



The ICENI Centre

JOB DESCRIPTION

ICENI Trauma & Orthopaedic Fellowship Knee & Hip

BASED AT COLCHESTER GENERAL HOSPITAL

**Colchester General Hospital
Turner Road
Colchester
CO4 5JL
Essex
United Kingdom**

Invitation to apply

The ICENI Centre International Fellowship will offer any orthopaedic specialty training but specifically in complex knee surgeries. There would be an opportunity to gain experience in other sub-specialties such as hip surgery, upper limb, foot/ankle surgery and paediatrics.

Contact details for discussion about the role:

Mr Tim Parratt: Consultant Orthopaedic Surgeon, Lead for Robotics and Knee Revision Surgery and Unit Training Director

Mr Mabs Alam: Consultant Orthopaedic Surgeon & Educational Lead

1. Introduction

East Suffolk and North Essex NHS Foundation Trust (ESNEFT) www.esneft.nhs.uk

ESNEFT was formed on 1 July 2018 from a merger of Colchester Hospital University NHS Foundation Trust and The Ipswich Hospital NHS Trust. ESNEFT is one of the largest NHS organisations in the region, employing over 10,000 staff and serving a population of almost 800,000 residents. As a large Trust we hope that can develop new services and provide the latest treatments locally.

For our staff and our patients, we have the same philosophy: time matters. This way of working will remove unnecessary stress and frustration caused by the systems we use and the way we work. We will concentrate on removing or improving the things we do that don't work for our patients. For our staff, this means more time to care for patients and greater opportunities to develop skills and experience.

To be the best, we need to attract and keep the best staff. Our size puts us in a strong position to grow, providing more of the latest services. Our scale provides exciting opportunities for development, innovation, research, education and training. Support from technology and logistics will help us see patients at the right time.

Our Trust will provide you with great opportunities to develop skills and experience, and our time matters philosophy will help us to see patients at the right time, attract and retain the best people and provide the latest treatments locally.

Our vision for the future is simple: to provide the communities we serve with excellent healthcare and build a better future for east Suffolk and North Essex. We look forward to you joining us and being part of this vision.

So, if your ambition matches ours, it's time to work together.

The Trauma & Orthopaedic department

There are currently 30 Trauma and Orthopaedic Consultants across both Colchester & Ipswich Hospitals offering the full range of management of all trauma and orthopaedic problems, including upper limb, paediatric, foot/ankle, hip and knee surgery.

ICENI Centre www.icenicentre.org

The ICENI Centre is a purpose-built medical education and training centre based at Colchester Hospital. The Centre delivers training both on-site and remotely using state of the art augmented and virtual reality simulation equipment in robotic surgery, laparoscopy, hysteroscopy, endovascular, ophthalmology and endoscopy. Our educational portfolio also includes courses using cadaveric and animal tissue, live surgery events and online events for thousands of learners.

The East Anglian Simulation and Training Centre, based at Ipswich Hospital, has a suite of simulation rooms providing multidisciplinary healthcare education using high fidelity patient manikins and a clinical skills lab for wet tissue courses.

Colchester www.visitcolchester.com

Colchester (Roman name Camulodunum) is the former capital of Roman Britain and the 'Oldest recorded town in Britain' with a wealth of history to explore, including the landmark Norman era Castle. It is also a thriving and vibrant place to live and work. Offering great transport links to London, Colchester is also very close to the coast and the beautiful and peaceful 'Constable' countryside. Colchester is a vibrant town offering a great lifestyle for families and young professionals alike, with more affordable housing than city areas, highly rated schools, one of Europe's best Zoos and great shopping. Some of the very best state and independent schools in the country are to be found in the area.

1.0 Post and Job Summary

JOB TITLE:	Whole-Time ICENI International Fellow in Orthopaedic & Trauma – Knee & Hip
GRADE:	Clinical Fellow (Specialist Registrar Level)
DEPARTMENT:	Surgery
ACCOUNTABLE TO:	Medical Director
REPORTS TO:	Clinical Lead
HOURS:	Basic 40 hours (averaged) per week plus out of hours supplement
LOCATION:	Colchester General Hospital
START DATE:	2022

PRINCIPAL ACTIVITIES:

Clinical

The post-holder's duties will be based primarily at Colchester General Hospital, but their presence may from time to time be required in other parts of the Trust and there will be opportunity to access expertise at Ipswich Hospital.

