



**Our Vision**  
To provide every patient  
with the care we want  
for those we love the most

Norfolk and Norwich University Hospitals **NHS**  
NHS Foundation Trust

***Chairman Mr David White***  
***Chief Executive Mr Sam Higginson***

## ***CONSULTANT VIROLOGIST***

### ***DEPARTMENT OF MEDICAL MICROBIOLOGY***

### ***NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST***

### ***EASTERN PATHOLOGY ALLIANCE 2021***

**NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION  
TRUST**

#### **1. CONSULTANT VIROLOGIST AT NORFOLK AND NORWICH UNIVERSITY HOSPITAL AND UNIVERSITY OF EAST ANGLIA**

1.1 This is a full-time Consultant Medical Virologist post to a new position to improve the quality of the service provided. The holder of this post is expected to provide a comprehensive Clinical Virology Service for all users of the Virology Laboratory. The Consultant will provide expert support for the diagnosis and management of clinical problems, advice on appropriate investigations on an individual patient basis and influence the Services provided by the Medical Microbiology Department within the resources made available to Eastern Pathology Alliance (EPA). Suitably qualified candidates may be eligible for an honorary academic appointment with the University of East Anglia in Norwich.

The post holder will be part of a team of currently two Medical Virologists and one Virology Clinical Scientist (this post is currently vacant and is being advertised) sharing the provision of day to day clinical Virology at Norfolk and Norwich University Hospital NHS Foundation Trust (NNUHFT), James Paget University Hospital NHS

Foundation Trust (JPUH) and Queen Elizabeth University Hospital (QEHL), King's Lynn. The successful candidate will be based in Norwich at the Norfolk and Norwich University Hospital NHS Foundation Trust.

1.2 The post holder will participate in a single rota for out of hours cover across Norfolk resulting in an anticipated frequency of 1 in 4.

1.3 A candidate who is unable for personal reasons to undertake the duties of a whole time post will receive equal consideration. If such a candidate is appointed the job content will be modified as appropriate, in consultation with consultant colleagues and local management.

1.4 We welcome all applications irrespective of age, disability, gender, sexual orientation, ethnicity or religion. Additionally, people with disabilities will be offered an interview providing they meet the minimum criteria for the post. The Trust operates job share and flexible working.

1.5 Qualification and Experience: It is expected that the appointee will be a fully registered medical practitioner who will have obtained Fellowship of the Royal College of Pathologists or show evidence of equivalent training and experience. Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT

## **2. DUTIES OF THE POST**

2.1 The appointment is to the NNUHFT, and the candidate will be based at the Norfolk and Norwich University Hospital NHS-FT.

2.2 This is a full-time post to provide expertise as a consultant in Virology for NNUHFT, JPUH and QEHL.

NNUHFT is one of the three member trusts of the Eastern Pathology Alliance (EPA) and following the consolidation of Pathology services all Microbiology diagnostic work (Bacteriology and Virology) is performed at the NNUHFT site.

2.3 The appointee will be a member of the Consultant Staff Committee and be expected to serve on this committee.

2.4 The successful post holder, on behalf of NNUHFT, will:

1. Provide a comprehensive Virology service for all users of the laboratory. Including the three acute trusts (NNUHFT, JPUH, and QEHL) as well as GP and Community.
2. Out of hours (on-call) service includes provision of advisory services to James Paget University Hospital and Queen Elizabeth University Hospital, in addition to NNUHFT.

3. Liaise with medical staff in other specialties and participate in regular clinical meetings and other postgraduate activities of the NNUHFT.
4. Take part in the Royal College of Pathologists continuing medical education programme. The Trust will provide study leave expenses in line with national terms and conditions of service.
5. Teaching and training- this includes supporting the in-house training of STRs undergoing Combined Infection Training, Higher Training in Microbiology, and Higher Training in Virology, Academic Clinical Fellows, Trust Doctors, as well as trainee clinical scientists, and BMS staff.
6. Participate in the rolling process of healthcare governance at NNUHFT.
7. Comply with the outline Consultant work programme (under the provisions of Circular HC90/16) and the weekly timetable of fixed commitments (i.e. regular scheduled NHS activities in accordance with paragraph 30B of the TCS).
8. Deploy unallocated, flexible professional time on liaison, emergency work, travel, continuing clinical responsibility, teaching, research, medical audit, inter-disciplinary meetings and continuing professional development.
9. Provide and develop leadership, direction, innovation and support and to ensure the continuing development of staff at NNUHFT.
10. Encourage a multi-professional approach in clinical engagement and leadership development.
11. Ensure that there is effective leadership and coherent strategies in place at NNUHFT.
12. Ensure that strategies are fully implemented resulting in tangible service improvements
13. Encourage innovation, creativity within the Microbiology Department at NNUHFT.

2.5 All consultants, including the appointee, will be expected to be involved in implementing the NNUHFT and EPA Clinical Governance programmes. This includes active participation in clinical audit, quality, clinical guidelines/pathways, professional development, appraisal and risk management.

2.6 Consultants will be encouraged to join other Trust committees relevant to their role in the day to day running of the hospital.

2.7 Participate, on average one week in three (when this post is filled, and one week in four when the clinical scientist post is filled), in the out of hours service which operates from 5pm - 9am during the week and from 5pm Friday - 9am on Monday. This includes provision of telephone cover, and presence on-site in the Microbiology Laboratory at NNUHFT on Saturdays and Sundays.

