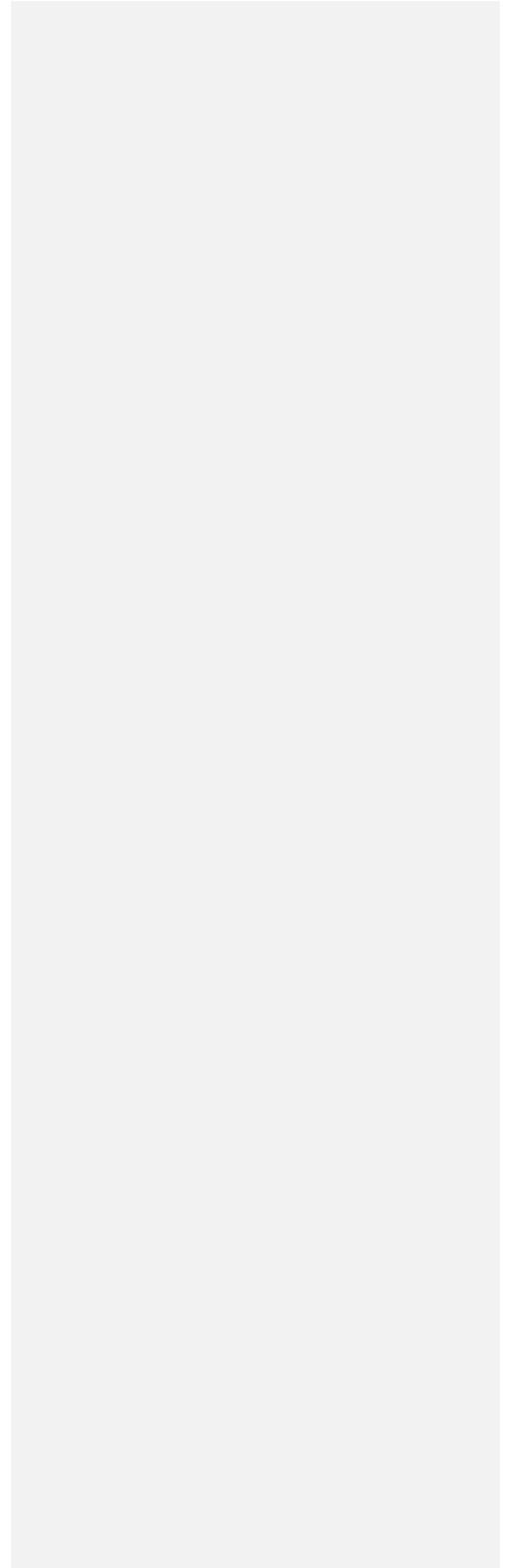


**Liverpool University Hospitals NHS Foundation Trust**

**FELLOWSHIP IN FOOT AND ANKLE SURGERY**



Liverpool University Hospitals NHS Foundation Trust wishes to appoint an Foot and Ankle Fellow in Trauma and Orthopaedics from August 2021.

The person appointed will be based at the Liverpool University Hospitals NHS Foundation Trust and will be a member of the Directorate of Surgery.

Further details of the post follow and include: -

1. Details of post
2. General information about the area.
3. General information about the Trust's hospitals.
4. Description of the Orthopaedic and Trauma Department
5. Person Specification
6. General Provisions, Summary of Main Conditions of Service.
7. Arrangements to visit the Unit

Deleted: ¶

## **Section 1 – Details of Post**

Applications are invited for the post of Foot and Ankle Fellow. This is a six to twelve month post. The goal of the Fellowship is to take an Orthopaedic Surgeon who is accredited, or is within one year of completion of training and, in a 6 or 12 month training programme, take them to a level at which they are capable of an independent practice in orthopaedics, specialising in foot and ankle surgery.

This fellowship is recognised for training but does not attract NTN. It's aimed at post CCT candidates wishing to gain further experience in Foot and Ankle Surgery, with a view to seeking a consultant post with this specialist interest. Service development may involve some alteration in the program during the attachment.

The Foot and Ankle Unit at University Hospital Aintree comprises of 7 Consultants 1 Foot and Ankle Fellow (this post), 2 research fellows (one senior and junior) and 1 ST. The Unit receives tertiary referrals from the Northwest and provides both elective and trauma services.

