

# Consultant - Acute Medical Unit

Norfolk and Norwich University Hospitals NHS Foundation Trust

## Job Description



People focused

Respect

Integrity

Dedication

Excellence

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## Introduction



The Norfolk and Norwich University Hospital is looking to recruit highly motivated Substantive Consultant Physicians with expertise in General and Acute Medicine to supplement our established team of 9 WTE colleagues. The successful candidates will work closely with colleagues from all specialties in managing patients on the Acute Medicine Unit, Same Day Emergency Care and Covid Admission ward.

These posts are specifically required to bolster the existing workforce as the hospital maintains its usual high levels of activity whilst dealing with the continued presence of Covid 19.

We would welcome applications from physicians with a Certificate of Completion of Training (CCT- or equivalent) in either Acute Medicine or General (Internal) Medicine or other specialties wishing to practice Acute Medicine.

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

We welcome all applications irrespective of age, disability, gender, sexual orientation, race 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.

Norwich is a vibrant city, which has been voted as the best city to live in, on consecutive years by the Guardian and Sunday Times. Norwich schools are rated as some of the best within the country.

The surrounding Norfolk countryside and long stretches of coastline are renowned for its beauty and tranquility. The Norfolk Broads provides a quint essential rural getaway with the North Norfolk villages providing a more traditional ambience. With excellent transport links to Cambridge and London, Norfolk offers everything you require to establish the perfect work life balance.

Our rapidly expanding department sees approximately 25,000 patients per year and our AMU footprint includes Acute Medicine Short Stay, Same Day Emergency Care (SDEC), Acute Medicine “Take”, Emergency Department in reach and the Frailty unit

You will be joining a busy department, offering lots of opportunities to increase your experience, acting as a fantastic base for further development. The leadership team will support and actively encourage your personal and professional development, whether this will be pursuing interest in other areas of the Trust or away from the Trust, such as further education or PAs in different departments.

Our team currently consists of 6 consultants and 20 juniors, who are supported by our dedicated team of nursing staff and the wider multidisciplinary teams.

As a university teaching hospital, we have developed our research and development strategy in partnership with the University of East Anglia.

We want to give you autonomy and the opportunity to ensure you have the perfect work-life balance, so we have recently set up an ED Health and Well-Being group to ensure all staff take the time off they need.

## Our Department

The Norfolk and Norwich University Hospital has one of the busiest “Acute Medical takes” in the United Kingdom (numerically the 5th largest medical take in England). The Acute Medicine department assesses and treats approximately 25,000 patients every year. This takes place on the NNUH site in close co-operation with the Emergency Department, the Critical Care Complex, Coronary Care Unit, Medical Specialties and Primary Care. The ethos of “Team Working” is fundamental to the Department and the appointee must be an excellent innovator, leader and team player.

The Acute Medical Unit is set across three area - AMU H, AMU I and AMU K/SDEC. We receive patients directly from GPs and the Emergency Department and ensure all emergency admission patients receive seamless, high quality care at the point of admission.

### The Department Strategy

Team Acute Medicine is responsible for the acute assessment, investigation, diagnosis and management of the acutely unwell adult medical patient from 48 to 72 hours. The Norfolk and Norwich University Hospital’s Medicine Division operates a triage system, patients are assessed by an Acute Medicine Consultant and triaged to specialities.

As natural leaders at the forefront of the hospital, the acute medicine multidisciplinary team are involved in the development and improvement of services such as:



## Acute Medicine Short Stay

Acute Medicine is responsible for the Acute Medicine Short Stay ward round of patients mostly on AMU I. The current short stay service run by Acute Medicine serves between 8000 and 9000 patients per year.

## Same Day Emergency Care (SDEC)

The Acute Medicine Clinic opened in August 2013 to enable the consultant delivered rapid assessment, management, treatment and discharge of a patient cohort who historically would have required admission. This area became known as Ambulatory Emergency Care and is synonymous with Same Day Emergency Care. Referrals are accepted from paramedics, GPs and A&E. Patients referred by GPs for admission receive a Medical Initial Clinical Examination by Physician Associates/Advanced Care Practitioners – these patients can be streamed via the Same Day Emergency Care pathway if appropriate criteria are satisfied. There is a 10-patient seated waiting room, 9 trolleyed cubicles and 4 consultation rooms for assessment of patients. There is a dedicated open plan work area for the team to complete paperwork and a quiet room for discussing with patients/relatives. The ambulatory care area currently runs 0800-2000 7 days per week.