The Post

This job involves working in different posts, rotating every 6 months, within the Trauma & Orthopaedic department as an ICENI Centre International Fellow (Specialist Training level). You would work alongside specialist trainees from the region and be part of the specialist trainee on-call rota (although this may not be immediately).

This post is suitable for doctors with a minimum mid-level registrar/specialist trainee experience, although higher levels of competencies can be suitably accommodated. It is suitable for persons who are already on a path towards being an orthopaedic surgeon. This post is ideal for those who are seeking advanced level training and experience in orthopaedic trauma.

The clinical development will be combined with supervised and directed non-clinical activity linked to an area of mutual professional interest (for both the applicant and ESNEFT) including (but not exclusively) research activity, clinical teaching, quality improvement and safety, management and leadership development or informatics.

Duties of the Post

The fellow will be assigned to a named Clinical Educational Supervisor (Mr Mahbub Alam or Mr. Tim Parratt) within the Orthopaedic Trauma Unit for six months blocks. Within a 40hr contract, each fellow will contribute approximately:

- Supervised clinical activity within theatre of approximately 3-4 half-day sessions per week
- Supervised clinical activity within out-patient clinics of approximately 3 sessions per week
- Research and CPD activity of approximately 1 sessions per week
- Participation on the second-on-call orthopaedic trauma rota
- Involvement in clinical teaching of ST/FY doctors and medical students
- Participation in assessment, appraisal and revalidation activity
- Managing trauma patients while on-call, on wards and attending trauma calls as necessary

The Trust

We are part of the largest NHS Trust in the Eastern Region. Colchester General Hospital has an excellent reputation for its teaching and the Orthopaedic department was the 'Training Hospital of the Year' 2019 for the East of England Region. Practical experience is supported by regular educational sessions and activities in the Post Graduate Centre. There is also an enthusiastic Doctors Mess which encourages a wide range of interests. The ICENI Centre also runs Arthroscopy and Soft Tissue Knee courses which you will be participating in.

We have recently acquired two robotic knee systems. The most recent one, the Smith and Nephew CORI system is one of only three in the UK. Mr. Parratt and Mr. Alam are among only a handful of surgeons to have used this piece of technology and stand to become two of the biggest users in the country. We are currently moving to become a tertiary level knee revision surgical hub. In addition, in 2023, we will be opening a brand new purpose built orthopaedic centre, which will be the newest and one of the biggest in the UK.

Colchester offers all the advantages of urban living with easy access to the beautiful Essex & Suffolk countryside with over 50 miles of coastline. Colchester is a modern and vibrant town with something for everyone – from excellent shopping and nightlife to nearby beautiful beaches and countryside. Colchester is a prime location, close to London, the east coast and has easy access to the continent.

2.0 Key Information about the Post, Duties and Responsibilities

GENERAL

The post-holder will:

- Work with colleagues to provide a service with the highest standard of care
- Work with the multi-professional team following care pathways and clinical guidelines
- Follow and maintain good working practices

POST SPECIFIC

This post has been created to provide training and exposure to both standard and advanced knee surgery techniques. This would allow for a high level of experience prior to applying for the FRCS (Trauma and Orthopaedic) examination or for applying for completion of training. It is not intended for this attachment to be a 'post-CCT' fellow. There will also be the opportunity to gain experience in and an understanding of NHS management.

The post-holder will attend theatre sessions, outpatient clinics and MDT meetings with consultant orthopaedic surgeons, as well as perform ward rounds. There is an excellent education programme, including departmental teaching, journal club, discussion of complex cases, knee surgery review meetings and complex/knee infection MDT meetings.

Monthly mortality and morbidity meetings are designed to maximise learning from cases presented. These meetings also allow opportunity to present audits and quality improvement projects.

