



**NHS**  
**Chesterfield**  
**Royal Hospital**  
NHS Foundation Trust

# Orthopaedic Consultant – Hip and Knee Arthroplasty and Revision

Chesterfield Royal Hospital  
NHS FT



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## Section 1

### THE APPOINTMENT

<b>Job Title</b>	<b>Consultant in Orthopaedics</b>
<b>Salary Scale</b>	<b>YC72 £93,666 – £126,281 per annum - pro rata</b>
<b>Programmed Activities (PAs)</b>	<b>10 PAs</b>
<b>Out of Hours</b>	<b>1 in 8 on call</b>
<b>Division</b>	<b>Surgical Division</b>
<b>Work Base</b>	<b>Chesterfield Royal Hospital</b>
<b>Tenure</b>	<b>Substantive</b>
<b>Operationally Accountable to</b>	<b>Divisional Director/Clinical Director</b>
<b>Professionally Accountable to</b>	<b>Medical Director</b>
<b>Key Working Relationships</b>	<b>Divisional Director Divisional General Manager Service Leads and Managers Professional Leads Consultant and Senior Medical Staff Doctors in Training Multidisciplinary Teams</b>

We are looking to appoint an Orthopaedic Consultant to further develop our highly rated Trauma and Orthopaedic services hip and knee surgery at Chesterfield Royal Hospital. This is an exciting opportunity to develop your sub-specialist interest in revision surgery.

Applicants will be expected to have completed specialist training in Orthopaedics at FRCS level and to have completed at least 1 post CCT fellowship in hip and knee revision surgery.

The post will suit individuals with the desire and resolve to provide modern, high-quality care. We will also consider flexible working options, subject to the exigencies of the service.

## **Main Responsibilities**

- In conjunction with other members of the multi-disciplinary team, you will provide a comprehensive service for acute admissions on call.
- Share clinical responsibility for cases with consultant colleagues.
- Ensure service delivery across the wider team, empowering and assisting others to deliver optimum services.
- Maintain accurate and timely clinical record keeping using the Trust's electronic systems.
- Undertake effective liaison with regional colleagues to ensure delivery of patient care delivered on a tertiary basis.
- Play an active part in the training and supervision of medical staff in junior and non-training grades and the development of support staff, supporting and leading the delivery of education for trainee medical staff and medical students.
- Participate effectively in Clinical Governance and research.
- Engage with requirements for Continuing Professional Development in accordance with guidelines set down by the Royal College of Physicians.

## **Leadership, Management & Service Development**

- Undertake evaluation and monitoring of clinical practice incorporating evidence-based principles and suitable outcome measures.
- Engage with the Divisional and Trust business planning processes and wider service development as required.
- Work collaboratively with the Divisional Senior Team to take an active role in the management of the Department.
- Work with colleagues to play a full part in developing and implementing new ways of working in line with modernisation principles that are fit for the future.
- Review the best use of departmental staffing and other resources to ensure the maximum efficiency of rheumatology services.

## **JOB PLAN AND TIMETABLE**

### **Job Plan**

A formal job plan will be agreed between the appointee and the Clinical Director on behalf of the Medical Director. This will be reviewed annually, and changes will be mutually agreed.

Once established, the Job Plan will be a prospective agreement that sets out duties, responsibilities, and objectives for the coming year. It will cover all aspects of professional practice including clinical work, teaching, research, education, and managerial responsibilities.

It will provide a clear schedule of commitments, both internal and external, as well as personal objectives, including details of links to wider service objectives, and details of the support required to fulfil job plan requirements.

An initial job plan for the first three months will be agreed between the appointee and the service manager and the Clinical Lead, on behalf of the Medical Director. This will incorporate the provisional timetable shown below.

