

**Aintree University Hospital NHS Foundation Trust  
Designated Major Trauma Centre for Cheshire  
and Merseyside**

**FELLOWSHIP IN FOOT AND ANKLE SURGERY**

Aintree University Hospitals NHS Foundation Trust wishes to appoint a Trauma fellow in Trauma and Orthopaedics from February 2018 to February 2019

The person appointed will be based at the University Hospital Aintree (formerly Fazakerley Hospital) and will be a member of the Directorate of Surgery.

Further details of the post follow and include: -

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

## **Section 1**

### **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 a 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.

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 within 20 minutes drive, making the Trust easily accessible for undergraduate and postgraduate rotations. The city has a good transport infrastructure, and University Hospital Aintree is just yards from Fazakerley Railway Station.

## Section 2

### **Aintree University Hospital NHS Foundation Trust**

Aintree University Hospital NHS Foundation Trust provides general acute health care to a population of 330,000 people in North Merseyside and surrounding areas, and also works with a range of partners to provide services in the community. Aintree University Hospital is a major teaching hospital of the University of Liverpool and its tertiary centres provide specialist services to a much wider population of around 1.5 million in Merseyside, Cheshire, South, Lancashire and North Wales.

Aintree serves a population which has some of the most socially deprived communities in the country, with high levels of illness. Merseyside has some of the worst rates for heart disease and cancer in the UK, and has also been associated with a culture among patients of low empowerment over their health.

Aintree is a large hospital providing Accident & Emergency services and a wide range of acute and non-acute specialties, in addition to outpatient and day surgery services. Aintree's services are managed through Clinical Business Units grouped within three main Divisions – Medicine, Surgery and Clinical Support Services. Specialist services are provided in Respiratory Medicine, Rheumatology, Maxillofacial and Liver Surgery.

The University of Liverpool's School of Clinical Sciences has a major presence at Aintree, including Metabolic Medicine, Surgery, Oncology, Head & neck, Endocrinology/Weight Management, Thoracic Medicine and Rheumatology. The Trust is a recognised centre for multidisciplinary health research and enjoys strong relationships with the University of Liverpool, Edge Hill University, Liverpool John Moores University and other NHS Trusts. The Trust is a core member of Liverpool Health Partners, the Cheshire & Merseyside Academic Health Sciences System.

Aintree is the Cheshire and Merseyside Major Trauma Centre, and a link bridge has been created to the adjacent Walton Centre to support the swift transfer of patients with head and spinal injuries. A £20 million programme has finished to create state-of-the-art Urgent Care and Trauma facilities. Aintree has invested £100 million in the site since being accredited as a Foundation Trust in 2006, including creating the Elective Care Centre to support the transfer of day surgery and outpatients from the former Walton Hospital.

Aintree is increasingly working closely with other NHS organisations and GPs, and, in partnership, provides a range of services including the regional weight management and community alcohol management services.

A new clinical leadership structure was introduced in 2012, ensuring that the clinical voice helps shape Aintree's strategic developments and decisions.

Aintree is one of the largest employers locally with more than 4,800 staff and has a close working relationship with staff through the Partnership Forum. We are proud of our links to our local community, through our Governors and FT members.

Aintree has more than 700 inpatient beds and in 2015/16 had income of £314 million. Each year, Aintree manages more than 86,000 spells of inpatient and day case care, more than 415,000 outpatient attendances and around 153,000 attendances to the Accident and Emergency Department.

The Trust is a recognised centre for multidisciplinary health research and enjoys close collaboration with the University of Liverpool and other major Trusts. The Trust is also part of the HIECC (Health Innovation and Education Cluster).

#### Education, Teaching and Research

The Aintree University Hospitals NHS Foundation Trust has a strong commitment to and an excellent reputation for teaching and research, providing facilities for Undergraduate and Postgraduate clinical teaching and research for the University of Liverpool, with which there is a close relationship. The Trust makes a major contribution to the teaching and training of medical students and postgraduate doctors.

The strong links with the University of Liverpool have been forged consistently over the past few years, as the Trust's academic base has developed and strengthened. There are currently five full 3 honorary and 2 emeritus University of Liverpool Professors, together with eight full-time Senior Lecturers based at Aintree University Hospitals NHS Foundation Trust. The University of Liverpool rheumatology, respiratory medicine, diabetes and endocrinology, head and neck surgery and health outcomes research groups are based exclusively on the Aintree site, There are also developing links with Edge Hill University, with a Chair of Evidence-based practice research at Aintree. Staff at Aintree (both University and NHS-funded) are highly research-active: with international reputations, success in raising external grant income in excess of £1 million and extensive publications in high-profile peer-reviewed journals each year. These appointments play a vital part in the Trust's intention to enhance its academic profile further and develop effective links between primary and secondary care. The Foot and ankle unit has a strong record in research and has ties with several University departments, producing large volumes of clinical and basic science research. Both Andy Molloy and Lyndon Mason are Honorary Clinical Senior Lecturers

Aintree is a founder member of Liverpool Health Partners, an exciting new Academic Health Sciences system collaborative initiative for the region – contributing strongly to three of the four themes and hosting the forth, the musculoskeletal diseases clinical academic program.

