

# **LOCUM SPINAL INJURIES CONSULTANT**

## **JOB DESCRIPTION**

### **APPOINTMENT**

Whole-Time (10 PA) Locum Consultant in Spinal Injuries to Sheffield Teaching Hospitals NHS Trust based at the Princess Royal Spinal Injuries Centre, Northern General Hospital fixed term for 12 months.

Any candidate who is unable for personal reasons to work full-time will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

### **SHEFFIELD**

Sheffield is England's fourth-largest city, with a population of over half a million, with the wealth of facilities you would expect to find in a major city, yet it is compact, welcoming and accessible. It is a friendly city with a prosperous economy and relatively low cost of living, all of which makes for an excellent quality of life.

It has good rail and road links, with a typical train journey to London St Pancras taking 2 hours. Manchester Airport is also just over an hour away with an ever expanding repertoire of routes to national and international destinations.

The city of Sheffield contains an abundance of entertainment and cultural activities including award-winning theatres, (the Crucible and Lyceum are world-class theatres and major regional attractions), museums and galleries, a variety of clubs and live music venues, and a range of spectator and participation sports. With a thriving cultural industries quarter and a range of city-wide events throughout the year, there is something on offer to suit everyone's taste and interests.

Sheffield also boasts two of Britain's most popular and successful Universities, which between them attract more than 38,000 students a year

Located on rolling hills and dissected by river valleys, Sheffield is one of the greenest and most wooded cities in Europe. More than a third of the city lies inside the beautiful Peak District National Park, and it is virtually surrounded by open countryside – over half the city's population live within 15 minutes of open countryside. It is also the greenest city in England, with 175 woodlands and 75 public parks. Sheffield offers a unique proposition of city culture alongside access to some of the most stunning countryside in the UK. This environment, together with the unparalleled strength of the city's climbing, running, walking and biking communities, sets Sheffield apart from anywhere else in the UK. There is also a wide range of affordable housing and excellent schools on offer.

### **ORGANISATION PROFILE**

Sheffield Teaching Hospitals NHS Foundation Trust is one of the UK's busiest and most successful NHS foundation trusts. We provide a full range of local hospital and community services for people in Sheffield, as well as specialist care for patients from further afield, including cancer, spinal cord injuries, renal and cardiothoracic services. In addition to community health services, the Trust comprises five of Yorkshire's best known teaching hospitals.

- The Royal Hallamshire Hospital
- The Northern General Hospital
- Charles Clifford Dental Hospital
- Weston Park Cancer Hospital
- Jessop Wing Maternity Hospital

The Trust has a history of high quality care, clinical excellence and innovation in medical research. We strive to promote a culture of continuous quality improvement and encourage our staff to innovate and adopt 'best practice' in order to deliver the highest standard of care to our patients.

As we emerge from the COVID19 pandemic, this post presents an exciting opportunity to help shape our directorate's vision for the future, contribute to the development of new services, and contribute to the ongoing improvement of our existing systems and processes to ensure we are achieving our core aim of providing high quality, efficient and holistic care to the frail older people of Sheffield.

The Northern General Hospital is the home of the City's Accident and Emergency department which is also now one of three adult Major Trauma Centres for the Yorkshire and Humber region. A number of specialist medical and surgical services are also located at the Northern General Hospital including cardiac, orthopaedics, burns, plastic surgery, spinal injuries and renal to name a few.

A state-of-the-art laboratories complex provides leading edge diagnostic services. The hospital also provides a wide range of specialist surgery such as orthopaedic, spinal cord, hand and kidney transplantation.

The Royal Hallamshire Hospital has a dedicated neurosciences department including an intensive care unit for patients with head injuries, neurological conditions such as stroke and for patients that have undergone neurosurgery. It also has a gastroenterology department, a large tropical medicine and infectious diseases unit as well as a specialist haematology centre and other medical and surgical services.

Sheffield Teaching Hospitals is home to the largest dental school in the region, a maternity hospital with a specialist neonatal intensive care unit and a world-renowned cancer hospital. The Trust is also integrated with the City's adult NHS community services to support our work to provide care closer to home for patients and preventing admissions to hospital wherever possible.