### **Proposed Timetable:**

Example scheduling of clinical and related activities which will occur at regular times in the week in addition to reviewing ward referrals as required:

1. WARD TIMETABLE	AM	PM
MONDAY	Elective Follow Up Clinic	SPA
TUESDAY	TBC	TBC
WEDNESDAY	SPA/ Virtual Fracture	Fracture Clinic
THURSDAY	Elective Theatre	Elective Theatre
FRIDAY	Trauma List	Elective New Clinic

### **Programmed Activities:**

#### **Direct Clinical Care**

##### **DCC**

Direct and indirect interventions  
Clinical supervision  
Team and service clinical meetings  
Supporting admin  
Training  
Necessary travel

**8.5 PAs**

#### **Supporting Professional Activities**

##### **SPA**

Audit and evaluation  
Clinical governance  
Essential meetings  
Appraisal

**1.5 PAs**

**Total DCC + SPA**

**10 (40 hours)**

## **Section 2**

### **DIVISIONAL LEADS**

Mr Matthew Morris – Divisional Director

Mr Jeevan Chandrasenan – Clinical Director

### **MEDICAL STAFFING**

- 15 x Consultants
- 1 x Specialty Doctor
- 3 x Senior Clinical Fellows
- 7 x Higher Specialist Trainees
- 4 x GPSTs
- 3 x Junior Clinical Fellows
- 2 x Foundation level 2 doctors
- 4 x Foundation level 1 doctors

### **TRAUMA AND ORTHOPAEDIC SERVICES**

Our trauma and orthopaedic unit comprises of highly specialised fellowship trained consultants supported by a multi-disciplinary team of nurses, therapists and other clinical staff. We provide a 24-hour inpatient service dealing with patients who attend with orthopaedic injuries. Through our outpatient Virtual Fracture Service, we can ensure that patients are provided with the most up to date treatment protocols for their injury and, when needed, gain rapid access to our specialist surgeons avoiding delay to receiving urgent care.

Our team of twelve consultants provide cutting edge and advanced surgical treatments covering a wide range of orthopaedic conditions and sub-specialties. Certain complex trauma, spinal problems, and paediatric patients are referred on for treatment through our close collaboration with regional centres in Sheffield and Nottingham.

We are a teaching hospital and receive medical students from Sheffield and Nottingham. In addition, we are a partner hospital for training orthopaedic surgeons from the East Midlands training programme. Our hospital also hosts international fellowship trainees comprising of visiting surgeons from around the world.

## **Section 3**

### **MAIN CONDITIONS OF SERVICE:**

The conditions of service will be those of the consultant contract 2003 as set out by NHS Employers.

Since 1st January 1997 it has been a legal requirement for doctors to be included on the GMC Specialist Register to take up a consultant appointment in the NHS. Specialty Registrars in formally approved training rotations are eligible to apply for a consultant appointment on or within six months of being admitted to the Specialist Register.

All other categories of doctor, e.g., overseas qualified specialists, must be on the Specialist Register before being eligible for consideration for substantive appointment.

Pre-employment checks, in line with NHS Employers Pre-employment checking standards (including right to work, verification of identity, disclosure and barring, references and health screening) will be undertaken by the Trust and to the satisfaction of the Trust prior to final confirmation of an offer of employment.

### **Registration:**

Full GMC registration with a licence to practise is required, as well as entry on the Specialist Register for substantive consultant appointments.

### **Hours and Salary:**

All appointments will be made at base of the salary scale unless a higher increment is appropriate in accordance with provisions laid out in National Terms and Conditions of Service.

Service which candidates would like to be taken into consideration for seniority, both inside or outside of the NHS, will be reviewed as part of the appointment process, and salary will be confirmed following independent verification of the equivalence from the relevant employing authorities and organisations.

The post will be paid in accordance with the national pay scale for Consultant appointments and in line with the provisions agreed for individual job plans.

Basic full-time hours are set at 40 per week (10 programmed activities).

Additional hours (subject to a maximum average of 48 per week) will be paid as Additional Programmed Activities.

In addition, payments are made for antisocial duties, dependent on frequency and cover provisions in place.