The post supports the clinical activity of Mr A Molloy and Mr L Mason as well as diabetic foot management. Although mostly elective based, there is exposure to foot and ankle trauma. There are additional weekend duties of 1 in 8 weeks weekend general trauma lists / trauma ward rounds. There is no on-call commitment.

You will undertake internationally regarded research with the benefit of senior academic support and may involve making grant applications and ethics proposals. During the post you will be expected to complete research and to prepare such research for presentation and publication. The fellow will be expected to achieve several publications during this post. Research will be both clinic and basic science based, through strong links with University of Liverpool. Other research could include, but is not limited to, NIHR funded multicentre RCT's, major trauma outcomes, gait analysis, movement analysis and patient related outcome measure scoring

Teaching sessions will involve case conference and didactic sessions. The fellow will be expected to attend national Foot and Ankle conferences and present research work at national and/ or international meetings. There will be regular assignment of seminal literature to read and learn.

The Fellow will be expected to provide collection of anonymised cases (pre and post-operative clinical photographs and radiographs) as well as keep a database of these images as per Trust information governance guidelines.

The Fellow will be expected to look after a PROMS database

## **Learning objectives of the post**

At the end of the Fellowship the following objectives should be achieved: -

Clinically assess, investigate and diagnose patients with foot and ankle symptoms and pathology in Outpatient Clinic.

Undertake the pre- and post-operative care of patients undergoing foot and ankle surgery on the ward.

Perform bunion correction using a scarf osteotomy or other osteotomies.

Perform a lesser toe correction using interphalangeal fusions, soft tissue releases and metatarsal osteotomies.

Perform first metatarsophalangeal joint fusions.

Assist and perform midfoot and hindfoot fusions as well as flatfoot corrections.

Assist and perform ankle arthroscopies with additional procedures such as lateral ligament reconstructions.

Assist and perform ankle arthrodesis and total ankle replacement.

Perform fixation of foot and ankle trauma including ankle fractures, Lis Franc injuries and calcaneal fractures.

Perform audit and research into foot and ankle surgery.

The weekly activities of the post include:

Two supervised outpatient clinics per week.

Four to six supervised operating lists per week

Senior review of in-patients

1 admin session

1 research session

#### Weekly Timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
am	Molloy theatre	Admin/ Mason Theatre	Diabetic list/Elective Theatre	Elective clinic	Elective List Alt
pm	Molloy theatre	Research/ Mason Theatre	Diabetic list/Elective Theatre	Elective Clinic	Elective List Alt

This job plan is correct at this time although may be subject to change

#### Appraisal and Job Planning

The appointee will be expected to undertake revalidation as proscribed by the G.M.C.

## **Section 2-North West Region, City of Liverpool, Sefton Borough and Their Environs**

Already boasting a worldwide reputation thanks to football and music, Liverpool's time as European Capital of Culture in 2008 has led to a new sense of confidence. Building on this success, this cosmopolitan city is attracting investment and offering a bright, positive outlook. Recent developments include the Liverpool One retail area and an 11,000-seater arena which has brought international entertainment names back to the city.

From the wide, flowing Mersey to the countryside and beaches beyond the suburbs, Liverpool sits at the centre of a vast area of beauty, culture and entertainment.

Liverpool's waterfront, home to the iconic Three Graces, Albert Dock and Pier Head, has UNESCO World Heritage Site status. The architecture is world-class, with more listed buildings than any city outside London, and two cathedrals which are major attractions in their own right - the Anglican Cathedral and the Metropolitan Cathedral. Tate Liverpool offers displays of international and contemporary modern art, while the city has eight national museums. The new waterfront Museum of Liverpool opens in 2010. Four theatres offer a range of contemporary, classic and touring productions, and the city's Philharmonic Orchestra is nationally-acclaimed.

South Sefton is the home of the Grand National Racecourse at Aintree and also embraces the Freeport of Liverpool.

The city is well-served by air (Liverpool John Lennon Airport and Manchester Airport, offering both budget and long-haul flights), rail, coach, ferry and excellent motorway links. There is easy access to the national parks, North Wales, the Peak District, the Lake District, as well as to the coasts of Lancashire and North Wales. For information on travel please contact the Liverpool City Tourist Information Centre on 0151 233 2008 or [www.visitliverpool.com](http://www.visitliverpool.com)

There are excellent schools for both sexes, including a variety of denominational schools in the private and state sector.

