cycle for all medical staff in the NHS.

Teaching and Training Activities:

There is an expectation that part of this job should involve on-going teaching and training of primary care colleagues through group teaching and practice based sessions in order to disseminate specialist skills and provide a forum for the discussion of case studies and set clinical guidance.

The hospital has University status. Consequently, the training of medical students, junior hospital doctors, nurses and physiotherapists has a high priority. The new colleague will be actively encouraged to pursue any interest in this area.

Clinical Governance is a major part of our daily practice. The hospital has a dedicated, separate department with allocated clinical and ancillary staff to facilitate this.

There is a well-stocked medical library with audio-visual teaching aids and a full time librarian. The library has a Medline facility. There is a thriving Postgraduate Medical Centre with regular clinical meetings and a general education programme.

All consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements.

Job Plan:

The Clinical Director and General Manager are responsible for the review of the job plan in conjunction with the post-holder. The job plan for the first three months will be based on the provisional timetable shown below.

A formal job plan will be agreed with the appointee and their Clinical Director, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will then be reviewed annually, following an Appraisal Meeting. It is expected that the job planning process will be approached with professionalism, honesty and transparency.

Weekly Timetable:

The changing nature of the contracting process makes it essential that all consultants have a flexible approach to working arrangements which may include innovative working patterns, including 7 day working in the future. The job plan will be reviewed at a 3, 6 and 12 monthly interval following initial appointment.

The job plan (for a full-time contract) will consist of the following (provisional timetable below):

- Direct Clinical Care: 8.5 PAs on average per week
(Includes clinical activity, clinical related administrative activity, predictable and unpredictable work)
- Supporting Professional Activities: 1.5 PAs on average per week
(Includes CPD, audit, teaching and research)
- Additional payment for on call will be calculated once job plan is finalised (if applicable to role).

	Monday	Tuesday	Wednesday	Thursday	Friday
am	Theatre				
pm	Theatre		Ortho Clinic TBC	Ortho Clinic TBC	Fracture Clinic

The normal working week has 5DCCs for patient contact with each of these sessions lasting 4 hours. This is supported by 5 hours of administration time which is allocated as Flexible hours on the job plan.

The elective theatre session will occasionally be changed to an all-day trauma list on the Broomfield Hospital site. These lists are for more specialist trauma cases for example management of periprosthetic fractures.

The fracture clinic is held on the Broomfield Hospital site and is a general adult fracture clinic but will be biased to shoulder & elbow pts

Adult elective orthopaedic outpatient clinics are currently held at Broomfield & Braintree Community Hospital.

On Call Availability

1 in 12 on call rota

The 12 consultants on the on-call rota also participate in trauma service provision and this is rostered as a 2 week trauma block of 1st & 2nd on call every 12 weeks.

During the two week block duties covered are :

- Trauma meeting
- Ward round of trauma inpatients
- All day trauma theatres
- Acute & Virtual Fracture clinics
- Off-site overnight on-call – only one consultant on per night

Weekend and Bank Holiday trauma duties are covered currently by only one consultant

Adult trauma inpatient care is supported by the Perioperative Medical Team that is led by a consultant physician.

The on call availability supplement is 3%

General Statement

Mentoring:

All new consultants will be provided with a mentor from the consultant body to aid professional development and provide advice.

Management:

The appointee will be expected to take part in day-to-day business management to ensure smooth running of services, and to contribute to service development, including review of consultant job plans where necessary from time to time.

Appointment to the post:

The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the Guidance on Advisory Appointments Committees. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post for part-time hours.

The appointment is subject to Medical and Dental Terms and Conditions of Service for Consultants (England) 2003. It is subject to the National Health Service (Superannuation) Regulations. The conditions are exclusive of appeal rights to the Secretary of State (Section 190).

Policies & Procedures:

You are required to comply with the Trusts Policies and Procedures.

Information Security and Confidentiality:

All person identifiable information must be held in the strictest confidence and must be disclosed only to authorised people in accordance with the 1997 Caldicott recommendations, 2018 Data Protection Act, ratified information sharing protocols and patient consent.

Where there is any doubt, the post holder must seek advice from the Caldicott Guardian or deputy. A breach of confidentiality may result in disciplinary action being taken in accordance with the Trust's disciplinary procedure.

It is the responsibility of the post holder to abide by all organisational policies and procedures, particularly those in the information security section of the policy folder.

To meet the requirements of the 2018 Data Protection, Act the post holder is responsible for the maintenance of up to date and timely data entry and to ensure that information processed is safeguarded, securely stored, and safely disposed of.

To maintain data quality, it is essential that clinical information extracts and reports are validated by the appropriate clinician prior to distribution.

Information Governance:

All staff must be familiar with and comply with the contents of the Information Governance Handbook, a personal copy will be provided at Induction to all staff.

All staff are required to maintain confidentiality of patient and Trust's information as set out in the Trust's Confidentiality Policy.

All staff are required to read and comply with all policies that are issued relating to the electronic security of Trust's information.

All staff who create, access, transfer, modify sensitive Trust's records have a responsibility to be both accurate and timely and ensure that all the information that they record either on paper or electronically is complete.

Confidentiality:

Your attention is drawn to the confidential nature of information collected and used throughout the NHS. The unauthorised use or disclosure of patient, staff or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution for an offence, or action for civil damages, under the Data Protection Act.

All matters relating to patients' diagnosis and treatment, staff or the Financial or contractual position of the Trust are strictly confidential and under no circumstances is such information to be divulged or passed to any unauthorised person(s) under penalty of summary dismissal.

All staff should take particular care relating to the electronic storage and transfer of confidential information. This should only be done in accordance with the Trust's Information Security Policy.

Equal Opportunities and Diversity:

The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust's Equal Opportunities Policy & the Race Equality Scheme.