Pay progression will occur in line with national terms and conditions linked to satisfactory participation in local procedures. This will include engagement with essential training and CPD, annual appraisal and job plan reviews.

**Flexible Working Opportunities:**

Any candidate wishing to explore the potential for a part-time role or opportunities for flexible working are invited to discuss this with the Divisional Director, Medical Director, and Chief Executive.

**Superannuation:**

This post is superannuable under the terms of the NHS Pension Scheme.

**Annual Leave:**

Annual leave entitlement is 32 working days per annum, rising to 34 days on completion of 7 years' consultant service. In addition, there is an entitlement to 8 days Public Holiday per annum.

An additional day of leave is granted to the above entitlement to facilitate the completion of annual mandatory training.

Personal leave years run from April to the end of March.

A minimum of 6 weeks' notice of intent to take leave is required.

**Study Leave:**

Study Leave entitlement is 10 days per year with a budget allocated which can be flexed over a fixed 3-year rolling period (pro-rata to engagement where relevant).

Minimum of 6 weeks' notice of intent to take leave is required.

**Continuing Professional Development**

The Trust will require the successful candidate to take part in a programme of continuing professional development including fulfilment of requirements to ensure GMC revalidation, and compliance with statutory and mandatory training.

**Occupational Health and Health and Wellbeing**

An Occupational Health service is provided on site and the Trust has developed several support initiatives to both promote and ensure the wellbeing of our staff. The Trust has also recently broken ground on £2 million Health and Wellbeing Hub, designed as a retreat, relaxation area and rejuvenating space for all colleagues at the hospital.

**Staff Benefits**

A brief overview of some of the benefits provided for staff is included as part of this pack.



## **POLICIES AND PROCEDURES**

All staff are expected to act in accordance with Trust guidance, policies and procedures.

Key requirements are outlined below:

### **Health and Safety**

The Chesterfield Royal Hospital NHS Foundation Trust recognises its obligations under the Health and Safety at Work Act. It is the duty of each employee under the Health and Safety at Work Act to take reasonable care for the safety of others who may be affected by his/her acts or omissions at work, and Trust business shall be conducted to ensure that anyone with access to Trust premises and facilities is not exposed to avoidable risk.

### **Reporting Concerns**

The Trust is committed to providing safe and effective care for patients and to support this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, any concerns about the conduct, performance, or health of medical colleagues.

### **Infection Control**

It is the responsibility of every employee to actively help the Trust prevent and control infection by maintaining up to date knowledge and skills in infection control and prevention as relevant to their post.

### **Confidentiality**

Although the Trust is fully committed to encouraging staff to freely contribute views on all aspects of health service activities, especially those on delivery of care and services to patients, it is also essential that unauthorised information relating to the Trust, including but not limited to information relating to patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts, is not divulged inappropriately to any party.

Obligations in relation to confidentiality shall not prevent individuals from raising genuine concerns provided that such disclosures are made in good faith and in accordance with the provisions of the Public Interest Disclosure Act 1998, and the relevant Trust Policies.

### **Clinical Governance**

Consultants are expected commit to audit, education; research and clinical effectiveness requirements to secure the wellbeing of patients.

### **Equality and Diversity Commitment**

The Trust is committed to achieving equality and valuing diversity, both as a healthcare organisation and as an employer. We commit to treat everyone with dignity and respect and more information is provided in our Equality and Diversity Statement'.

## **Identification and Welcome Initiatives**

We are proud to support the national 'Hello, My Name Is...' and 'I Look Like This ...' campaigns.

All front-line staff are expected to introduce themselves to the patients and visitors they meet so that people feel at ease in our hospital.

## Section 4



Chesterfield Royal Hospital NHS Foundation Trust provides almost all of the acute in-patient care for Chesterfield and the surrounding rural area of North Derbyshire. Our main asset is our dedicated staff who are committed to meeting the health needs of the local communities which we serve.