2.8 Commitments for the University of East Anglia:

1. The appointee will be encouraged to actively support the Norwich Medical School MB BS teaching Programme.

2.9 Qualifications and experience

It is expected that the appointee will be a fully registered medical practitioner who will have obtained Fellowship of the Royal College of Pathologists by examination in Virology or to be able to demonstrate that they have appropriate training and experience. Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT, and should have substantial experience of clinical and diagnostic virology. The appointee will have good interpersonal and communication skills and experience in working in academic virology departments. The appointee will also be able to function efficiently as a team member as well as a team leader.

The appointee will have published articles on or relevant to, virology and microbiology in the peer reviewed literature. They will be competent to develop and direct research projects and programmes in virology and have experience in making technical and scientific presentations.

## 2.10 The Role & Responsibilities

The post is within the Specialist Virology Centre, Clinical Microbiology Department, and part of the NNUHFT Laboratory Medicine Division.

The appointee will attend weekly Virology Laboratory meetings and the monthly Consultants' Meetings.

The appointee will have an overriding duty of care to patients and is expected to comply fully with best practice standards. They will have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this.

Direct clinical care activities involve assistance in the provision of a service to fulfil the Laboratory's role as a Specialist Virology Centre. The provision of a comprehensive virological services includes clinical liaison with users of the service (the three acute hospitals, as well as the GP and the community hospitals in all of Norfolk) and with colleagues in Bacteriology and in the Infection Control Team.

The appointee will advise clinicians on the appropriate virological tests and management for individual patients and the scientific and clinical interpretation of results.

Shared attendance with the other Consultant Medical Virologist is required at weekly ward rounds at NNUHFT (e.g. Critical Care Unit, Haematology team ward round, Oncology team ward round, Neonatal ITU ward round, Respiratory Ward Rounds, Hepatology Ward round and Norfolk HIV Network monthly meetings) and Infection Control Meetings.

Finally, the appointee would be encouraged to participate in developing viral research in collaboration with the University of East Anglia and take a lead in clinical liaison with the Renal, Oncology, Neurology and Respiratory teams as agreed with other Virology Consultants.

Supporting Activities involve the following:

Contribution to the development and use of appropriate reporting algorithms for diagnostic testing and to the development of guidelines and patient care pathways within an evidence-based framework.

Contribution, together with Virology colleagues, to the procurement of the technology and other services needed to provide an effective service.

Participation in quality assurance activity in the Department, including initiating and carrying out laboratory and clinical audit.

Participation in a recognised programme of Continuing Professional Development (CPD) and maintain a personal CPD portfolio as required by the Royal College of Pathologists.

Participation in the supervision and training of junior medical staff in Medical Virology, Microbiology and Genitourinary/HIV Medicine, as required, in the teaching of medical students, BMS staff, trainee clinical scientist staff, and undergraduate dental and nursing/midwifery students.

On Call Rota: The appointee will be required to participate in a 1 in 4 on-call rota Category A: the consultant can typically respond by giving telephone advice and/or returning to work if needed. During the weekends they may need to be on-site when clinically required. They will be assisted in this by the Specialty Trainee in Virology as appropriate and rotating Specialty Trainees in Microbiology.

The frequency of this rota commitment is considered to be high and therefore attracts a supplement of 8% of full-time basic salary. Emergency work arising from on-call duties will be taken into account in assessing the number of programmed activities for on-call in your agreed job plan. If appropriate, these will be backdated to your start date.

The appointee will be expected to cross-cover for annual, study and sick leave as necessary.

Outline job plan: This will contain 10 Programmed Activities (PAs) per week on average to be carried out on NNUHFT site. Of the 10 PAs in the job plan, 8.5 will be spent on direct clinical care and 1.5 on supporting activities.

### **3. THE NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST**

#### **3.1 The Eastern Pathology Alliance Department of Medical Microbiology**

## Employing body – management structure

The Clinical Microbiology Department is part of Eastern Pathology Alliance network (EPA) which consists of Clinical Biochemistry and Immunology, Haematology and Transfusion, Microbiology, Blood Sciences, Phlebotomy and Andrology. The EPA is the 6th largest network in the UK in volume of tests. Its annual budget is approximately £29 million. The role of EPA Chief of Service is available to all pathology consultants (medical and clinical scientists).

The EPA Medical Microbiology Department process approximately one million Bacteriology / Virology / Serology and Molecular tests annually. The Department employs 91 WTE staff.

EPA sits within the Division for Clinical Support Services of Norfolk and Norwich University Hospital.

3.1.1 The Eastern Pathology Alliance (EPA) Department of Medical Microbiology is a large and busy department which is continuing to expand to accommodate the increasing virology needs of the modern NHS. It provides a county-wide diagnostic virology service as part of consolidated pathology services, as described below. All diagnostic microbiology and virology work for EPA is performed at NNUHFT, each of the three Acute Trusts retains local Consultants Clinical Microbiologists for service delivery and the Clinical Virology services for the 3 acute trusts are provided by the Virology Team based at NNUH.

3.1.2 The Department provides a comprehensive infection service encompassing diagnostic and clinical virology and microbiology, infection control, health protection and health promotion. It has full UKAS accreditation in both Microbiology and Virology. As of 2013, the Department has incorporated all the Trust and Community microbiology laboratory workload previously processed by James Paget Hospital and Queen Elizabeth Hospital with our own workload to form a single laboratory at NNUHFT. This work is performed on behalf of the EPA.

3.1.3 There are strong and developing links with the University of East Anglia. The Department is currently supporting the clinical training of three Microbiology and one Virology STRs.

3.1.4 The Department is located in newly refurbished laboratories on the Norwich Research Park, 0.5 miles from the main Norfolk & Norwich University Hospital site. It is expected that this new proximity to the University, as well as to other major microbiological institutions at the Norwich Research Park, will promote and enhance opportunities for collaboration and research across the specialty.