ADMINISTRATION/RESEARCH

During the course of the appointment the Fellow may undertake research studies. The incumbent will be expected to participate in case presentations and audit activity.

Participate in the undergraduate teaching programme.

The fellow will be expected to assist in the administrative duties of the firm.

ARRANGEMENTS FOR LEAVE

Your entitlement to annual leave will be 32 days per annum.

- Six weeks' notice of leave must be given – any request for leave without this period of notice may be refused.
- Leave request forms must be submitted for approval to the appropriate Consultant, Clinical Lead and Service Manager. Unsigned or incorrectly submitted forms will be returned without approval which may delay your leave confirmation.
- Leave will not be granted unless/until an annual leave request form has been approved by the Consultant/Service Manager / Clinical Lead.
Please do not assume your leave has been approved until you receive a confirmation.
- Leave requested for the first or last week of your appointment is not usually approved.
- Please refer to specialty guidelines for rules governing numbers allowed to be absent at any one time, leave when on the on-call rota etc.

3.0 Training and Postgraduate Education

Induction

An induction programme will be organised for you on commencement of the post.

General

There is an excellent Postgraduate Medical Centre with a lecture theatre. The Centre includes seminar rooms and with a small but extensive library on a site adjacent to Colchester General Hospital. The Library supplies books, journals, some interactive software and access to electronic bibliographic databases and journals.

Time will be allowed for the appointee to attend meetings etc. for the purposes of Continuing Medical Education.

The post-holder will be required to participate in programmes for teaching medical students and training junior doctors. It is expected that this will be an integral part of everyday clinical activity.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs.

Research

The post holder will be encouraged to submit abstracts and present at regional and national meetings.

Person Specification

Speciality Fellowship in Trauma & Orthopaedics - Knee

Entry Criteria	Essential	Desirable
Qualifications	MBBS or equivalent medical qualification MRCS or equivalent	Intercalated BSc, BA, BMedSci or equivalent Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree) Postgraduate qualifications achieved in other specialities
Eligibility	Eligible for full registration with the GMC at time of appointment Provide evidence of previous general medical training within or outside the UK and EU.	Previous SHO/CMT/IMT/ST1-2 or equivalent T&O post experience
Fitness To Practise	Is up to date and fit to practise safely including ALS or commitment to achieve within 6 months of commencing post	
Language Skills	All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues. Candidates need to demonstrate knowledge of English by obtaining an overall score of 7.5 (with minimum scores of 7.0 in each section) in speaking, listening, reading and writing in the 'Academic' test of the International English Language Testing System (IELTS), or a minimum grade 'B' in each testing area (speaking, listening, reading and writing) in the Occupational English Test (OET). Please note IELTS and OET certificates are valid for only two years.	Demonstrates adequate written and oral communication skills to manage the full range of patient interactions
Health	Meets professional health requirements (in line with GMC standards/Good Medical Practice)	

Career Progression	Ability to provide complete details of employment history Evidence that career progression is consistent with personal circumstances Evidence that present achievement and performance is commensurate with totality of period of training	
Clinical Skills	Clinical Knowledge & Expertise: Capacity to apply sound clinical knowledge & judgement Able to prioritise clinical need	Evidence supporting good manual dexterity and hand eye coordination. Successful completion of relevant skills or accreditation courses
Academic / Research Skills	Demonstrates understanding of the principles of audit & research	Research: Participation in research in medicine Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, grants, publications, presentations, other achievements Audit: Evidence of active participation in audit in relevant to T&O and general medicine <ul style="list-style-type: none"> • Completion of audit cycle. • Presentation of completed audit project Teaching: <ul style="list-style-type: none"> • Evidence of participation in a teaching course or achievement of a teaching qualification
Probity	Professional Integrity & Respect for Others: <ul style="list-style-type: none"> • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality & ethical issues 	
Commitment to the speciality	Learning & Personal Development: <ul style="list-style-type: none"> • Demonstrates interest and realistic insight in the field of T&O • Demonstrates self-awareness & ability to accept feedback • ATLS certification • AO principles certification 	Evidence of: <ul style="list-style-type: none"> • Extracurricular activities/ achievements relevant to T&O • Attendance at clinical simulation centre • Active involvement with The Royal College of Physicians or equivalent • Affiliation to professional societies relevant to T&O. • Commitment to own progress in the speciality

