CONSULTANT ORTHOPAEDIC SURGEON
(SI SPINAL SURGERY)

Mater Misericordiae University Hospital – 21 hours
Temple Street Children’s University Hospital – 18 hours

JOB DESCRIPTION

1. **Purpose of the Position**
   This Permanent Consultant Orthopaedic Surgeon (s.i. Spinal Surgery) post will provide orthopaedic surgery services on a Type B basis under Consultant Contract 2008 (as per standard text issued by the HSE) with a commitment of 21 hours per week at the Mater Misericordiae University Hospital and 18 hours per week at Temple Street Children’s University Hospital.

2. **Professional Qualifications**
   Registration as a specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council in Ireland in the specialty of orthopaedic surgery and one year’s certified postgraduate training in spinal surgery.

3. **Post Specific Requirements**
   Fellowship in Paediatric Orthopaedic Surgery

4. **Age**
   Age restriction shall only apply to a candidate where he/she is not classified as a new entrant (within the meaning of the Public Service Superannuation (Miscellaneous Provisions) Act, 2004). A candidate who is not classified as a new entrant must be under 65 years of age on the first day of the month in which the latest date for receiving completed application forms for the office occurs.

5. **Health**
   A candidate for and any person holding the post must be fully competent and capable of undertaking the duties attached to the post and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service.

6. **Character**
   A candidate for and any person holding the post must be of good character.

7. **Entry to competition / recruitment process**
   For the purposes of eligibility for entry to any competition or recruitment process associated with this post, a candidate cannot be appointed as a Medical Consultant unless (s)he is registered as a Specialist in the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland. Successful candidates must be registered as a Specialist in the relevant Specialty on the Specialist Division of the Register of Medical Practitioners maintained by the Medical Council of Ireland within 180 days of the day of interview. Should the successful candidate not be registered as a Specialist at that time, the post may be offered to the next suitable candidate (or, in the case of HSE posts, the Public Appointments Service may choose not to recommend that candidate to the employer). Should no suitable candidate exist, a further process may be initiated.
8. **Accountable to/ Reporting Relationship**

The Consultant’s reporting relationship and accountability for the discharge of his/her contract is: (i) to the Chief Executive Officer/General Manager/Master of the hospital (or other employing institution) through his/her Clinical Director (where such is in place); the hospital’s Group Chief Executive Officer or Chief Officer, Community Health Organisation, may require the Consultant to report to him/her from time to time.

9. **Liaison and Communication**

To discharge the duties of this post he/she will require a good level of communication primarily with the patients, Consultants and other Medical Staff, Allied Health Professionals and other stakeholders at the hospitals.

**Overview of the Role**

**Mater Misericordiae University Hospital**

The Mater Misericordiae University Hospital is a 570 bed, acute tertiary referral centre which houses the National Spinal Injuries Unit (NSIU). There are 9 admitting Consultant Orthopaedic Surgeons, including 5 involved with the Spinal on-call rota. There is a well-established multidisciplinary team dealing specifically with acute spinal injuries in the Mater Misericordiae University Hospital.

Through his/her sessional commitments to the Mater Misericordiae University Hospital, the new consultant orthopaedic surgeon will play the following roles:-

- Act in collaboration with the existing team to provide care to patients with orthopaedic and spinal conditions and injuries.
- Act as a lead in the further development of spinal services at the hospital;
- Work in collaboration with other specialty areas in the care of spinal conditions;
- Collaborate with other disciplines in the hospital to develop a multidisciplinary team approach towards the care of routine and complex spinal conditions;
- Provide on-call spinal emergency cover, general orthopaedic cover and emergency adult trauma care as required;
- Provide cross cover as required.

**Temple Street Children’s University Hospital**

Temple Street Children’s University Hospital provides tertiary paediatric orthopaedic care at a national level and trauma care for the catchment area. Tertiary care includes scoliosis surgery and complex spine deformity, complex hip deformity and disability surgery. The service provided includes surgery on CRC patients (spina bifida, cerebral palsy and muscular dystrophy). The service also provides hip screening for Holles Street and the Rotunda Hospitals.