3.1.5 The Virology Laboratory is open from 6 am – 10 pm Monday-Sunday. Outside these hours, the service is provided by an on call BMS and on call medical staff from virology and bacteriology. There are separate specialist clinical on-call rotas for virology and bacteriology.

3.1.6 The Bacteriology section offers a comprehensive diagnostic service, including basic parasitology and mycology investigations.

Equipment includes:

- BacT alert 3D x 6 continuous monitoring blood culture system
- Vitek MS x 2
- Vitek Excel x 3
- 3X UF 5000 Sysmex urine microscopy platforms.
- WASP plater
- Automated staining.
- CPE screening by Cepheid PCR.
- Enteric Bio PCR
- Gemini (Stratec)
- TB services provided by BD MGIT.

3.1.7 The Virology Department is a member of the UK Clinical Virology Network and is a recognised Specialist Virology Centre and provides virology molecular and serology services to Kings Lynn, Great Yarmouth and other Trusts including several outside the Eastern region. The in-house molecular repertoire is expanding steadily.

Equipment includes:

- Hologic Panther System
- Abbott Architect
- 3 x QIA Symphony SP/AS
- Mini Vidas
- VIDAS 30
- Alegria Analyzer
- Bio-Rad Geenius
- ABI 7500 FAST
- Thermal Cycler
- MTHigh plex processor
- 5x ROTORGENE
- LIAISON® XL DiaSorin
- EliTech inGenius
- Altona Altostar
- Qiagen NeuMoDx
- Chemagic 360
- High-Plex AusDiagnostics x 3
- BioRad CFX RT-PCR x2
- Janus Liquid Handler
- QiaStat DX x2

3.1.8 The Infection Control Teams are based at the main hospital sites and enjoy close liaison with the Laboratory.

3.1.9 The current Microbiology computer system is Telepath. Most tests are requested and reported electronically in the Trust and primary care via the ICE system. Trust systems are accessible from the Laboratory. Every Consultant is provided with a laptop in order to be able to remotely access Laboratory test results.

3.1.10 The Department has a laboratory safety committee and local quality lead who report to the laboratory medicine directorate and /or EPA on safety and quality issues. The Department also participates in local, divisional and EPA Clinical Governance activities.



### 3.2 Workload

In 2020 two laboratories in the Department of Microbiology processed 833,855 specimens. 47% of the workload came from General Practice.

### 3.3 Laboratory Staffing

The current staffing structure is:

#### Consultants

Name	Title and location
Dr Ngozi Elumogo WTE	Consultant Microbiologist and Chief of Service for EPA (NNUHFT)
Dr Reham Soliman (part-time 0.9 WTE)	Consultant Microbiologist and Head of the Department of Microbiology (NNUHFT)
Dr Ourania Kakisi WTE	Consultant Microbiologist (NNUHFT)
Dr Catherine Tremlett (part-time 0.9WTE)	Consultant Microbiologist (NNUHFT) and Infection Prevention and Control Doctor
Dr Eleni Tsiouli WTE	Consultant Microbiologist (NNUHFT)
Dr Christopher Jeanes (part-time 0.9 WTE)	Consultant Microbiologist (QEHKL)
Dr Jonathan Kerr WTE	Consultant Microbiologist (QEHKL)
Dr Harish Reddy WTE	Consultant Microbiologist (JPUH)
Dr Nwaka Davis WTE	Consultant Microbiologist (JPUH) and Clinical Lead for Bacteriology
Dr Samir Dervisevic WTE	Consultant Virologist and Clinical Lead for Virology (NNUHFT)
Dr Claire Williams WTE	Consultant Virologist (NNUHFT)
Clinical Scientist Virologist WTE	Vacant (NNUHFT)

### Trust Specialty Doctor Bacteriology:

Dr Olubukola Oluyombo

### Junior Doctors

STR 1	- ACF Microbiology to start in August 2021
STR 2	- Dr Mohammed Elnour (Microbiology)
STR 3	- Dr Devan Vaghela (Microbiology/ID)
SpR 4	- Dr Anastasia Kolyva (Microbiology)
SpR 5	- Dr Brian McCann (Virology)

### Technical and other Support Staff

#### Clinical Scientists

Grade B	Virology	Dr Lindsay Coupland
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#### Biomedical Scientists (WTE)

EPA Microbiology Network Manager	1	Mr. Reenesh Prakash
BMS Band 8a	2	
BMS Band 7	7	
BMS Band 5	9	
BMS Band 6	13	
ASSOCIATE PRACTITIONER	3	
MLA BAND 3	17	
MLA BAND 2	13	

#### Clerical Staff (WTE)

IT Manager BAND 5	1
A&C BAND 4	1
A&C BAND 2	3
HoD PA and Consultant sec BAND 4	1

### **3.4 Clinical governance arrangements**

The candidate is expected to participate in clinical audit, quality improvement activities and continuing professional development. The Microbiology Department has a regular programme of internal audit and participates in the following external quality assessment schemes as part of our Quality Assurance Policy:

- CSCQ
- LabQuality

- NEQAS (UK NEQAS for Microbiology)
- QCMD
- RCPAQAP
- INSTAND
- Inter-laboratory sample exchange programmes

### **3.5 Accreditation status**

The Microbiology Department is UKAS accredited and the next UKAS visit is due in September 2021.

### **3.6 Health Protection**

The Department provides support to the Norfolk Health Protection Unit. This includes attendance at committee meetings and support for outbreak investigation and management as required.