We have a long tradition of clinical and scientific achievement, including the development of one of the UK's first Academic Health Sciences Networks.

Through our partnerships with the University of Sheffield, Sheffield Hallam University, other health and social care providers and industry we remain at the forefront of advancements in clinical services, teaching and research.

We have around 18,500 employees, making us the second biggest employer in the city. We aim to reflect the diversity of local communities and are proud of our new and existing partnerships with local people, patients, neighbouring NHS organisations, local authority and charitable bodies.

We strive to recruit and retain the best staff: the dedication and skill of our employees are what make our services successful, and we continue to keep the health and wellbeing of our staff as a priority.

Our vision is to be recognised as the best provider of healthcare, clinical research and education in the UK and a strong contributor to the aspiration of Sheffield to be a vibrant and healthy city. We have begun this journey with our staff, partners and patients and we will continue to explore every aspect of our business to ensure we are doing our very best to achieve our vision.

## **PROUD VALUES AND BEHAVIOURS**

These are the values that all staff at Sheffield Teaching Hospitals NHS Foundation Trust are expected to demonstrate in all that they do.

**P**atients First – Ensure that the people we serve are at the heart of what we do

**R**espectful – Be kind, respectful, fair and value diversity

**O**wnership – Celebrate our successes, learn continuously and ensure we improve

**U**nity – Work in partnership with others

**D**eliver – Be efficient, effective and accountable for our actions

The Trust have developed a PROUD Behaviours framework which details specific behaviours we expect to see and do not expect to see, aligned to each of the five PROUD Values.

For further details of our services and organisational structure, including our Board of Directors, and our future plans please visit [www.sth.nhs.uk/about-us](http://www.sth.nhs.uk/about-us)

## **GENERAL DIRECTORATE INFORMATION**

The Princess Royal Spinal Injuries Centre [PRSIC] forms part of the Specialised Rehabilitation Services Directorate [SRS] of Sheffield Teaching Hospitals NHS Trust. The rest of the Directorate comprises, wheelchair services, FES/Gait Analysis and prosthetics & orthotics.

### **Princess Royal Spinal Injuries Centre**

In 1948 a Unit to treat patients with Spinal Cord Injury was set up at Wharnccliffe Hospital. A system of comprehensive management of patients with spinal cord injury evolved in Sheffield at this Centre, which moved to Lodge Moor Hospital on the western outskirts of the City in 1954. In 1989 the Regional Health Authority conducted a review of the strategic options for the future provision of spinal injury services as the result of the proposed closure of Lodge Moor Hospital. A new purpose built Spinal Injuries Centre was commissioned in October 1994 at the Northern General Hospital. The new centre [PRSIC] is in the Osborn Building, has 60 beds in 3 wards (acute, rehabilitation, reassessment/surgical). The Centre has a dedicated Outpatient Department, Day Surgery Unit, X-ray Department, Physiotherapy and Occupational Therapy Departments, swimming pool, purpose built sports hall and outdoor recreational facilities. It has a dedicated operating theatre where urological, orthopaedic and plastic surgical procedures on paralysed patients are routinely carried out. The building also houses the pre-discharge flat.

The Consultant Medical staff for the Spinal Injuries Centre currently comprises Mr P Thumbikat (Consultant in Spinal Injuries and Clinical Director), Mr R Hariharan, Dr R Bhide and Dr J Lee (Consultants in Spinal Injuries); Mr A Mangera and Miss S Reid (Consultant Urologists). There are 4 junior doctors and 2 ACPS who work at the Centre, most in recognised training posts for GP and F2. Weekly tutorials, lectures are given on Mondays and Tuesdays in addition to Postgraduate lectures on site and Radiological Conference on Wednesdays. The Spinal Injuries Centre accepts Specialist Registrars in Rehabilitation Medicine from the Trent Region and the Manchester Region for their compulsory module. There are 2 Specialist Registrar posts in Rehabilitation Medicine as part of the South Yorkshire deanery. In addition there are 2 funded non training posts of Spinal Fellows who contribute to the middle grade on call rota.