Health and Safety & Risk management

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

All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are also expected to maintain safe infection control practices at all times.

All employees are responsible for reporting any accidents, untoward occurrence and potential hazards to their Head of Department even no injury or property damage has resulted.

Relocation Expenses:

Relocation expenses may be available subject to eligibility in line with the Trusts policy.

Health Clearance:

The appointment is made subject to satisfactory fitness for practice. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

Revalidation:

The trust has the required arrangements in place, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Registration:

The appointed candidate will be required to be fully registered with the General Medical Council and hold a licence to practice.

Rehabilitation of Offenders Act:

Because of the nature of the work of this post, it is exempt from the provision of section 4(2) of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are, therefore, not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act, and in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by Basildon and Thurrock University Hospital. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

Terms and Conditions of Service:

The appointment is subject to Medical and Dental Terms and Conditions of Service for Consultants (England) 2003.

Applicants must have full and specialist registration with the General Medical Council (or be eligible for registration within 6 months of interview).

Holder of Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview. The starting salary for new Consultants is £82096 per annum.

Annual and Study Leave

The annual leave is 30 working days plus two statutory day holidays which rises to 34 days with more than 7 years' service as an NHS Consultant.

All consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements.

Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three year period commencing from date of employment. Currently Consultants are allowed up to £1000 per financial year (1st April – 31st March) in line with the Trusts Study Leave Guidelines for Consultants and Specialty Doctors.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre for study leave.

Post holders are required to follow the Trust annual leave policy and procedure for approval.

So far as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

Termination of Contract:

Termination of the appointment is subject to three months' notice on either side.

Private Practice:

The successful applicant may undertake private practice in accordance with the Schedules 9 & 10 of Terms and Conditions of Service. However, where such practice might conflict directly with the Trust's interests, the Appointee must bring this to the attention of the Medical Director.

Medical Indemnity:

The Trust is financially responsible for the negligent acts and omissions of Consultant medical and dental staff in the course of their Trust employment. If, however, any private practice, within a NHS hospital or any other hospital is undertaken, the appointee will be personally responsible

for subscribing to a recognised defence organisation. The Trust will not be responsible for category 2 (e.g. reports for insurance) or 'Good Samaritan' Acts. Health Circular HC (89) 34 provides full details of 'Claims of Medical Negligence against NHS Hospital and Community Doctors and Dentists'.

The Department of Health advises practitioners to maintain defence body membership in order to ensure they are covered for any work which does not fall within the scope of NHS Indemnity.

Place of Work:

The appointee will be based at Broomfield Hospital however will be required to work at other sites within the Trust. The appointee will be fully consulted regarding any changes to job plan.

It is desirable for the appointee to have their own transport.

No Smoking Policy:

It is the policy of the Trust to promote positive health. Smoking, therefore, is prohibited in all buildings and the grounds of the hospital.

Security:

In the interests of safety and security the appointee will be required to wear Hospital Staff Identification Badge at all times whilst at work.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • MBBS or Equivalent • Entry on GMC Specialist Register; eligible for entry on Register or within six months of receipt of Certificate of Completion of Training (CCT) at time of interview Evidence of completion of specialist training or equivalent An appropriate higher surgical Trauma and Orthopaedic surgical qualification e.g. FRCS (Tr. & Orth.) 	Post graduate degree e.g. MD, PhD, Diploma
Clinical Experience	<ul style="list-style-type: none"> • Clinical expertise in General Orthopaedics including Trauma. • Logbook verified competence of independently performed shoulder and elbow Elective & Trauma surgery. • Broad experience in the management of general skeletal trauma • Good practical clinical skills • Evidence of ability to make decisions at consultant level and to manage complex clinical problems. 	<ul style="list-style-type: none"> • Previous consultant experience • Trauma fellowship

Experience and Knowledge	<ul style="list-style-type: none"> • Evidence of thorough and broad training and experience in the specialty. 	<ul style="list-style-type: none"> • Previous consultant experience
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	<ul style="list-style-type: none"> • Comprehensive knowledge in the specialty and ability to offer expert clinical opinion on range of problems. • Demonstrates good knowledge of the structures and culture of the NHS, roles, responsibilities and relationships across the MDT and the multi-professional team • Able to take full and independent responsibility for delivering service without direct supervision. 	
Teaching Experience	<ul style="list-style-type: none"> • Knowledge and experience of supervising undergraduates, junior doctors and other staff • Ability to teach clinical skills 	<ul style="list-style-type: none"> • Proven teaching abilities • Attendance at formal teaching courses • Attendance at the TAiP course (Royal College of Surgeons)
Research & Audit Experience	<ul style="list-style-type: none"> • Knowledge of the principles of research/audit and ability to interpret and apply clinical research. • Ability to apply research outcomes to clinical and surgical problems 	<ul style="list-style-type: none"> • Recent published clinical research in peer reviewed journal. • Ability to supervise postgraduate research • Experience as a Peer reviewer

Communication skills	<ul style="list-style-type: none"> • Excellent verbal and written skills. • Ability to communicate effectively with clinical colleagues, other specialties and support staff • Evidence of management experience or training. 	
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	<ul style="list-style-type: none"> • Ability to advise on efficient and smooth running of specialist service • Ability to manage and lead department 	
Personal Skills	<ul style="list-style-type: none"> • Ability to develop effective working relationships on an individual and multi-disciplinary basis with all levels of staff • Able to organise and prioritise workload • Ability to take responsibility and show evidence of leadership • Ability to adapt and respond to changing circumstances • Ability to work under pressure • Willingness to undertake additional professional responsibilities at local, regional or national level • Caring, honest and reliable 	

Other	<ul style="list-style-type: none"> • Ability to travel between sites 	<ul style="list-style-type: none"> • Own transport
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