### **3.7 Management Arrangements**

3.7.1 The management arrangements are consistent with the recommendations of the DH Strategic Review of Pathology services (1995), notably paragraphs 4.22-4.26. A Consultant Medical Microbiologist or Consultant equivalent is Head of Department. All Consultants and holders of Consultant equivalent posts are eligible to be considered for Head of Department, which is reviewed on a 3 yearly basis, and usually agreed within the Department. Currently, Dr Reham Soliman is the Service Lead/Head of Department for the EPA Microbiology Department.

The post holder will have administrative or managerial duties as agreed with the Head of Department, Clinical Lead for Virology and other Consultant colleagues and will be expected to attend Departmental meetings.

3.7.2 All consultants belong to the Trust Consultant Staff Committee. The consultant virologist participates in a wide range of trust committees depending on their specific areas of responsibility and interest.

3.7.3 All Consultant Microbiologists (Bacteriologists and Virology) are members of the Eastern Region Microbiology Development Group and can participate in the Regional Bacteriology Forum, the Regional Virology Forum and the Regional Epidemiology Committee, all of which are facilitated by the PHE.

### **3.8 Office Accommodation**

The post holder will have desk space within the Department with the use of a computer. All PCs are linked to the Trust network providing e-mail and internet access. Secretarial support is available.

### **3.9 The Eastern Pathology Alliance**

The EPA provides networked diagnostic services in Microbiology, Virology, Haematology, Clinical Chemistry and Blood Transfusion to NNUHFT, JPUH, QEH and GPs and Community Services which belong to the Norfolk CCGs served by these three Trusts.

Whilst all diagnostic microbiology and virology work for EPA is performed at NNUHFT, JPUH and QEH retain some Haematology and Chemistry laboratory services on site. Each of the three Acute Trusts retains local clinical microbiologists for service delivery.

EPA was created in 2013 and it is the 6<sup>th</sup> largest Pathology network in the country. It is approved by NSI as one of the 29 networks in the UK.

#### **Academic and Research facilities**

The Norfolk and Norwich University Hospital has developed research and development strategy in partnership with the University of East Anglia (UEA) and Norwich Research Park (The Quadram Institute and The Earlham Institute) to take forward ambitious targets for research and development. The Clinical Microbiology Department has very strong teaching and research links with the University of East Anglia. EPA Virologists and Microbiologists collaborate with UEA academic staff (Professor Tom Wileman, Professor John Wain, Professor David Livermore and Dr Penny Powell).

Recent key research interests include SARS CoV-2 sequencing, gut microbiota, and rapid PCR on blood cultures. Two medical Virologists in the Department (Dr Claire Williams and Dr Samir Dervisevic), as well as one Microbiologist, (Dr Christopher Jeanes) are directly involved with SARS CoV-2 vaccine clinical trials and SARS CoV-2 antibody studies.

The new Consultant Virologist will be encouraged to participate in research, audit and development activities within Clinical Virology, within the Trust and in collaboration with University of East Anglia as appropriate.

#### **4. EDUCATION & TRAINING IN THE DEPARTMENT**

The Department provides time for CPD activities, which are supported by an adequate consultants' study leave budget. There are regular internal teaching meetings, which are highly valued and support the Department's trainees, Biomedical Scientists and Consultant staff. Within NNUHFT there are numerous educational meetings, including medical and surgical grand rounds, to which consultants are welcomed.

Training needs are identified through the individual's personal appraisal process, in which all are expected to participate.

The appointee will be accountable managerially to the Clinical Director of the Eastern Pathology Alliance and the Chief Executive, and professionally to the Medical Director of the NNUHFT where clinical work is undertaken.

The Trust expects all Consultant Medical Staff to comply with the current guidelines from their professional bodies, GMC, Royal Colleges etc. concerning education and revalidation. Emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend Trust mandatory courses. Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a partner in the joint venture, The Norwich Medical School at UEA.

### 5. Part A JOB PLAN

5.1 A formal job plan will be agreed between the appointee and their Clinical Director, on behalf of the Medical Director, as soon as possible after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

5.2 The Trust has discretion to offer additional programmed activities in appropriate cases. However, where after the appropriate panel approval has been obtained it is agreed to pay temporary additional programmed activities these will only be payable to newly qualified consultants after three months in the post. Such additional programmed activities will not be paid retrospectively to the date of appointment. In the case of the other consultants the date from which the additional programmed activities become payable will be a matter of agreement with the Clinical Director.

5.3 The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

5.4 Issues raised through the job planning and appraisal processes will be raised with and reviewed by the relevant Clinical and Medical Directors of each Trust as required.

#### 5.5 Provisional assessment of Programmed Activities in Job Plan:

5.5.1 For a whole-time contract:

The standard full-time job plan will consist of 10 programmed activities of which up to 1.5 will typically be SPAs. The Trust will initially allocate 1.5 SPAs for appraisals, CPD, mandatory training, job planning etc. Permission from your Clinical Director/Medical Director must be sought for participation in external NHS activities and once agreed these should be recorded in your job plan.

### 6. Part B PROVISIONAL TIMETABLE

6.1 The following provides an outline for expected clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Director with regards to the scheduling of all other activities, including the Supporting Professional Activities. Upon appointment the consultant will be given a specific "work programme" detailing the initial allocation of direct clinical care activities and supporting activities.

The concept of “fixed” and “flexible” commitments is less easily applied in pathology than in most specialties. Nonetheless the number of PAs allocated to fixed commitments and the core work of the post is indicated in the provisional job plan, and does not exceed the maximum number of PAs for the type of contract.