The Centre operates a policy of comprehensive care providing acute care; rehabilitation, resettlement and lifetime follow up. Long term complications such as pressure sores, urological problems, pathological fractures, psychological/sexual dysfunction are all addressed within the Centre. In addition surgical expertise to contain spasticity, contractures and tendon transfers exists within the Centre. Spinal column surgery is performed on acute and chronic paraplegic patients-when appropriate on site by the spinal surgeons. Neurosurgical procedures are provided within the City at the Royal Hallamshire Hospital. The Hospital has an on-site CT scanner and MRI scanner. The Centre has maintained a high level of research activity both in bladder management, prevention of pressure sore and control of spasticity. Formal links with Sheffield University have been established to provide a firm research base at this Centre.

The Centre is in the process of developing and implementing an improvement plan to ensure the service can meet the challenges faced, this includes contribution to the national Spinal Cord Injury Transformation Programme led by NHS England. As one of the senior clinicians within the team, the appointee will play a key role in delivering and developing this plan.

### **DUTIES OF THE POST**

The appointee will be responsible for the provision of acute management and long-term follow-up of patients admitted to the Centre. He/ She will share equitable responsibilities with his professional colleagues and will actively contribute to the governance arrangements of the Department.

The appointee will be expected to conduct multi-disciplinary ward rounds, goal planning and to see out-patients. He/she will be expected to participate in research and teaching as well as participating in a 1 in 6 on-call rota.

The successful candidate will work according to the terms and conditions of the national consultant contract.

The allocation of time between the various duties of the post will be open to some adjustment in consultation with consultant colleagues and the employing Trust, but an indication of the job plan is as follows:

### **OUTLINE WEEKLY JOB PLAN**

Noting that 1PA = 4hrs, a draft proposed job plan comprising 10 PAs is as follows:

Day	AM	PM
<b>Monday</b>	Spinal Injuries Admission Meeting 8:30 – 9:00 (0.5 hour / 0.125 PA DCC)  Patient related Admin 09:00 – 11:00 (2 hrs / 0.5 PA DCC)  SPA 11:00 - 12.30 (1.5 hrs / 0.375 SPA)	Consultant meeting (0.5 hour / 0.125 SPA)  Outpatient Clinic 13:00 – 17:00 (4 hrs / 1 PA DCC)
<b>Tuesday</b>	Ward Rounds 09:00 – 13:00 (4 hrs / 1 PA DCC)	Outpatient Clinic 13:00 – 17:00 (4 hrs / 1 PA DCC)
<b>Wednesday</b>	Spinal Injuries Admission Meeting 8:30 – 9:00 (0.5 hour / 0.125 PA DCC)  Outpatient Clinic 09:00 – 13:00 (4 hrs / 1 PA DCC)	MDT (x-ray conference) 14:00 – 15:00 (1hr / 0.25 PA DCC)  Patient related Admin 15:00 – 17:00 (2 hrs / 0.5 PA DCC)
<b>Thursday</b>	Case Conference/Goal Planning 09:00 - 13:00 (4hrs / 1 PA DCC)	Ward Rounds 14:00 – 16:25 (2.4 hrs / 0.60 PA DCC)
<b>Friday</b>	Patient, relative and prognosis meetings 09:00 – 13:00 (4 hrs / 1 PA DCC)	Patient related Admin 13:00 – 15:00 (2 hrs / 0.5 PA DCC)  SPA 15:00 – 17:00 (2hrs / 0.5 SPA)
<b>No Fixed Time</b>	On call - 1 in 6 (0.395 PA)	

*An annual review of duties will take place with the Clinical Director as part of the Job Plan process.*

The person appointed will take his/her equal share in providing emergency cover and will be required to cover for colleagues during periods of absence. He/she will have continuing responsibility for patients in his/her care and the proper functioning of the Department.

The appointee will be expected to take an active part in Undergraduate and Postgraduate teaching and training. Along with this, he/she will be expected to guide/carry out research and audit projects.