Excellent housing in pleasant suburbs near the sea and in rural areas is easily available, the cost of which is rather less than the national average.

The University Medical School and the Liverpool Medical Institution are based next to the Royal Liverpool Hospital, The city has a good transport infrastructure with all three hospitals very close to trains stations and inter-hospital staff buses.

### **Section 3- General information about the Trust's hospitals**

In November 2019, the previous hospital trusts, Aintree University Hospital NHS Foundation trust and the Royal and Broadgreen University Hospitals NHS Trust merged to form Liverpool University Hospitals NHS Foundation Trust. A strong collaboration had already existed between the organisations for many years, with both trusts already working together to deliver a range of services, including vascular and major trauma care. Prior to merger the combined services had approximately 12,500 employees, 207,000 annual admissions, 414,000 annual A+E Attendances and over a million annual outpatient attendances. The merged trust is now the main provider of general hospital services to adjacent catchments in Liverpool, which together cover a population of approximately 700,000 people, and deliver a portfolio of specialist services to a regional population of over two million. There are twelve CCGs across the footprint and nine local authorities, served by one ambulance service, the North West Ambulance Service (NWAS).

The merging of the hospital trusts is maintaining the vision for healthcare as part of the greater vision for the Liverpool city region with the new Royal Hospital being built adjacent to the University of Liverpool in the city's Knowledge Quarter. The Knowledge Quarter brings together the city's key partners to collaborate in a creative environment and close the economic gap with London. It is home to the largest cluster of science, health, education, digital and cultural expertise in the region and in addition to the new Royal Hospital will be home to the new Clatterbridge Cancer Centre and the new headquarters for the Royal College of Physicians. As a key partner in Liverpool Health Partners (LHP), a strategic partnership of nine NHS organisations and three Higher Education Institutions, creating an Academic Health Science System (AHSS) for the Liverpool city region, the merged Trust would further support the alignment of biomedical and applied health research strengths across academia and the NHS. These strengths are being focussed to address local population health needs and to support inward investment for Liverpool and the wider region. LUHNFT host a number of recognised centres of excellence which attract research and innovation into the city.

It is an exciting time of change for our trusts as we take the best of both organisations to deliver outstanding care for our patients. We also have a focus on staff, with an ambition to make the new organisation the best place for staff to train and work. Merger brings with it an opportunity to reconfigure services, provide more diverse opportunities for career development and attract more research funding, leading to enhancement of staff skills by delivering and performing more innovative treatments and taking part in clinical trials. Joining the trusts at this time is an opportunity to be involved in one of the most significant changes we will see in the local health service and to drive improvements in care.

## **Section 4-Description of the Orthopaedic and Trauma Services in LUHFT**

### **General**

LUHFT provides an Emergency Service to Liverpool. Our declared objective is to provide a comprehensive timely emergency service to care for all patients coming to the hospital with a recent injury or acute illness and that provision includes resuscitation, investigation, diagnosis, treatment and referral as appropriate to each patients needs.

### **The Orthopaedic Department**

Internationally renowned as a crucible of Orthopaedics, Liverpool was the home of the pioneers of orthopaedics and trauma surgery, Hugh Owen-Thomas, Robert Jones and Thomas Porter McMurray. The successful candidate will join a team of Orthopaedic professionals who remain committed to that culture of innovation today. It is based over three sites Aintree University Hospital and Royal Liverpool and Broadgreen University Hospitals. Trauma being dealt with at the Major Trauma site at Aintree with Elective services predominantly at Broadgreen Hospital.

The present staff comprises of over 40 consultants, 1 associate specialist, 12 fellows, 20 Specialist Registrars, and 17 core level doctors.