Day	Time	Location	Work	NHS Act. Code	Number of PAs
<b>Monday</b>	9am-3pm	Laboratory	Laboratory and report authorization. Clinical liaison	DCC	1.5
	3pm-5pm	Laboratory	Admin/clerical	SPA	0.5
<b>Tuesday</b>	9am-1pm	Hospital/Laboratory	ITU Ward Round/ Laboratory and report authorization	DCC	1
	1pm-5pm	Laboratory	Laboratory and report authorization. Clinical liaison Admin and ICU round	DCC	1
<b>Wednesday</b>	9am-1pm	Laboratory	SPA	SPA	1
	1pm-5pm	Laboratory	Laboratory and report authorization. Clinical liaison ICU round	DCC	1
<b>Thursday</b>	9am-1pm	NNUHFT	Oncology Ward Round.	DCC	1
	1pm-5pm	Laboratory	Clinical liaison		1
			Gynecology MDT		
<b>Friday</b>	9am-1pm	Laboratory	Laboratory and report authorization. Clinical liaison Admin and ICU round	DCC	1
	9am-1pm	Laboratory	Laboratory and report authorization. Clinical liaison Admin and ICU round	DCC	1
<b>Saturday</b>	On-Call 1:3 soon to be 1:4	Via telephone/ab as required			
<b>Sunday</b>					
<b>Additional agreed activity</b>					
<b>Predictable on-call work</b>					
<b>Unpredictable emergency on-call work</b>					
<b>TOTAL PAS</b>					<b>10</b>

### **Arrangements for on-call work**

The Virology Clinical Team provides a 24-hour analytical and advisory service and the new Consultant Virologist will participate in the out of hours clinical cover and sharing the 1:4 out of hours rota with two Consultant Medical Virologists and one Consultant Clinical Scientist when recruited. Colleague cross-cover for annual, professional and study leave is expected.

Currently Virology Consultants attend the NNUHFT Laboratory on Saturdays/Sundays if required. Virology consultants provide telephone cover for the NNUHFT, JPUH and QEHL. Future working patterns will be reviewed as part of the combined on-call rota and some weekend attendance can be expected to be part of this. On-call is Band A.

Total DCC PAs = 8.5

Total SPA PAs = 1.5

*This timetable is indicative; the definitive timetable will be agreed by the Trust and the appointee and subject to regular review*

Category: A

Supplement: 8%

Note:

Category A: On-call availability supplements where immediate return is required or equally complex interventions such as telemedicine or complex telephone consultations.

Category B: Will be available where telephone advice or return to work within two hours is required.



## APPENDIX 2

### 8. PERSON SPECIFICATION GRADE: SPECIALTY: CONSULTANT VIROLOGIST

JOB REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.</p> <p>Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.</p> <p>Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</p> <p>Fellow of the Royal College of Pathologists by examination in Virology.</p> <p>Evidence of continuing medical education (existing consultants must be able to demonstrate active participation in a recognised CPD scheme)</p>	<p>Relevant supervised training in an appropriate STR or clinical lectureship programme.</p> <p>Further qualification such as Postgraduate thesis (MD, PhD) MSc, DipHIC etc.</p> <p>MRCP or equivalent</p>
<b>Aptitudes</b>	<p>Capable of working in a multi-disciplinary team.</p> <p>Enthusiasm for service development and teaching.</p>	<p>Prepared to work in shared office space.</p> <p>Management skills.</p>
<b>Experience</b>	<p>Clinical training and experience equivalent to that required for gaining UK CCT in Virology</p> <p>Ability to offer an expert clinical and clinical laboratory opinion on a range of problems relating to Virology and Microbiology in primary care, inpatient and tertiary referral settings.</p> <p>Experience in clinical management of viral infectious diseases and infections in special populations e.g. immunocompromised patients.</p> <p>Experience/interest in virological aspects of infection control in hospitals, public places and the environment.</p> <p>Applicants who are Nationals from another European country or elsewhere overseas would have to show equivalence to the 5 years training period in the National Health Service required for the specialty</p> <p>Training in children's safeguarding.</p>	<p>Experience in research or published papers in area of special interest.</p> <p>Experience in investigating new emerging infectious diseases</p> <p>Interest in advanced diagnostic methods and their development</p>

<b>Interests</b>	<p>Commitment to develop an appropriate special interest</p> <p>Commitment to introduction of new virological services in association with operational and consultant colleagues.</p>	
<b>Teaching Experience</b>	<p>Ability to teach and promote clinical and virology skills, knowledge and attitudes at undergraduate and postgraduate level.</p> <p>Experience in supervising virology trainees.</p> <p>Interest and experience in Specialty training in Medical Virology.</p>	<p>Experience of FRCPATH and undergraduate Virology and/or microbiology teaching and training.</p> <p>Ability to supervise postgraduate clinical &amp; laboratory research.</p> <p>Attendance at a course on presentation and teaching skills.</p>
<b>Research Experience</b>	<p>Ability to apply research outcomes to clinical problems.</p> <p>Ability to pursue high quality laboratory, health services or clinical research.</p> <p>Publications in peer-reviewed journals in virology or microbiology.</p>	A strong record of peer-reviewed publications in high-impact journals.
<b>Other</b>	<p>Flexible outlook on working practices.</p> <p>Full registration with GMC with license to practice.</p>	
<b>Communications and Language Skills</b>	<p>Ability to communicate effectively with clinical colleagues, colleagues in pathology and support staff</p>	Good presentation skills.

## About the Trust

The Norfolk & Norwich University Hospital NHS Foundation Trust (NNUH) is one of the busiest teaching trusts in England. We serve over 900,000 people across Norfolk, North Suffolk and surrounding areas for specialist services. In 2016/17 our 7,500 members of staff delivered 816,000 outpatient appointments, 90,000 day cases and 90,000 inpatient admissions from our two hospitals.