We work collaboratively with health care partners to achieve the very best care pathways for our patients, as well as aiming to develop cohesive services which are sustainable for the future.

### **Services at the Royal:**

Our services comprise maternity and gynaecology, trauma and orthopaedics, general medicine and medical specialties, acute elderly medicine, ophthalmology, ENT, oral and maxillofacial surgery, child health, urology and general surgery, anaesthetics and critical care and emergency medicine.

### **Our excellent and modern facilities include:**

- A purpose built Urgent and Emergency Care Centre
- Intensive Therapy and Coronary Care Units
- EMU and SDEC
- Chemotherapy Suite
- Neonatal Unit
- Cardiac Catheterisation Suite
- Colposcopy/urodynamics Unit
- Breast Screening Suite
- Endoscopy Unit
- Day Surgery Unit
- Theatre Assessment Unit
- Stroke Unit
- A dedicated Diabetes Education and Resource Centre
- Discharge Lounge

Mental health in-patients are also based on the hospital site and are managed by the Derbyshire Healthcare Foundation Trust.

**Our clinical services are supported by:**

- An integrated rehabilitation department
- Comprehensive pathology, medical physics and imaging services (including dexta scanning and on-site MRI and CT facilities)

**The Trust oversees and operates services based at other sites, including:**

- Royal Primary Care

**Chesterfield Royal provides a base for:**

- Renal satellite dialysis managed by Sheffield Teaching Hospitals

**Networks:**

- Designated Cancer Unit within the North Trent Cancer Network
- East Midlands and South Yorkshire Trauma Network - Trauma Unit

**Management Structure:**

The Board of Directors comprises:

**Trust Executive Directors:**

- |                      |   |
|----------------------|---|
| ➤ Dr Hal Spencer     | Chief Executive                         |
| ➤ Steve Hepinstall   | Director of Finance                     |
| ➤ Krishna Kallianpur | Executive Chief Nurse                   |
| ➤ Mr Kevin Sargen    | Medical Director                        |
| ➤ Caroline Wade      | Director of Workforce and OD            |
| ➤ Michelle Veitch    | Chief Operating Officer (From March 23) |

**Non-Executive Director:**

- Helen Phillips Chair
- 8 non-executive directors play a key role in ensuring delivery of our services.

**Trust Clinical Service Divisions:**

- Family Care
- Diagnostics, Clinical Support & Cancer Services
- Medicine and Emergency Care
- Surgical Services

# Together as One

## Our strategy - at a glance

In creating 'Together as One', our new five-year strategy, we've talked with and listened to our people, patients, communities and partners - because they all play a part in what we do. Their views matter, because without their support we know our strategy won't succeed. We are ambitious - we're absolutely clear that we want to provide exceptional care for everyone, but we can only do that by having a vision, mission, strategic priorities and values that others have contributed to- and more importantly, that they also believe in.

### Our **5** strategic priorities

**1**

#### Provide exceptional care

Treating every patient as 'the only' patient, showing compassion, demonstrating safe, quality care and using proven best practice to improve clinical outcomes

**2**

#### Look after all our people

Supporting our peoples' wellbeing, embedding an inclusive culture and celebrating diversity. Offering life-long learning, and encouraging people to speak up so we can act.

**3**

#### Support our communities

Helping people live healthier lives, reducing our environmental impact and supporting local services, as well as offering opportunities that will grow a local workforce.

**4**

#### Get value from all our resources

Collaborating with our partners on all aspects of strategy, adopting digital innovation and using our estate, services and facilities efficiently, delivering equitable access and outcomes for all.

**5**

#### Bring improvement to life

Working with our partners to meet the needs of all our patients, enabling healthcare professionals to change clinical outcomes and health measures. Giving everyone the chance to act of feedback, to 'make improvement happen'; and preventing ill-health as well as providing care.

#### **Vision**

Exceptional patient care provided by exceptional people

#### **Mission**

To bring our people, communities and partners together - providing patient care we can all be proud of.