	Primary role	Additional clinical roles	Other roles
<b>Clinical Leaders</b>			
Mr James Fountain	Clinical Director	Hip arthroplasty, revision arthroplasty	
Mr Matt Kent	Clinical Director	Shoulder & Elbow Surgery. Revision surgery.	Metastatic Upper Limb Bone Service
Mr Simon Scott	Clinical Director Major Trauma	Major Trauma, Hip and knee arthroplasty, revision arthroplasty, pelvis and acetabular, ribs	
<b>Major Trauma</b>			
Lyndon Mason	Major Trauma	Foot and ankle, Trauma	Foot and ankle trauma lead, research lead role, University of Liverpool MSK System Lead
Mrs Sharon Scott		Major Trauma, Trauma, pelvis and acetabular, ribs	
Ben Fischer	Major Trauma	Limb Reconstruction	Medical student departmental lead role
Harry Rourke	Major Trauma	Trauma, Knee arthroplasty	

Cronan Kerin	Major Trauma		
David Melling	Major Trauma	Trauma, pelvis and acetabular, ribs, Hip arthroplasty	Trauma Lead, Foundation Year Lead
Raj Kumar Gangadharan	Major Trauma	Soft tissue knee and hip	
<b>Hand Surgery</b>			
Neil Walker	Hand Surgery	Trauma	Core Level Lead
Graham Cheung	Hand Surgery	Trauma	Audit lead, MCHOrth lead role
Danny Brown	Hand Surgery	Trauma	Research lead role
Matt Owen	Hand Surgery	Shoulder & Elbow Surgery	Governance lead
Ben Klass	Plastic and Hand Surgery		
<b>Shoulder &amp; Elbow Surgery</b>			
Helene Stevenson	Upper Limb	Hand Surgery & Trauma	
Matt Smith	Shoulder & Elbow Surgery		Shoulder & Elbow Lead
Inigo Guisasola	Shoulder & Elbow Surgery		
Peter Brownson	Shoulder & Elbow Surgery		
Dave Chan	Shoulder & Elbow Surgery	Trauma, LRS	STEC rep
Rish Parmar	Shoulder & Elbow Surgery	Hand Surgery & Trauma	Registrar Lead. STEC rep
Dimitrios Kotzamilos	Shoulder & Elbow Surgery	Trauma	
<b>Limb Reconstruction</b>			
Phillipa Thorpe	Limb Reconstruction	Trauma	Foundation Year Lead
Nikos Giotakis	Limb Reconstruction	Trauma	
Badri Narayan	Limb Reconstruction	Trauma	
<b>Soft Tissue Knee</b>			
Jo Banks	Soft tissue knee	Trauma, knee arthroplasty	Registrar Training Program Director
Damon Simmons	Soft tissue knee	Trauma, knee arthroplasty	
Cronan Kerin	Soft tissue knee	Trauma, knee arthroplasty	
<b>Arthroplasty</b>			
Saif Ul-Islam	Arthroplasty	Trauma	
Sanjay Kalra	Arthroplasty	Trauma	
Viju Peter	Arthroplasty		
Alasdair Santini	Arthroplasty		Research Lead
Paul Carter	Arthroplasty	Trauma	
Leo Verstraten	Arthroplasty	Trauma	
Andy Philipson	Arthroplasty	Soft tissue Knee	Lower Limb Lead

John Davidson	Arthroplasty		
Andy Taylor	Arthroplasty		
<b>Foot and ankle</b>			
Andrew Molloy	Foot and Ankle	Trauma	
Anjani Singh	Foot and Ankle	Trauma	Foot and ankle lead, medical student department lead
Siva Sirikonda	Foot and Ankle	Diabetic Foot	Diabetic foot lead
Gavin Heyes	Foot and Ankle	Diabetic Foot, Trauma	Core Level lead
Lucy Cooper	Foot and Ankle	Diabetic Foot, Trauma	
<b>Liverpool Metastatic Bone Service</b>			
Gunesakeran Kumar	Metastatic Bone Service	Arthroplasty, Revision arthroplasty, Trauma	
Birender Kapoor	Metastatic Bone Service	Arthroplasty, Revision arthroplasty, Trauma	
<b>Sarcoma Service</b>			
Qi Yin	Sarcoma Surgery	Shoulder & Elbow and peripheral nerve surgery	
Conoor Chandrashaker	Sarcoma Surgery	Foot and Ankle Surgery	
<b>Plastic Surgery Service</b>			
David Bell	Plastic Surgery	Reconstructive & Hand Surgery	
Maha Nagarajan	Plastic Surgery	Reconstructive Surgery	

Deleted: 1

## **Policies & Procedures**

- ◆ Adhere to Trust Policy and Procedure. See section 5 below for further information

## **Information Technology**

The hospital is making the most of the opportunities in IT. Since late 2010 a new modern PAS (developing into electronic record system), e prescribing, electronic orders, and an Electronic Data management system (scanning the back archive) have all been introduced. By mid 2012 there will be no historic paper records, no paper results (all acknowledged on line) and lots of other developments. The main MEDWAY-SIGMA system has been developed with our active input, and we remain actively involved in further developments. Linkages with departmental systems and collection of much more data on line are all expected within the next 18-24 months.