- The Norfolk and Norwich University Hospital is located on the Norwich Research Park and serves the population of Norfolk and Norfolk Suffolk and further afield for specialist services. It opened in 2001 and is a 1,200 bed teaching hospital with state-of-the-art facilities. We provide a wide range of secondary and tertiary services, including Accident and Emergency. The trust will be commemorating 250 years of a hospital in Norwich in 2021.
- Cromer and District Hospital is located in Cromer on the North Norfolk coast and serves the North Norfolk population. It was redeveloped in 2012 to replace the 1930s-founded hospital. We provide a wide range of consultant-led outpatient services, day case operations and a Minor Injuries Unit (MIU). The trust is commemorating 150 years of a hospital in Cromer in 2017/18.

Our vision is to 'provide every patient with the care we want for those we love the most', **Our PRIDE values support our vision and guide the behaviour of everything we do.**

- **People-focused:** We look after the needs of our patients, carers and colleagues, to provide a safe and caring experience for all.
- **Respect:** We act with care, compassion and kindness and value others' diverse needs.
- **Integrity:** We take an honest, open and ethical approach to everything we do.
- **Dedication:** We work as one team and support each other to maintain the highest professional standards.
- **Excellence:** We continuously learn and improve to achieve the best outcomes for our patients and our hospital

Our strategy, agreed in 2016, is based on four key objectives:

- We will be a provider of high quality healthcare to our local population
- We will be the centre for complex and specialist medicine for Norfolk and the Anglia region
- We will be a recognised centre for excellence in research, education and innovation
- We will be a leader in the redesign and delivery of health and social care services in Norfolk.

Our clinical services are structured across four divisions offering a wide range of careers to new staff of all disciplines. Our four divisions are Medicine, Surgery, Women's and Children's, and Clinical Support Services. We always strive to hit the highest standard in each of these areas, including pioneering treatments and the best career development for employees. In addition, the Trust provides a full range of more specialist services such as Oncology and Radiotherapy, Neonatology, Orthopaedics, Plastic Surgery, Ophthalmology, Rheumatology, Paediatric Medicine and Surgery.

- Medicine is comprised of Cardiology; Respiratory Medicine; Stroke; Nephrology; Gastroenterology; Allergy; Older People's Medicine; Endocrinology; Neurology; Rheumatology; Emergency and Acute Medicine; Oncology, Palliative Medicine and Haematology.
- Surgery consists of General and Thoracic Surgery; Dermatology; Urology; Head and Neck; Ophthalmology; Orthopaedics; Plastic Surgery; Anaesthetics, Critical Care, Pain Management, Sterile Services, Theatres and the Day Procedure Unit.
- Women's and Children's Services consists of Obstetrics; Gynaecology; Paediatric Medicine; Paediatric Surgery and Neonatology.
- Clinical Support is comprised of Nuclear Medicine; Cellular Pathology; Laboratory Medicine; Therapeutic and Support Services; Radiology; Pharmacy; and Health Records.

We want to recruit people who are looking for new challenges and opportunities, share our values and want to be part of our vision to provide every patient with the care we want for those we love the most.

## **The Faculty of Medicine and Health Sciences (FMH)**

The Faculty of Medicine and Health Sciences is led by the Pro-Vice-Chancellor of Medicine and Health Sciences, Professor Dylan Edwards, working closely with the Heads of School, and the Associate Deans who share responsibility for the areas of Research; Enterprise and Engagement; Learning and Teaching; Admissions; and Postgraduate Research. These senior academics, together with the Senior Faculty Manager, the Faculty Human Resources Manager, and the Faculty Finance Manager, form the Faculty Executive. Teaching is organised through the Faculty's two Schools of study, comprising Health Sciences and Norwich Medical School, assisted by a Centre for Inter-professional Practice.

## **The School of Health Sciences**

On 1st August 2014, the Schools of Nursing Sciences and Rehabilitation Sciences at the University of East Anglia (UEA) came together to create a new School of Health Sciences. The School's purpose is to resolve health challenges through the advancement of knowledge and interdisciplinary working. This innovative development has built on the strong reputation of the two Schools and creates an outstanding learning environment for students: fostering cutting edge research and offering opportunities for real innovation in enterprise development.

The School of Health Sciences encompasses a family of interrelated disciplines: midwifery, all fields of nursing, operating department practice, paramedic science, physiotherapy, occupational therapy and speech and language therapy. Research is focused on developing solutions to future global health challenges, which may arise as a consequence of our life style choices (e.g. obesity, diabetes); living longer with long term conditions and the need for systems, services and training models to adapt to different health care needs in the future.

The school has a clear vision and strategy to be a leading international academic force, improving the quality of healthcare through research and education. The School's academic structure is designed to secure the delivery of this strategy. Staff belong to one of three health challenge units which drive innovation in research, teaching and learning in three theme areas: reforming health systems; promoting family and community health and living well with long term conditions. The groups foster a collaborative ethos and serve as an academic 'home' community for those with related interests from a variety of professional backgrounds.

There are currently have over 1300 undergraduate, pre-registration students and around 1200 post registration and postgraduate students taking a variety of modules and courses, including the flagship NIHR Masters in Clinical Research. The success of the School is reflected by the popularity of its programmes and a number of measures of esteem. The School is ranked 5th for nursing and midwifery and 7th for health professions in the Guardian University Guide (2015) and has recently climbed four places to 8th place for nursing in the Complete University Guide (2015).