# Together as One

## Our Proud to CARE values



### **Compassion**

Treating everyone with kindness - welcoming diversity and inclusion, considering individual needs; and challenging inappropriate behaviours outside of our values.



### **Ambition**

Aspiring to be the best - reaching high standards, providing exceptional care and services; and achieving measurable improvements in people's health and wellbeing.



### **Respect**

Valuing and appreciating everyone - listening, learning and acting on their experiences, being open and honest; and recognising that working with others brings benefits.



### **Encouragement**

Opportunities for all - supporting education and development, helping people to bring their improvement ideas to life and to speak-up; and getting everyone involved in our future

At the heart of **'Together as One'** are the four **'Proud to CARE'** values we have agreed with our people, patients, partners, governors, volunteers, NHS foundation Trust members - plus the many members of the public who also contributed their thoughts and ideas. Proud to CARE illustrates a real commitment to compassion, ambition, respect and encouragement - in everything we do for our patients and each other every day.



## **TRAINING AND EDUCATION**

The Royal has a very strong training ethos, and time is recognised in job plans to underpin clinical and educational supervision, and to support any additional specific educational roles and responsibilities.

The Trust engages in an active research programme delivered through local, regional, national, and international research networks and consortia.

Our thriving Medical Education Centre oversees provision of multidisciplinary training and education and hosts a library which offers comprehensive knowledge resource services, a clinical simulation suite and tutorial and lecture facility.

The Royal has implemented innovative local training programmes, including mountain medicine rotation, and is working to improve opportunities for development of SAS (Speciality and Associate Specialist) and Locally Employed Doctors (LEDs).

### **The Medical Education Committee**

The MEC oversees Trust medical postgraduate education programmes and ensures delivery and quality assurance of training for HEE commissioned placements. The forum committee is also tasked with ongoing development for support for clinicians at all grades who are seeking to train via alternative routes.

### **Undergraduate Medical Education**

Delivery of undergraduate education comes under the remit of our developing Consultant Clinical Educator Unit.

The Royal is an Associate Teaching Hospital, linked to both Sheffield and Nottingham University Medical Schools, and we are committed to provision of high quality undergraduate medical education with the aim of preparing our future doctors to be able to deliver excellent, safe and effective care to our patients.

The Royal has been recognised as providing exceptional student training and experience, and consultants who contribute to this growing commitment can apply for Honorary Senior Lecturer status with the University of Sheffield.

### **Study Leave**

All consultants have access to a study leave budget which provides a contribution towards training and professional development and support for the revalidation process.





## INTRODUCTION TO CHESTERFIELD

Chesterfield is a thriving market town with a long history of trading and engineering. The town centre still retains some of the hallmarks of its medieval past and is home to a church with a famous crooked spire.

We are surrounded by attractive countryside, contemporary leisure facilities and extensive retail outlets. The town also has excellent road and rail links, and easy access to several airports.

Derbyshire is home to the Peak District National Park, which lies within a few miles of the town boundary and is an area of outstanding natural beauty. Numerous stately homes such as Chatsworth, with its beautiful park land, the great Halls of Haddon, Kedleston and Hardwick, and delightful Bolsover Castle hold their own programme of events, and are all within easy travelling distance. The Yorkshire Dales, North Yorkshire Moors, several coastal resorts, and many historic cities are also close enough for day trips.

Traditional heavy industries have now been largely replaced by the hi-tech and service sectors. One legacy of the town's industrial heritage is that the borough is made up of many villages separated by farm and common land.

Chesterfield has several pleasant suburbs and the hospital itself is located on an attractive green field site, two miles from the town centre.

Housing in the Chesterfield area is competitively priced and offers a wide range of choice, including both urban and rural locations.

There are several high-performing state schools in the town, as well as several excellent private schools, situated across the wider region.

In addition to local shops and complexes, Meadowhall Shopping Centre is within easy travelling distance and is one of the largest and most up to date in Europe, attracting some 30 million visitors each year.