The Department of Medical Education led by Ms L Davies has four Clinical Tutors, a Local Foundation Programme Director, Royal College Tutors and administrative staff. The Department with its forward looking and innovative approach to medical education, has an excellent reputation for the delivery of undergraduate and postgraduate education programmes. It always receives very positive reports and feedback during annual assessment visits and is praised for its pastoral support. Aintree is one of the main undergraduate teaching sites for the University of Liverpool. It supports clinical attachments from years 2 and above and in all manages in excess of 3000 student weeks. There are approximately 300 postgraduate Trainee doctors who are on a variety of Deanery rotations. A varied programme of lectures and seminars in a wide variety of specialties is organised by the Department of Education and these are well supported

by Hospital medical staff. There are monthly clinical Grand Rounds, and Clinical Audit meetings are held regularly.

The Clinical Sciences Centre at Aintree University Hospitals NHS Foundation Trust is one of the most important developments in the history of the Trust and represents a partnership between Aintree University Hospital NHS Foundation Trust, the Walton Centre for Neurology and Neurosurgery NHS Trust, the University of Liverpool, Edge Hill University and the Pain Relief Foundation.

The Clinical Sciences Centre for Research and Education houses research laboratories, a clinical trials suite and offices for University of Liverpool staff based at Aintree and the Walton Centre for Neurology and Neurosurgery NHS Trust. In addition, the new building embraces the Directorates of Research and Development and Medical Education, comprising offices, seminar rooms and undergraduate facilities. The Centre has a Lecture Theatre, with a capacity of 225, fully equipped with audio visual aids, the facility for video-conferencing and an exhibition hall. The Centre has already become a popular venue for a number of national meetings, seminars and symposia.

The Library and Information Resource Centre, on the first floor of the Clinical Sciences Centre, provides a multidisciplinary service including reference and lending collections from the School of Health Studies, the Postgraduate and Walton Centre libraries, and includes network and stand-alone electronic information services, including CD Rom and on-line databases. Client training and support services, including interactive workbooks, electronic information/self study packages, group training sessions and on screen printing can be provided. Remote access to the information system is available outside opening hours at designated locations within the hospital.

## **Section 3**

### **Description of the Orthopaedic and Trauma Services in Aintree Hospitals**

#### **General**

Aintree Hospitals provides an Emergency Service to the Northern section of Liverpool and that service is centred at University Hospital Aintree. 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**

The orthopaedic and trauma surgery service is located at University Hospital Aintree and provide both acute and elective services.

The present staff comprises 19 consultants, 1 associate specialist, 2 fellows (Trauma fellow- this post and Foot fellow) 10 Specialist Registrars, 1 Staff Grade, 4 CT1-2, 4 F2 and 2 F1 doctors.

- Mr C Butcher. Consultant Trauma and Orthopaedics. Foot and Ankle surgery.
- Mr P Carter. Consultant Trauma and Orthopaedics. Hip and Knee revision surgery.
- Mr D Chan. Consultant Trauma and Orthopaedics. Upper Limb Surgery.
- Mr R Evans. Consultant Trauma and Orthopaedics. Hand Surgery.
- Mr B Fischer Consultant Trauma and Orthopaedics. Lower Limb Surgery
- Mr J Fountain (Clinical Director Trauma and Orthopaedics) Consultant Trauma and Orthopaedics. Hip and Knee revision surgery.
- Mr C Kerin. Consultant Trauma and Orthopaedics. Knee and soft tissue surgery.
- Mr L Mason Consultant Trauma and Orthopaedics Foot and Ankle Surgery
- Mr D Melling (Orthopaedic Trauma Lead) Consultant Trauma and Orthopaedics Lower Limb Surgery/Pelvic Surgery
- Mr A Molloy. Consultant Trauma and Orthopaedics. Foot and Ankle surgery.
- Mr S Montgomery. Consultant Trauma and Orthopaedics. Knee Surgery.
- Mr M McNicholas. Consultant Trauma and Orthopaedics. Knee and soft tissue surgery.
- Mr M Owen Trauma and Orthopaedics. Upper Limb Surgery
- Mr B Pennie. Consultant Trauma and Orthopaedics. Spine Surgery
- Mrs S Scott Consultant Trauma and Orthopaedics. Hip and Pelvic Surgery.
- Mr S Scott.(Clinical Director – Major Trauma) Consultant Trauma and Orthopaedics. Hip and Knee revision surgery/Pelvic Surgery.
- Mr D Simmons. Consultant Trauma and Orthopaedics. Knee and soft tissue.
- Ms H Stevenson. Consultant Trauma and Orthopaedics. Upper Limb Surgery.
- Mr N Walker Consultant Trauma and Orthopaedics. Upper Limb Surgery
  