## **The Norwich Medical School**

The Norwich Medical School was established at UEA in 2001 and has over 200 members of academic, research and support staff – and a large number of active NHS secondees and honorary appointees – from a wide range of disciplines (including medical specialties, biological sciences and a range of social and statistical disciplines, including health economics, clinical psychology, epidemiology and medical statistics). The School has grown with a current entry each year of 168 students. Its first students graduated in 2007 and since then the School has been in the top 10 of all medical schools on the National Student Survey on three occasions, the Prescribing Skills Assessment pass rate is over 97%; the Situational Judgement Test is among the top scores nationally and the Preparedness to Practice and Core Skills Acquisition are consistently top 5. In 2014, 2015 and 2016 the school was shown to have produced some of the best prepared Foundation doctors, demonstrated through national data provided by the GMC following their annual survey of all doctors in training.

The Schools' research focus is on developing translational research themes that answer important health questions, from an understanding of the basic mechanisms and genetics of disease through to clinical trials and from there to incorporation into clinical guidelines and evaluation within the broader health care community.

The Medical School has a vision to build a clinical and translational research programme of international standing based on the existing strengths of the Medical School, UEA, The Norfolk and Norwich University Hospital and the Norwich Research Park. The presence of three BBSRC research institutes on the Norwich Research Park (Institute of Food Research, John Innes Centre, The Earlham Institute (formerly the Genome Analysis Centre or TGAC) provides unique opportunities not available to other comparable medical schools and in 2018 the Quadram Institute has opened its doors. Preventive medicine is a major goal for 21st century medicine. The role of diet in the prevention of a wide spectrum of disease will be a particular focus of research within the Medical School. Incorporated with this will be parallel strategies to understand the epidemiology and health economic impact of the conditions studied.

Areas of research within the Medical School include:

- Cancer Studies
- Clinical Science and Trials
- Dementia
- Epidemiology
- Gastroenterology and Gut Biology
- Health Economics
- Health Services Research
- Medical Microbiology
- Musculoskeletal Science
- Nutrition

- Psychological Sciences

Norwich Medical School is housed on East (main) campus in the Norwich Medical School Building, and on West Campus in the new £20m Bob Champion Research and Education Building, which opened in late 2014, adjacent to the Norfolk and Norwich University Hospital, providing outstanding facilities for staff and supporting clinically orientated research.



### **Norwich Research Park**

The Norwich Research Park is a partnership between the NNUH, UEA and four independent world-renowned research institutes, namely the John Innes Centre, Quadram Institute Bioscience and The Genome Analysis Centre (all strategically funded by the Biotechnology and Biological Sciences Research Council (BBSRC) and The Sainsbury Laboratory to the Gatsby Charitable Foundation. The BBSRC is itself a partner as is the John Innes Foundation.

The Norwich Research Park is home to around 30 sciences and IT based businesses. With over 11,000 people including 2,700 scientists and an annual research spend of over £100 million; the Norwich Research Park is Europe's leading centre for research in food, health and the environment.

The main strength of Norwich Research Park is the concentration of world-leading scientists coupled with the capability for multidisciplinary research. The vision of the Norwich Research Park partners and local government stakeholders is to develop a thriving science and innovation business park over the next decade by

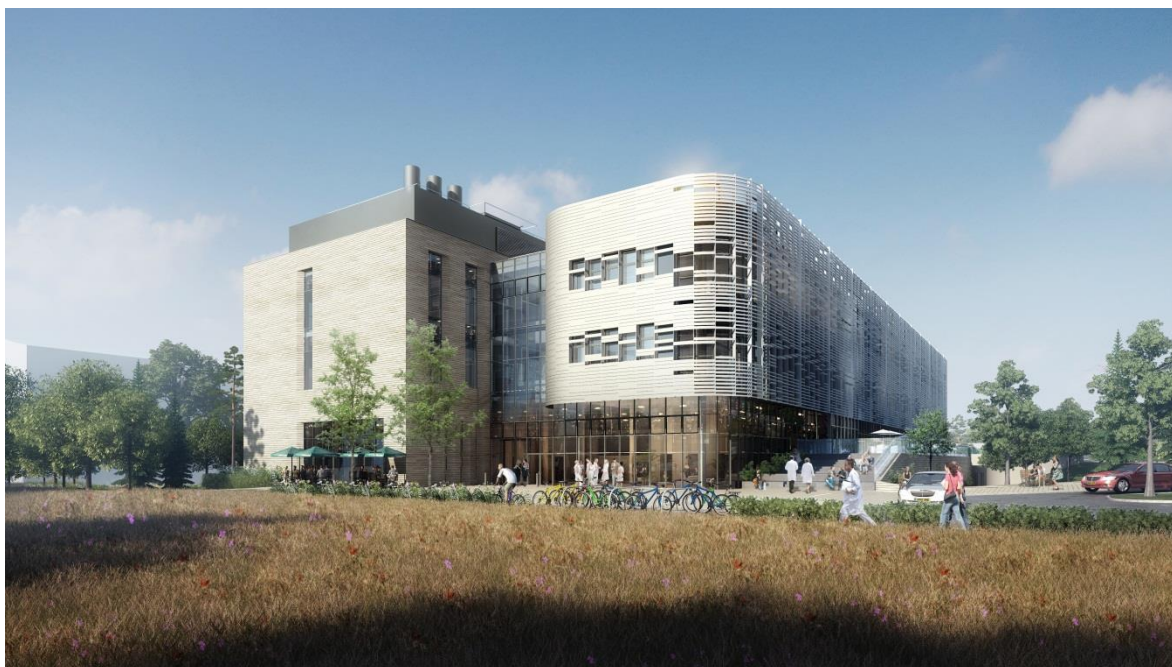
supporting spin-out and start-up companies and through attracting inward investment from large corporate organisations involved in science and technology. Norwich Research Park aims to deliver solutions to the global challenges of healthy ageing, food and energy security, sustainability and environmental change.

