



## **Job Description**

Job title:	Locum Consultant Orthopaedic Surgeon with a specialist interest in shoulder surgery
Directorate:	Surgical
Responsible to:	Directorate Chair of Surgery
Accountable to:	Medical Director, States of Guernsey The Medical Specialist Group LLP Management Board
Location:	Princess Elizabeth Hospital, Guernsey The Medical Specialist Group LLP
Hours:	6 month full time fixed term locum post

## **The Post**

The Medical Specialist Group, Guernsey, are looking to appoint a locum consultant orthopaedic surgeon to join our three existing orthopaedic surgeons to provide high quality comprehensive consultant only secondary care to the local community in the Bailiwick of Guernsey (65,000 people approx.). The successful applicant must be on the GMC Specialist Register or be within 6 months of eligibility for inclusion at the time of interview.

This is a 6 month, full time fixed term locum post, and the successful candidate should be confident in managing general orthopaedic trauma out of hours and have a sub-specialist interest in shoulder surgery to complement the department.

There is a 1 in 4 on-call commitment for trauma. The department performs approximately 250 trauma operations each year including about 60 neck of femur fractures.

We are looking for a candidate who demonstrates clinical excellence, is a good communicator, and can work flexibly in a small team. The population of Guernsey demand that healthcare of the highest standard is available locally, and therefore we encourage service development to facilitate this, with hospital infrastructure and services offering the equivalent of a large district general hospital in the UK.

## Why Choose Us?

- A unique opportunity to work within a small, cohesive department with a shared vision to deliver top quality, holistic patient care.
- We offer a generous remuneration package, including an array of employee benefits.
- Guernsey residents benefit from an independent taxation system, including flat rate 20% income tax.
- Enjoy shorter commutes and a safe and friendly place to live and raise a family – all within easy reach of the UK.

## The Medical Specialist Group LLP

The Medical Specialist Group (MSG) Limited Liability Partnership is contracted to provide a wide range of emergency and elective medical services for the Bailiwick of Guernsey, in partnership with the Health and Social Care Committee (HSC) of the States of Guernsey. It aims to serve and care for the community through the provision of the highest standard of clinical care. The MSG was founded in 1992 by a group of 19 doctors. Today the service remains owned and run by a passionate team of doctors, currently comprising 58 consultants with a range of professional interests. There are no junior doctors in Guernsey and therefore consultants provide the complete range of inpatient and outpatient care. Tertiary care services are supplied by a variety of Hospitals on the UK Mainland, mainly Southampton University Hospital and Wrightington Hospital, usually through contracted services.

The MSG is based at Alexandra House and Mill House, where most managerial and support staff are based. Both buildings have dedicated outpatient facilities and are situated in close proximity to the island's main hospital, the Princess Elizabeth Hospital (PEH).

## The Orthopaedic Team

### Our colleagues

Mr Chris Joslin	Directorate Chair for Surgery Foot and ankle surgery Hand surgery Hip and knee replacements
Mr George Cooper	Deputy Directorate Chair for Surgery Hip and knee surgery
Mr Richard Hopcroft	Hip and knee surgery Paediatric surgery
This post (replacing Mr Mark Webber retiring May 2026)	Shoulder and upper limb surgery
Mr Jim Marshall	Advanced Specialist Physiotherapist Complex orthopaedic and sporting injuries Ultrasound guided injections
Clare Manion and Sergio Neves	Extended Scope Practitioners

	Spinal problems General orthopaedic problems
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Consultants from Southampton visit regularly to provide a Paediatric Orthopaedic service and complex Hand surgery. Patients requiring spinal surgery are referred to Salford Hospital, and complex orthopaedic cases may be referred to Wrightington Hospital or other appropriate tertiary centres such as Stanmore for oncology

The orthopaedic department is supported by advanced specialist physiotherapists who work closely with the consultants in the outpatient department.

Some of the features that we feel make our department particularly attractive to work in include;

- Personal service – knowing all your patients well
- Absolute reliance on good teamwork in a small service
- Consultant delivered service
- Opportunity for broad scope of practice with subspecialisation
- Funded 10 days off-island attachment per year to maintain and develop skills
- 35 days annual leave
- 10 days study leave with generous expenses package
- 3 weeks long service award after 7 years
- Private income opportunities – 35% of our local population have health insurance
- Private ward in the same hospital

**Facilities and services**

The Princess Elizabeth Hospital has 4 theatres within the main theatre suite, plus one dedicated day patient theatre and an endoscopy suite. Remote sites utilising anaesthesia services (including MRI, X-ray suite and the Emergency Department) are appropriately equipped. There is an 18-bed trauma ward and 10 bed elective ward

Surgeons are assisted in theatre by experienced Surgical First Assistants

There are excellent radiology facilities with modern CT and MRI, nuclear medicine and ultrasound.