The city of Sheffield is only 9 miles away and hosts two universities, one with a medical and dental school. The city is now a national centre for entertainment, leisure and sport, and home to two theatres as well as an Arena, which is a major entertainment and sporting venue and is home to the Sheffield Steelers Ice Hockey team.

There are also superb international standard sporting facilities including Ponds Forge Swimming and Leisure Complex, iceSheffield and the English Institute of Sport, to name but a few.



## **Section 5**

### **VISITING THE HOSPITAL**

Candidates are invited to visit by direct appointment once shortlisted. Should you wish to arrange an appointment please contact:

**Mr Jeevan Chandrasenan**

Clinical Director, Trauma & Orthopaedics  
Chesterfield Royal Hospital NHS Foundation Trust  
[jeevan.chandrasenan4@nhs.net](mailto:jeevan.chandrasenan4@nhs.net)

**Mr David Wood**

Revision Arthroplasty Lead  
Chesterfield Royal Hospital  
[david.wood22@nhs.net](mailto:david.wood22@nhs.net)

**Nicole Galliford**

Interim Service Manager  
Chesterfield Royal Hospital NHS Foundation Trust  
[nicolegalliford@nhs.net](mailto:nicolegalliford@nhs.net)

## Section 6

### PERSON SPECIFICATION

<b>Department:</b> Surgical Division	<b>Job Title:</b> Orthopaedic Consultant	Whole Time [X] Hours 40	Permanent [X]
<b>SHORTLISTING CRITERIA RELEVANT TO THE JOB</b>	<b>ESSENTIAL</b> ( <i>Requirements necessary for safe and effective performance in the job</i> )	<b>ADDITIONAL/USEFUL</b> ( <i>where available, elements that contribute to improved/immediate performance in the job</i> )	
<b>PROFESSIONAL QUALIFICATIONS</b>	<p>MBChB or equivalent medical qualification</p> <p>Full registration with the GMC with a licence to practise and entry on GMC specialist Register or within six months of receipt of Certificate of Completion of Training (CCT) at time of interview.</p>	Specialist interest or additional qualifications in other areas of specialty.	
<b>EXPERIENCE</b> ( <i>previous/current work or any other relevant experience</i> )	<p>Completion of at least 1 revision hip and knee arthroplasty fellowship</p> <p>Ability to demonstrate trauma expertise in hip and knee and general trauma.</p> <p>Ability to take full and independent responsibility for clinical care of patients</p>	<p>NJR clinician feedback and track record</p> <p>Experience in a similar post.</p>	
<b>COMMUNICATION SKILLS</b>	<p>Communicate effectively with multi- professional colleagues to ensure a professional relationship.</p> <p>Communicate effectively with patients, relatives, nurses, and other staff groups.</p> <p>Caring attitude towards the patient.</p>	<p>Motivation skills, leadership skills and flexibility.</p> <p>Good feedback from patients and staff</p>	
<b>FURTHER TRAINING</b>	Sound knowledge of NHS and Local Authority structures and systems.	Knowledge of research processes.	
<b>SPECIAL SKILLS/APTITUDES</b> ( <i>Computer literate/special interests</i> )	<p>Clinical supervision experience/skills</p> <p>Ability to cope with stressful situations.</p>	Ability to undertake training/mentoring of clinical staff and enthusiasm for education.	
<b>OTHER FACTORS</b> ( <i>Publications/Presentations</i> )	<p>Publications in chosen sub-specialist field</p> <p>Quality/audit project experience.</p> <p>Experience of participation in CPD.</p> <p>Basic IT skills</p> <p>Organisational ability</p> <p>Reliability and punctuality.</p>	<p>Knowledge of enhanced recovery pathways and daycase arthroplasty</p> <p>Previous experience of using online patient record system e.g., SystemOne, Careflow</p> <p>Completion of service improvement in arthroplasty</p>	