		<ul style="list-style-type: none">• Demonstrates self-learning approach to continued knowledge and skills acquisition• Demonstrates commitment to pursuing specialty training in T&O.• Demonstrates an understanding of the NHS
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4.0 General Terms and Conditions and Information

Applicants must have full GMC registration with a licence to practice.

The post is covered by the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales).

Salary scale – as per current Whitley Council rates MC53 pay scale (Part-time staff will be paid pro-rata)

Candidates will be required to complete a Health Statement and the Trust may require an officer to pass a medical examination as a condition of appointment.

Because of the nature of the work of this post it is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) 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 the Trust. Any information should be sent to the Trust Medical Director in an envelope marked for his/her personal attention and will be completely confidential and be considered only in relation to an application for positions to which the order applies.

'The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues' (Chief Medical Officer, December 1996). All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.

Counselling

The incumbent's pastoral and professional supervisor will be his/her supervising consultant, but where conflict might arise the Director of Medical Education will take his place or, when appropriate, nominate a non-medical counsellor.

Medical Negligence

The post-holder agrees to:

- Co-operate fully with The Trust and its Legal Advisors in the investigation of any Patient Complaint/Incident involving but not limited to any allegation of negligence or misconduct on the part of the post-holder.
- To provide The Trust, on request, with a full written statement concerning the said Patient Complaint/Incident.

Clinical Governance

The post-holder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management, quality improvement activities as required by the Trust, and external accrediting bodies.

Management

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/she will undertake the

administrative duties associated with the care of his /her patients and the running of his/her clinical department under the direction of the lead clinician and/or directorate chair.

Admissions Policy

The responsibility for identifying available beds rests broadly with the Administrator/On-Call Manager but the responsibility for allocating patients and agreeing which bed to use rests with the On-Call Doctor.

Hours of Duty

The post-holder should be prepared to perform duties in occasional emergencies and unforeseen circumstances. Commitments arising in such circumstances are however, exceptional, and the post-holder will not be required to undertake work of this kind for prolonged periods or on a regular basis.

Infection Control

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA.

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

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and/or between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to patients have a duty to contact Health & Wellbeing Department.

Amending the Job Description

It is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the post-holder. This will be done in consultation with the post-holder and it is hoped that agreement can be reached to any reasonable changes.

Confidentiality

The post-holder must at all times maintain complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The post-holder must respect patient named confidentiality in keeping with "Caldicott principles".

Data Protection

The post-holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

General

The duties and responsibilities described in the Job Description are intended to be indicative but not exhaustive of the responsibilities of the post-holder. As the Trust develops, the requirements of the job may change and the post-holder is expected to adapt to these changes.

5.0 At Our Best Programme

We strive to provide excellence by valuing; listening and learning from the patients and carers we serve to ensure we provide a service that genuinely meets their needs.

The Trust is serious about providing the best possible healthcare to its patients. It has embarked on a scheme called 'At our Best' which recognises that inspired staff provide better services to patients. To achieve this goal we expect the following behaviours from staff:

Be welcoming by:

Be courteous, polite and introduce yourself
Value and treat everyone as an individual

Be kind by:

Be compassionate, thoughtful and gentle
Respect peoples dignity, and privacy
Be respectful to colleagues

Be involving by:

Listen, answer questions and explain clearly
Keep people including colleagues informed and involved

Be responsive by:

Be attentive, offer to help, keep your word
Respond quickly and value patients' and colleagues time

Be professional by:

Be calm and reassuring so patients feel safe
Set standards, work as a team, seen to be clean

Be the difference by:

Choose a positive attitude, look for solutions
Praise good work, speak up about poor care or negative behaviours

Leadership Behaviours