There are outpatient clinics for visiting consultants as follows:

Paediatric Orthopaedics	(Southampton)
Complex Hand Surgery	Prof. Warwick (Southampton)

**Programme of Work**

Guernsey lies outside the NHS and this post is different to a typical NHS post in that there are no specified numbers of programmed activities (PAs) but is thought to be the equivalent of 10

PAs (exclusive of private practice). Remuneration appropriately reflects the duties and responsibilities of the role. With the addition of private practice, we generally work 9 sessions per week including a half day SPA and admin time whilst on call

### On-call

The on call will be 1 in 4 with prospective cover. The weekly timetable would include two regular theatre sessions, two clinics and one fracture clinic. The remaining sessions would include rotating theatre lists, clinics and admin sessions. Private patients are seen during normal clinic time.

Whilst the job plan will be flexible, depending on clinical need and leave, the following would represent an accurate guide.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Departmental meeting  Clinic	Theatre	On-call day  Fracture clinic	Ward round  Clinic	X-ray meeting and joint ward round
PM	Clinic	Theatre	Admin	Half day	1 in 4 theatres (trauma)  3 in 4 SPA

The current weekly programmed activities included in the above job plan are 12.6 PA per week and includes 1.5 PA of timetable SPA. It must be noted by candidates that all private patients are seen in the same clinical sessions as 'contract' patients, and this job plan therefore represents 10.3 PA (8.8 DCC and 1.5 SPA) of 'Contract' work and 2.4 PA of Private Practice.

### PA calculation

	<i>Total work (PA)</i>	<i>Contract work (PA)</i>
Clinic	4.4	3.5
Theatre	2.0	1.6
Ward	0.7	0.5
Patient admin	0.7	0.5
MDT meetings	0.4	0.3
On call emergency	2.5	2.0
Day time emergency (trauma theatre)	0.5	0.4
SPA (timetabled)	1.5	1.5
<b>Total</b>	<b>12.7</b>	<b>10.3</b>

The nature of working in a small department is such that the appointed surgeon will need to maintain a relatively broad practice.

The on-call trauma workload is moderate, but working single-handed will require confidence to provide a comprehensive general trauma service.

We have a degree of specialisation for complex trauma such as proximal humeral fractures, proximal tibial fractures and hindfoot injuries.

The department has an active audit programme and participates in the National Joint Registry and Hip Fracture Database

### **Supporting Professional Activities**

1.5PAs will be provided for supporting professional activities.

In addition to the above, we host a monthly multi-speciality educational half day meeting called 'The Academic Half Day'. This comprises both a morbidity and mortality review and an academic session, bringing all hospital specialists together and delivers a broad educational programme – including external speakers.

Additional admin sessions are allocated (within job planning) to colleagues with managerial roles with the department or the wider MSG.

### **Clinical Duties**

- To provide care for Orthopaedic patients in both inpatient and outpatient settings.
- To provide advice and take over the care, where appropriate, of patients under the care of other specialists within the Medical Specialist Group or HSC.
- To participate in the development of protocols and guidelines
- To develop and maintain collaborative professional relationships with colleagues in other specialties and participate in regular clinical meetings and other professional activities.
- To develop and maintain good communications with general practitioners and appropriate external agencies.
- Clinical Governance – active participation in all MSG governance processes.
- Quality improvement – lead approved quality improvement projects in your subspeciality area, to continually improve patient care.
- Education – to supervise and support allied health care professionals and medical students in training as required
- Administration – to complete administrative duties associated with your role in a timely manner.
- Work closely with the Directorate Manager to ensure the service remains efficient and optimises resources.
- Ensure appropriate record keeping using the designated EPR systems.
- Data protection – maintain good practice in handling of confidential information.
- Departmental activities – to support and contribute to departmental and wider MSG meetings.
- Appraisal and revalidation – adhere to these processes in the required timeframes.

- Maintain an up-to-date mandatory training record.
- Continuing Medical Education (CME) – be accountable for undertaking CME to maintain professional development.