The hospital has invested in modern storage facilities on site and is installing rapid log on facilities and other aids to make it easier for those who are mobile around the site. In addition – off line access to the records and email is available via secure links so for example its possible to view a scan or to check on specific results from home when on call.

Training on our packages is available (usually as part of the induction process) – but in addition there is a 24/7 helpline available and also 24 hour service support.

With so much data – the trust has an expanding “business intelligence” unit that aims to produce much more data that are relevant to intra hospital clinical practice as well as for the standard central returns. All of this provides significant opportunities and clinicians are actively encouraged to take interest in and contribute to these developments.

### **Section 5-Person Specification**

	Essential	How measured	Desirable	How measured
Qualifications	<ul style="list-style-type: none"> <li>• MB ChB (or equivalent)</li> <li>• MBBS (or equivalent)</li> <li>• FRCS Tr&amp;Orth (or equivalent)</li> </ul>	Application form		
Registration	<ul style="list-style-type: none"> <li>• Full registration with the GMC and licence to practise (or eligible for)</li> </ul>	Application form		
Clinical Experience	<ul style="list-style-type: none"> <li>• Significant foot and ankle experience</li> <li>• Evidence of continuing medical education.</li> </ul>	Application form, logbook, interview  Application form and interview		
Teaching & training Experience	<ul style="list-style-type: none"> <li>• Experience of teaching to medical and nursing staff and other disciplines</li> </ul>	Application form and interview		
Clinical Governance experience	<ul style="list-style-type: none"> <li>• Understanding of NHS management structures and the principles of Clinical Governance.</li> </ul>	Application form and interview		
Management Experience	<ul style="list-style-type: none"> <li>• Willingness to participate in management activities</li> <li>• Understanding of financial arrangements in the NHS</li> <li>• Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures.</li> </ul>	Application form and interview.  Interview.  Interview		
Audit Experience	<ul style="list-style-type: none"> <li>• Thorough understanding of the principles of clinical audit.</li> <li>• Publication of audit</li> </ul>	Application form and interview.  Application form	Publication of audit results.	Application form and interview

	results.	and interview		
Research Experience	<ul style="list-style-type: none"> <li>• Understanding principles of research.</li> <li>• Proven track record in research.</li> <li>• Publication of research.</li> </ul>	<p>Application form and interview.</p> <p>Application form and interview.</p> <p>Application form and interview.</p>	Success in obtaining funding for research	Application from and interview
IT skills	<ul style="list-style-type: none"> <li>• Ability to use Microsoft office packages, e.g. word, excel, access &amp; powerpoint.</li> <li>• Ability to use patient information systems.</li> </ul>	<p>Application form</p> <p>Application form</p>		
Motivation	<ul style="list-style-type: none"> <li>• Ability to organise own time. Punctuality, Initiative.</li> </ul>	Interview.	Motivated to develop new services.	Application form and interview
Personal attributes	<ul style="list-style-type: none"> <li>• Ability to cope with stressful situations and undertake responsibility / able to work under pressure</li> <li>• Demonstration of good communication skills and leadership qualities</li> <li>• Ability to work as part of a multi professional team</li> </ul>	<p>Application form and interview</p> <p>Application form and interview.</p> <p>Application form and interview.</p>		

## **Section 6-General Provisions, Summary of Main Conditions of Service**

### **Disclosure & Barring Service (previously Criminal Records Bureau)**

The successful applicant will be required to undertake an enhanced DBS Disclosure check. Further information on the DBS is available on their website at <http://www.dbs.gov.uk/>.

The Appointee will be required to pay for the DBS Enhanced Disclosure.

This is a full time post and is governed by the National Terms and Conditions of Service of Hospital Medical and Dental Staff.