All members of the consultant team are expected to lead items within the directorate's Improvement Plan and work collaboratively with the MDT to develop and deliver this.

There is office accommodation, access to a PC and secretarial support for this post.

## **MANAGEMENT ARRANGEMENTS**

Clinical Directors are appointed by the Chief Executive for a three year period, subject to annual review. Clinical Leads are appointed by the Clinical Director for an initial three year period, subject to annual review.

The current Clinical Director is Mr Pradeep Thumbikat. The Directorate also has an Operations Director (Mr Duncan Campbell) and Service Manager (Miss Jasmine James).

## **STAFFING**

5 Consultants in Spinal Injuries (including this post)  
2 Consultants in Spinal-Urology  
2 Specialist Registrars – Spinal Cord Medicine / Rehabilitation medicine on rotation  
2 Clinical Fellows in Spinal Cord Medicine  
2 Foundation doctors  
2 GPVTS (GP Vocational training scheme)  
2 ACPs  
Support Staff – including nursing, professional and technical staff

Social Work  
Physiotherapy  
X-Ray  
Dietetic Department  
Occupational Therapy  
Pathology Laboratories  
Respiratory Function Laboratory  
Cardiography, etc.  
Pharmacy  
ECG  
Phlebotomy  
Specialist Nurses  
Clinical psychologist

Current trainee staffing will be shared with the new consultant.

## **THE MAIN CONDITIONS OF SERVICE**

The appointment will be in accordance with the Terms and Conditions of Service for Consultants - England (2003) as amended from time to time. The arrangement of duties will be such as may be agreed from time to time between the employing Trust and the person appointed. Whether the successful candidate chooses to accept a whole-time or part-time contract, it is agreed that any private practice undertaken, whether limited or not by the Terms and Conditions of Service, will in no way diminish the level of service that may be expected from him/her in carrying out the duties specified above (Schedule 9 Terms and Conditions of Service).

This Trust supports the concept of Continuing Medical Education and in line with Clinical Governance Senior Clinicians are expected to participate in continuing professional development (CPD) in line with the requirements of revalidation. The Trust, through the Medical Director's office, has systems in place to support clinicians through appraisal and revalidation.

All staff are required to abide by all Trust Policies and Procedures, details of which can be access via the Trust Intranet and are required to comply with Mandatory Training requirements. In particular, medical staff should be aware of, and comply with, infection control and safeguarding requirements.

### **HEALTH CLEARANCE & MEDICAL EXAMINATION**

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.

Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regard to HIV/AIDS, Tuberculosis, Hepatitis B and Hepatitis C viruses.

The successful candidate must be immune to Hepatitis 'B' and Tuberculosis. They will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed appropriate by the Occupational Health Department).

### **DBS CLEARANCE**

This appointment is subject to an enhanced Disclosure & Barring Service (DBS) clearance. Please note that all charges associated with this check will be passed on to the applicant.

### **RESIDENCES AND REMOVAL EXPENSES**

The successful candidate will be required to maintain his/her place of residence in contact with public telephone services and within a distance of 30 minutes or not more than 10 miles by road from the principal place of work unless prior specific approval to a greater distance is given by the Trust.

Removal expenses on appointment will be paid in accordance with the Sheffield Teaching Hospitals NHS Foundation Trust Terms and Conditions of Service. These documents can be seen at the offices of the Medical Personnel Department. It should be noted that it is not Trust policy to reimburse interest payment on bridging loans.

### **VISITS**

If candidates wish to visit the hospital(s) concerned, they are at liberty to make arrangements direct with:

#### **Mr P Thumbikat**

Clinical Director  
Princess Royal Spinal Injuries Centre  
Northern General Hospital  
Sheffield Teaching Hospitals FT  
Sheffield  
S5 7AU

Tel. 0114 2266762

#### **Mr Duncan Campbell**

Operations Director  
3rd Floor  
Broomcross Building  
Weston Park Hospital  
Sheffield Teaching Hospitals FT  
S10 2SJ

Tel. 0114 2265011

#### **Ms Alison Mortimer**

Interim Nurse Director  
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