- Mr L Verstratan. Associate Specialist Lower Limb Surgery.

## **The Foot and Ankle Unit**

The Foot and Ankle Unit at University Hospital Aintree comprises of 4 Consultants and 1 Associate Specialist supported by 2 STR trainees, 1 Foot and Ankle Fellow (this post), 1 CT and 1 F2 doctor. The Unit receives tertiary referrals from the Northwest and provides both elective and trauma services.

This is a 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 12 (or possibly 6) 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 post supports the clinical activity of Mr A Molloy and Mr L Mason. There is no on-call commitment. The candidate will have time for research and access to a research clinic. The post offers both directly supervised operating and independent operating time (with available Consultant support) to practise acquired Surgical skills. The post holder will have the opportunity to see new patients in his/her own clinic, consistent with his/her experience. The Fellow will backfill theatre lists as required

Teaching sessions will involve case conference and teaching 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.

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 supervises outpatient clinics per week.

Five/six supervised operating lists per week (including half a session of trauma operating).

Daily senior review of patients

1 admin session

1 research session

### Weekly Timetable

Monday	Tuesday	Wednesday	Thursday	Friday
(am) Theatre	(am) Theatre	(am) Clinic/trauma theatre	(am) Clinic	(am) Theatre/Research
(pm) Theatre	(pm) Admin	(pm) Research	(pm) Clinic	(pm) Theatre

**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.

## **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 4

### PERSON SPECIFICATION

*All sections to be amended/completed as appropriate for post*

	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>	<p>Application form, logbook, interview</p> <p>Application form and interview</p>		
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>	<p>Application form and interview.</p> <p>Interview.</p> <p>Interview</p>		
Audit Experience	<ul style="list-style-type: none"> <li>• Thorough understanding of the principles of clinical audit.</li> <li>• Publication of audit</li> </ul>	<p>Application form and interview.</p> <p>Application form</p>	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 5**

### **GENERAL PROVISIONS , SUMMARY OF MAIN CONDITIONS OF SERVICE and GENERAL STATEMENT & OBLIGATIONS**

The appointment is subject to the Terms and Conditions for Consultants (England) 2003

#### **1. General Provisions**

- (a) The Appointee will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions of Service, he/she is expected to observe the Trust's agreed policies and procedures, including Infection Prevention and Control, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. The Appointee will be expected to follow the local and national employment and personnel policies and procedures.
- (b) All medical and dental staff are expected to comply with appropriate Trust Health and Safety policies and Infection Control policies.
- (c) As part of the NHSLA accreditation of the Trust it is mandatory for the appointee to attend the Trust Welcome Event and the Basic/Advanced Life Support Course.

#### **2. Residence**

- (a) The successful candidate will normally be required to live within 15 miles/30 minutes of his/her base hospital (the hospital where the principal duties lie) and in a location offering easy access to the other hospitals as required.
- (b) Where, however, the successful candidate already resides within 15 miles by road of his/her base hospital, he/she will not be required to remove his/her home nearer the hospitals.
- (c) Where the successful candidate's present residence is more than 15 miles by road from the hospital he/she will be required to remove his/her home to meet the residential clause of his/her contract, unless he/she has the written consent of the Trust to the contrary.
- (d) The Terms and Conditions of Service states the "removal expenses shall be reimbursed and grants paid only when the Trust is satisfied that the removal of the practitioner's home is required and that the arrangements proposed are reasonable".
- (e) Therefore, successful candidates are advised not to enter into contractual arrangements for the removal of their home until such time as the formal approval of the Trust is received in writing.

### 3. **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.

### 4. **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.

All employees of Aintree 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.

#### **Safeguarding children and vulnerable adults**

All employees of Aintree 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 6**

### **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 J Fountain - Clinical Lead of Orthopaedic Unit  
Mr A Molloy – Supervising Consultant Orthopaedic Surgeon

Tel: 0151529 2541