He/she may be required to undergo a medical examination at the discretion of the Trust. Failure to attend if requested may result in the contract being withdrawn.

The post is superannuable unless the post holder opts out of the scheme or is ineligible to join and remuneration will be subject to deduction of superannuation contributions in accordance with the National Health Superannuation Scheme.

All junior medical staff in the Trust accept that they will also perform additional duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant or other senior officer of the Trust.

Importantly, the Trust is committed to providing safe and effective care for patients. To ensure this and in accordance with the Trust Whistleblowing Policy, doctors must report concerns about the conduct, performance or health of colleagues. All medical staff, practising in the Trust, should ensure that they are familiar with the Whistleblowing Policy and adhere to it.

The post holder will be expected to keep themselves up to date with current knowledge & practice, to attend clinical meetings within the department & "in-service" training of other healthcare professionals.

### **General Statement & Obligations**

#### **a) Duties of the Post**

The duties above indicate the postholder's main responsibilities but are not exhaustive. They may be jointly reviewed with the postholder according to experience and to support service development.

**b) Business Continuity Plan**

The Trust is required to have robust emergency preparedness plans in place, to ensure the continuity of service in certain circumstances, e.g. major civilian disaster, business continuity incident. The Trust expects the post holder to be aware of their role in the event of such a significant disruption to Trust services. As a consequence of such circumstances the post holder may (within their scope of competence) be required to undertake a variation to their normal duties, normal base and / or hours of work as are reasonable and appropriate to maintain essential service provision.

**c) Policies & Procedures**

All employees must follow the Trust's policies and procedures. These cover all areas of work, both clinical and non-clinical. Some important areas applying to all employees are highlighted below. Your induction will cover key post-related policies. All Trust policies are available on the intranet.

**Safeguarding children and vulnerable adults**

All employees of Liverpool University Hospitals NHS Foundation Trust are required to act in such a way that at all times safeguards the health and well being of children and vulnerable adults. Familiarisation with and adherence to the Trust's Safeguarding policies is an essential requirement of all employees as is participation in related mandatory/statutory training

**Infection Control**

All staff have both duty and responsibility to prevent the spread of infection within the hospitals.

The postholder must:-

- Take all reasonable care to minimise the likelihood of healthcare-associated infections occurring to patients, visitors and staff (including you) as a consequence of actions and/or omissions at work;
- Co-operate with the Trust in ensuring that all statutory and other requirements are complied with – in particular, compliance with the Health Act 2006: Code of Practice for the prevention and control of healthcare – associated infections, this includes undertaking mandatory training in infection control and compliance with all Trust Infection Control policies relevant to the post, particularly with regard to the hand hygiene policy.

- Be knowledgeable and compliant with the Trust's infection control policies and procedures, which includes attendance at mandatory training.

#### **Health and Safety/Risk Management**

Employees must take reasonable care of the health, safety and welfare of themselves and others. Employees must report promptly any risks, including all incidents, near misses and hazards.

#### **Confidentiality of Information & Data Security**

Strict confidentiality rules apply to patients, colleagues and Trust business. Confidentiality for patients lasts indefinitely and continues even if you leave the employment of the Trust.

#### **Equality & Diversity**

The Trust is pro-diversity and anti-discriminatory. Trust policies prohibit discrimination, victimisation, bullying or harassment. The Trust is committed to treating people equally, whether they are patients, colleagues, suppliers or other customers.

#### **Valuing People/Standards of Conduct and Behaviour**

Employees are personally accountable for their actions at work, and must promote high standards of care and behaviour in line with our Trust Values. All employees must deliver reliable and effective customer care.

#### **Non-Smoking Policy**

No employee is allowed to smoke while on duty. If you wish to stop smoking then the Trust can provide free help. Please ask your manager about this.

#### **Probationary period**

The successful candidate will be subject to the Trust's Probationary Period policy, which is three months for this appointment.

**Section 7-Arrangements to Visit the Unit**

Applicants or prospective applicants are encouraged to visit the Hospital and to meet prospective colleagues. Arrangements for visiting may be made with:

Mr A Molloy – Consultant Orthopaedic Surgeon  
Professor L Mason - Supervising Consultant Orthopaedic Surgeon

Tel: 0151 529 2941