It is an international centre of excellence in life and environmental sciences research with world-class expertise in the research and development pipeline from genomics and data analytics, global geochemical cycles and crop biology, through to food, health and human nutrition.

Our science transcends conventional boundaries by forging interdisciplinary links, thereby driving innovation, enterprise and promoting economic growth, and particularly underpinning a new bioeconomy.

### **Quadram Institute**

The Quadram Institute is the name of the new centre for food and health research to be located at the heart of the Norwich Research Park, one of Europe's largest single-site concentrations of research in food, health and environmental sciences. The new £81.6m facility to house the Quadram Institute opened in 2018.



The new world leading centre for food and health research will bring together the Institute of Food Research, the NNUH's regional gastrointestinal endoscopy facility and aspects of the UEA's Norwich Medical School and the Faculty of Science.

Due to population expansion combined with people living longer and the need to screen a broader age range for diagnostic and potential preventative reasons the NNUH will be doubling its capacity for bowel screening.

The dedicated unit and world leading research facilities will be located in the Quadram Institute. The Quadram Institute's mission will be to develop solutions to



worldwide challenges in human health, food and disease. The concept for the institute is to enable a step-change in food and health science research by providing new insights and accelerating innovation that will deliver new foods and treatments as well as proactive health and lifestyle interventions, for the benefit of society and the bio-economy.

Its creation underlines the collaboration of the four founding partners and reflects its strategy to work across four research themes: the gut and the microbiome (the gut flora); healthy ageing; food innovation; and food safety. These research themes will link closely to the world-class plant and crop research at the John Innes Centre and bioinformatics at The Genome Analysis Centre, both also located at the Norwich Research Park, creating a powerful plant-food-health pathway to deliver clinically-validated strategies to improve human nutrition, health and wellbeing. The Quadram Institute will work closely with the food industry, healthcare and allied sectors to transfer its scientific knowledge into practice.

### **Norwich Radiology Academy**

The Trust is home to the Norwich Radiology Academy, run on behalf of the Department of Health and Royal College of Radiologists. The academy, one of only three in the country, is also located on the Norwich Research Park in the Trust's Cotman Centre and provides a ground breaking approach to radiology training in the UK.

### **Education and Training**

The Trust has an outstanding reputation for providing a good quality education and excellent clinical experience for trainees. The large catchment population provides a wealth of clinical material. Most departments have well-developed in-house teaching programmes and there are many examples of locally developed skills courses including Basic Surgical Skills, MRCS training and Minor Surgical Skills courses as well as more specialised courses such as for the FRCS (Orth). There is an established system of educational supervision and assessment for Foundation Programme and Core Training.

The Trust has one of the best equipped Postgraduate Centre's in the country. There is an excellent lecture theatre and library as well as seminar rooms and clinical skills laboratories within the Centre which is currently situated within the Hospital and in the new Bob Champion Research and Education Building.

There are opportunities for trainees to do an MSc in Health Sciences with the University of East Anglia. A diploma in clinical skills is being developed in collaboration with the University, aimed at the Core Training grade. There is an excellent local GP VTS scheme and this, and good quality educational programmes in NANIME, provide strong links with local GPs. For all these reasons Norwich is able to attract good quality candidates to fill training posts and eliminate many of the problems of recruiting into shortage specialties.

The Trust provides individual consultants with a budget to support additional training and CPD. A large number of consultants have active involvement in external College, regional or national activities.

## **Research and Development**

The Trust encourages all consultants to become involved with research. This is facilitated by the proximity of the Norwich Research Park.

There is a joint UEA and NNUH Chief of Research & Innovation (Professor A Forbes) and a joint research office which currently monitors nearly 200 new research applications per year. There is a Clinical Trials Unit based partly in the hospital and partly at the University. The Trust hosts the Clinical Research Network: Eastern (CRN). Our recruitment to clinical trials is consistently above target.

## **General Conditions of Appointment**

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers.

The successful candidate will normally be required to reside within 15 miles of the main hospital base or 30 minutes travel time.

The appointee will be accountable managerially to the Clinical Director and professionally to the Medical Director of the Trust.

The main terms and conditions of employment relating to this appointment will be those set out in the national handbooks of the Terms and Conditions of Service of Hospital Medical and Dental Staff and, as appropriate, of the General Whitley Council. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement. The appointee will also be required to comply with the Trust's policies and procedures concerning Hepatitis B, details of which will be supplied to candidates shortlisted for posts that would involve exposure prone procedures

The post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provision of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal, or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Disclosure and Barring service. The Trust therefore requires all medical staff successful at interview to complete and submit a Disclosure Application Form, and any offer of employment will be subject to a satisfactory Enhanced Disclosure check being returned from the DBS.

It is essential that all Trust employees will adhere to and follow good infection control practices, as detailed in the Trust's Infection Control Manual and other related policies and guidelines

All Trust staff have a statutory duty to safeguard children in their care and promote the welfare of children and young people. Staff are expected to know about the Trust's safeguarding procedures which can be found on the intranet. Staff must be familiar with the signs and symptoms of abuse and know what to do if any such concerns are raised.

The Trust is a no smoking hospital and therefore smoking is not permitted on any of the Trust's premises.

### **Interview Expenses**

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

## Contacts for Further Information

Candidates requiring further information are invited to contact the following:

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