## **Applications and visits**

Informal enquiries about the post are welcome and can be made to Mr Chris Joslin (Consultant Orthopaedic Surgeon & Directorate Chair for Surgery) [chris.joslin@msg.gg](mailto:chris.joslin@msg.gg), Mr George Cooper (Consultant Orthopaedic Surgeon & Deputy Directorate Chair for Surgery) [george.cooper@msg.gg](mailto:george.cooper@msg.gg), Dr Michelle Le Cheminant (MSG Deputy Chair and Directorate Chair for Anaesthesia) [michelle.lecheminant@msg.gg](mailto:michelle.lecheminant@msg.gg) or via Nathan Collenette (Business Partner – People and Organisation) [Nathan.collenette@msg.gg](mailto:Nathan.collenette@msg.gg) or via our switchboard on 01481 238565.

Applications must be accompanied by a covering letter and CV and sent to [recruit@msg.gg](mailto:recruit@msg.gg). Closing date for applications is Friday, 10<sup>th</sup> April 2026. Applications will be reviewed as they are received, and the vacancy may close before the advertised closing date if a suitable candidate is identified.

Anticipated start date 6<sup>th</sup> May 2026.

To find out more about The Medical Specialist Group LLP visit: [www.msg.gg](http://www.msg.gg)

To find out more about relocating to Guernsey visit: <https://www.locateguernsey.com>

## **The Medical Specialist Group LLP**

### Management and organisation structure

The senior office holders consist of the Chairperson, Lead Governance Partner and Lead Finance partner who together with the four Directorate Chairs and 2 consultant Partnership representatives form the Management Board.

The four Directorates are Adult Medicine (18 consultants), Anaesthetics (12 FTE Consultants), Surgery (16 Consultants) and Women and Child Health (12 Consultants).

The MSG employs clinical & support staff (88.74FTE) including senior management, surgical assistants, nurses, audiologists and administration staff supporting the directorate structure as well as in finance, IT, corporate and clinical governance, HR, facilities, medical records, reception and typing.

The income for the MSG comes primarily from the healthcare contract with the States (79%). The remaining balance is private earnings.

## The Secondary Healthcare Contract

The Medical Specialist Group LLP is a limited liability partnership established on the 1<sup>st</sup> January 2018 as a conversion from the Medical Specialist Group that previously functioned as a General Partnership for more than 25 years in Guernsey.

The MSG commenced a new contract with the States of Guernsey on the 1<sup>st</sup> January 2018 for the continued provision of secondary healthcare to the population of the Bailiwick of Guernsey. The Bailiwick of Guernsey has a population of approximately 65,000, which includes 2,000 in Alderney, 100 in Herm and 500 in Sark (Sark residents are treated as private patients). The MSG works in close partnership with HSC and services are reviewed regularly. Patients are seen at the MSG premises and the PEH. Outpatient activity takes place mainly at the MSG and inpatient activity occurs at the PEH. Private patient facilities are offered on Victoria Ward at the PEH and at MSG premises.

The Emergency Department at the PEH is fully staffed with four Consultant Emergency Doctors and eight Associate Specialists. The Emergency Department is run by HSC whereby patients are seen, investigated, treated and referred to the appropriate specialist in secondary care. There are three main GP practices in Guernsey and 1 in Alderney. GPs will refer patients to secondary care either electively or as an emergency. Secondary care services under the MSG are provided in General Surgery, Urology, Orthopaedics, ENT, Ophthalmology, Adult Medicine, Anaesthetics, Paediatrics and Obstetrics & Gynaecology.

Other secondary healthcare services are provided directly by HSC such as Radiology, Psychiatry, Public Health and Pathology. There is scope for interventional radiology procedures on island.

Specialties currently such as Haematological Oncology, Microbiology and some elements of Renal Medicine are provided by visiting specialists from UK tertiary centres that have a contract with HSC. There are also inpatient facilities at The Mignot Memorial Hospital in Alderney, which is managed by GPs.

### **Clinical Governance Requirements**

The appointee will be expected to participate in all aspects of clinical governance and best practice standards. These include compliance with policies relating to healthcare associated infection and data protection. The post-holder will participate in regular clinical audit and review of outcomes, and work towards achieving local/national targets.

Both the MSG and HSC are committed to the clinical governance process and have a single Clinical Governance Framework.

A local appraisal process is in place and upon joining you may be allocated an appraiser by the appraisal lead. We comply with the General Medical Council (GMC) revalidation requirements. Dr Peter Rabey (Medical Director) has been appointed by the States of Guernsey to oversee revalidation.

A mentor system is in place to support transition to working and living on island.

### **General Conditions of Appointment**

The appointee will be employed by the MSG under the terms of a consultant orthopaedic surgeon. Within the rules of the LLP, consultants may be asked to join the Partnership at a stage that is favourable to both parties.