The appointee will participate as part of the existing teams in the provision of Paediatric Orthopaedic surgical services for Temple Street Children’s University Hospital to include:-

- Ward Rounds
- Outpatient Clinics – including multi-disciplinary clinics at Temple Street Children’s University Hospital and the Central Remedial Clinic
- Operative Surgical Lists
- Participating in the on-call and emergency rotas.
Undergraduate & Postgraduate Education

The Mater Misericordiae University Hospital is formally linked with University College Dublin for medical education and training. Temple Street Children’s University Hospital has formal links with University College Dublin and the Royal College of Surgeons for medical education and training.

General Accountability

The person chosen will:

- maintain throughout the Hospitals listed above awareness of the primacy of the patient in relation to all of the Hospitals’ activities.
- demonstrate behaviour consistent with the Values of the Hospitals.
- promote open communications throughout the Hospitals.

Specific Accountability

- Specialist medical opinion and clinical consultations will be provided for patients as appropriate and at the request of medical colleagues.
- The consultant in orthopaedic surgery will facilitate the education of all hospital staff in best practice.
- The Consultants’ Contract 2008 (as per standard text issued by the HSE) provides for a normal working week of 39 hours. This 39 hour commitment (or pro rata of same, if applicable) will normally be delivered across a span of 12 hours between the hours of 8am and 8pm Monday to Friday.

The post holder will be required to:

- Act as a Consultant Orthopaedic Surgeon (s.i. spinal surgery) under the Board of the Mater Misericordiae University Hospital and Temple Street Children’s University Hospital.
- Adhere to the Standard Duties and Responsibilities (Section12 a – l) as detailed in the Consultant Contract 2008;
- Participate in the provision and administration of general trauma and elective orthopaedic services for patients at the Mater Misericordiae University Hospital and Temple Street Children’s University Hospital;
- Provide on-call spinal, general orthopaedic, trauma care and paediatric orthopaedic surgery as required;
- Work within the Hospitals’ Clinical Management structures.
- Participate in education and teaching, including undergraduate and postgraduate teaching, and conference commitments of the Hospitals for medical, nursing and other staff.
- Develop and collaborate with others in clinical or other research as appropriate to the specialty on a local, regional and national basis.
- Actively participate in the hospitals’ Accreditation Programmes and the ethos of continuous quality improvement and implement and maintain procedures where required.
- Be easily accessible to clinical staff in person or by phone during normal working hours to advise on the treatment and management of patients.
- Provide on-call services including cross cover with colleagues in the hospitals.
- Be committed to research and audit in the hospitals.
- Liaise with Chief Executive Officers, Management Teams/ Programme Managers, Senior Medical and Nursing staff in all matters pertaining to the general efficiencies and effectiveness of the Hospitals.
- Be familiar with the day to day security of the work area to which assigned, with particular awareness of fire regulations and security arrangements.
- Keep up to date with all relevant mandatory training for the department.
To participate in development of and undertake all duties and functions pertinent to the Consultant’s area of competence and in line with policies as specified by the Employer.

To ensure that duties and functions are undertaken in a manner that minimizes delays for patients and possible disruption of services.

To work within the framework of the hospital /agency’s service plan and/or levels of service (volume, types etc.) as determined by the Employer. Service planning for individual clinical services will be progressed through the Clinical Directorate structure or other arrangements as apply.

To co-operate with the expeditious implementation of the Disciplinary Procedure (attached at Appendix II).

To provide, as appropriate, consultation in the Consultant’s area of designated expertise in respect of patients of other Consultants at their request.

To ensure in consultation with the Chair, Medical Board/ Clinical Director that appropriate medical cover is available at all times having due regard to the implementation of the European Working Time Directive as it relates to doctors in training.

To supervise and be responsible for diagnosis, treatment and care provided by non-Consultant Hospital Doctors (NCHDs) treating patients under the Consultant’s care.

To participate in clinical audit and proactive risk management and facilitate production of all data/information required for same in accordance with regulatory, statutory and corporate policies and procedures.

To participate in and facilitate production of all data/information required to validate delivery of duties and functions and inform planning and management of service delivery.

Ensure the maintenance of accurate records in line with best clinical governance, the Organisation’s requirements and the Freedom of Information Act and provide reports and other information / statistics as required.