Consultants benefit from 35 days annual leave, 10 days funded study leave and the opportunity for up to 10 days 'off island attachment' per annum. The appointee will be required to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Directorate Chair. It is required that 6 weeks' notice be given for leave (with the exception of compassionate/sick leave), in order to prevent impact on service delivery.

The MSG requires the appointee to maintain full registration with the GMC, be on the specialist register and to fulfil the duties and responsibilities of a doctors, as set down by the GMC. CPD activities are reimbursed up to a limit, as defined by MSG policy.

All appointments are subject to the following checks;

- Identity
- Criminal record
- Essential qualifications
- Professional registration
- References
- Occupational health clearance

Satisfactory Occupational Health and Enhanced DBS check with Barred List (Child and Adult Workforce) obtained. Applicants are not entitled to withhold information about convictions (including 'spent' convictions or pending prosecutions) and failure to disclose such convictions could result in dismissal or disciplinary action by the MSG LLP. Any information provided will be completely confidential and considered only in relation to the relevant application.

## **Pay and benefits**

- Generous salary (not utilising NHS pay scale) and current local Guernsey income tax flat rate of 20%
- Opportunity to undertake private practice (with additional remuneration)
- Private health insurance for yourself and your family
- Pension scheme delivered by a long-established local pension specialist (up to 5% matched employer contribution)
- Medical indemnity insurance cover
- GMC and BMA subscription cover
- Free car parking at both the MSG and PEH
- Pro rata entitlement of 35 days per annum annual leave
- Pro rate entitlement of 10 days study leave with generous reimbursement package
- Accommodation provided (capped at the value of a 1-bedroom apartment – the locum is responsible for any excess).
- Hire car provided for 3 months at full cost, with a 50% contribution thereafter.

## **Our Vision, Purpose and Values**

### Our Vision

Internationally recognised as a centre of excellence for clinical care.  
Loved by the Guernsey community.

### Our purpose and values

#### **The needs of our patients come first, always.**

With the patient at the centre of everything we do, we work as a multi-disciplinary team to relieve illness and improve health, providing the best possible care and experience.

#### **We are committed to patient safety and clinical excellence in all we do.**

We invest in our people so that we can achieve together the highest standards of clinical care and the best possible outcomes, justifying the trust our patients place in us.

#### **We work as one team and treat each other with respect.**

We value and respect each other, and we follow through on our promises. We create a compassionate environment. We follow the golden rule: treat people as we would like to be treated ourselves.

#### **We value partnership.**

We are fully integrated into our local community, and we actively seek opportunities to partner with government, other healthcare providers, patient groups, and businesses to improve healthcare and the quality of our patients' lives.

#### **We focus on the long term.**

We invest in the future and in our financial security, using our resources efficiently and always innovating to improve the patient experience. We are committed to sustainability and measure our progress in accordance with the UN Sustainable Development Goals.

## Person Specification

	Essential Criteria	Desirable Criteria	Where evaluated
<b>Professional Qualifications</b>	<p>Full registration with the GMC</p> <p>On GMC Specialist Register for Orthopaedic Surgery or within 6 months of CCT at interview date</p> <p>FRCS(Orth) or equivalent</p> <p>Eligible to work and reside in the UK</p>	Higher degree	<p>GMC</p> <p>CV</p>
<b>Clinical Experience, Skills and Knowledge</b>	<p>Ability to offer expert clinical opinion on a range of problems both emergency and elective and provide specialist care in orthopaedics</p> <p>Ability to take full and independent responsibility for clinical care of patients</p> <p>Ability to integrate care of appropriate patients within tertiary centre and establish personal links</p>	More than 1 years' experience at consultant level	CV, interview, references
<b>Quality Improvement, Management and IT</b>	<p>Evidence of participation in quality improvement activities</p> <p>Evidence of commitment to good clinical governance</p> <p>Ability and willingness to work within the contracted performance framework</p>	<p>Management course or evidence of management structures/processes</p> <p>Knowledge/experience in utilisation of digitalised systems</p>	CV, interview, references

	Commitment to administrative and managerial responsibility		
<b>Teaching and Research</b>	Evidence of involvement in education of colleagues  Ability to teach clinical skills to nursing staff and medical students	Instructor on recognised course  Publications/research activity	CV, interview, references
<b>Personal Qualities</b>	Ability to communicate in written and spoken English  Ability to lead, take responsibility and make decisions  Commitment to continuing medical education  Commitment to developing and improving services  Demonstrates empathy and ability to build rapport	Willingness to undertake additional responsibilities	CV, interview, references