Maintain professional standards in relation to confidentiality and ethics; abide by the Irish Medical Council’s Guide to Ethical Conduct and Behaviour.

**8. Skills Competencies and/or knowledge**

- Display evidence of professional knowledge and attainment in all aspects of orthopaedic surgery required to fulfill the role and duties of a Consultant in Orthopaedic Surgery.

- Demonstrate evidence of capacity to manage and direct the service in its administrative, financial, personnel and other activities.

- Demonstrate evidence of effective planning and organisational skills including awareness of resource management and importance of value for money.

- Demonstrate ability to manage deadlines and effectively handle multiple tasks.

- Demonstrate leadership and team management skills including the ability to work with multidisciplinary team members.

- Display the ability to build teams and to devolve responsibility appropriately and the talent to develop, manage and work in partnership with his/her team.

- Demonstrate commitment to the delivery of a patient focused service. Demonstrate evidence of ability to empathise with and treat patients, relatives and colleagues with dignity and respect.

**9. Interpersonal / Communication Skills**

- Demonstrate a high level of verbal and non-verbal communication skills in order to effectively communicate with patients/service users, carers, families, colleagues, managers, other health service staff and stakeholders from other organisations.

- Demonstrate a knowledge of all policy documents pertaining to Dignity at Work and Trust in Care.

**10. Leadership / Teamwork Skills:**

- Demonstrate leadership and team management skills including the ability to manage his/her team as clinical team leader and work effectively with multidisciplinary team members.
11. **Organisational Skills:**

- Demonstrate evidence of effective planning and organisational skills including awareness of resource management.
- Demonstrate ability to evaluate information and judge situations
- Demonstrate evidence of IT skills

**Particulars of the Post:**

1. This is a new full-time permanent post based at the Mater Misericordiae University Hospital (21 hours) and Temple Street Children’s University Hospital (18 hours).

2. The person appointed shall be on probation for one year.

3. The terms, conditions and benefits of the Consultant Contract 2008 (as per text issued by the HSE) will apply.

4. Annual leave will be in accordance with the Consultants’ Contract 2008 (as per text issued by the HSE). It will be necessary to ensure that this leave is taken so that, on receipt of notification the Administrative head of the Department/Specialty may make appropriate cover and other arrangements.

5. The person appointed shall abide by the respective Ethical Policies approved by the Boards of Management of both the Mater Misericordiae University Hospital and Temple Street Children’s University Hospital.

6. All applications for special leave shall, in addition, be forwarded to the Executive Council of the Mater Misericordiae University Hospital and Temple Street Children’s University Hospital. No special leave may be taken without the prior approval of the Executive Councils of the Hospitals.

7. In the event of resignation three months’ notice must be given in writing to the authorities of the Mater Misericordiae University Hospital and Temple Street Children’s University Hospital.

8. Before appointment to the post, a Medical Examination must be undertaken by a qualified Medical Practitioner to be nominated by the Board of Management of the Mater Misericordiae University Hospital. The examining Doctor will be asked to certify that the candidate is free from any disease or physical defect which might impair his/her capacity to undertake the duties of the post for which s/he is a candidate.

**Application:**

1. Curriculum Vitae (fourteen unbound copies) including qualifications, publications etc. should be forwarded to the Honorary Secretary, Medical Board, Mater Misericordiae University Hospital, 59 Eccles Street, Dublin, not later than **Friday 1st December 2017**.

2. Each candidate shall submit, as references, the names and address of three responsible persons to whom he/she is well known, but not related, of which, at least, two shall be from a recent or current employer.

3. Canvassing directly or indirectly by or on behalf of any candidate will automatically disqualify such candidate.

4. Copies of professional and education certificates should be submitted with Curriculum Vitae. Originals of these documents will be required at interview.
5. Consultants appointed to the staff of the hospital(s) may not accept other medical appointments other than those available by the private conditions of their contract.

6. Candidates will be required to attend in person before an interview board established by the Board of Management but the Board will not be responsible for any expenses a candidate may incur in attendance for interview.

This job description is not intended to be an exhaustive list of duties and responsibilities. It may be reviewed from time to time in discussions with the appointed to reflect the needs of the Mater Misericordiae University Hospital and Temple Street Children’s University Hospital.