# Our Department

## Acute Medicine “Take”

Acute Medicine consultants are responsible for the assessment, investigation, diagnosis and management of acutely unwell patients – this primarily involves providing early senior clinical input and decision making which has been proven to improve patient outcomes.

## Emergency Department in reach

An Acute Medicine consultant is to be based in the emergency department to support diagnosis and early referral to the acute medical unit.

## Frailty unit

AMU are pleased to work closely with The Older People’s Medicine (OPM) directorate, alongside ED teams, to minimise inappropriate admission of older people. The OPM directorate are a dynamic team and currently operate a parallel short stay ward for older people who have a mean length of stay of 3 days. The OPM team also currently runs a parallel on call rota to offer direct review of patients over 80 attending the AMU and are in the process of developing a dedicated expanded frailty unit with the support of the AMU and medical division.

**The AMU footprint consists of:**

- AMU H has 24 bay beds and 10 side rooms, and it is the main admission unit taking direct Emergency Department referrals.
- AMU, I has 32 beds which also include 8 acute beds and 4 light ligature rooms for mental health patients. AMU I will take those who are critically ill and mental health patients direct.
- AMU K is made of the Same Day Emergency Clinic (SDEC) and GP admissions. This is where a patient who has been referred by a GP will be assessed before being allocated a bed on the main body of the unit.

AMU is cross covered by an amazing multi-disciplinary team made up of doctors, advanced care practitioners, nursing staff, therapists and administration staff.

## AMU Staffing

### Acute Medicine Leadership Structure

The Trust has developed Clinical leadership through the divisions by creating triumvirate leadership teams. The Acute Medicine Triumvirate is managed by the Medical Division triumvirate.

### Acute Medicine Triumvirate

**Dr Duduzile Musa** - Acute Medicine Service Lead

**Chris Drewett** – Care Group Operational Manager

**Marie Hodge** – AMU Matron

### Medical Division Triumvirate

**Crawford Jamieson** - Chief of Medicine Division

**Tanya Moon** – Divisional Nursing Director

**Dina McAlpine** – Divisional Operations



### Clinical Staff

**Dr Duduzile Musa** - Acute Medicine Service Lead. Didi is an acute physician with an interest in medical education (currently the Training Programme Director for General Internal Medicine).

**Dr Wyn Aye** – Acute Physician with an interest in medical leadership and quality improvement

**Dr Adel Hammodi** is a general physician and intensivist. He has an avid interest in teaching.

**Dr Crawford Jamieson** - is a General Physician and Nutrition Consultant - he also is the Divisional Lead.

**Professor Yoon Loke** is a general physician and clinical pharmacologist with strong commitments to teaching and research. He is the Module Lead for Emergency Care, Norwich Medical School, as well as Chair of the NIHR HTA Elective and Emergency Care Panel for developing and prioritizing research in the NHS.

**Dr Edward Markham** - Acute Physician with an interest in the interface between acute and emergency services. He devotes 7 sessions to AMU. He is currently our lead for induction.

**Dr Shailesh Shah** - Acute/General Physician and intensive care clinician. He has a keen interest in sonography and teaching. He devotes 4 sessions to acute medicine.

**Dr Mie Mie Tisdale** is a General Physician, and Endocrinologist. She has an interest in teaching.

## AMU Staffing

### Junior Doctors

The following junior staff are allocated to the Acute Medical Unit

- 6 ST3+ doctors in acute medicine (NTNs)
- 2 Fixed term Locum Registrar doctors
- 2 Clinical Fellow posts in acute medicine (CT1 level)

Other junior doctors also rotate through the Acute Medicine Unit.

The department has 14 Foundation Year 2 or CT1/2 trainees at any one time (attached for three, four and six months) and up to 3 Foundation Year 1 trainees (usually attached for two weeks at a time).

Four doctors are Acute Care Common Stem trainees, specializing in one of the Critical Care specialties.

### Technical and other Support Staff

The AMU nursing team is led by, Marie Hodge, Acute Medicine Unit Matron. They lead a team of 88 WTE dedicated AMU nurses, 1 nurse educator, and 45 WTE health care assistants across the ambulatory care unit and both short stay AMU wards. Extended roles have been developed in the department – we have 4 Advanced Care Practitioners and 1 Physician Associate in addition to training a cohort of 3 Advanced Care Practitioners.

### Pharmacy

The Acute Medicine Unit has dedicated pharmacy input covering seven days (0800-1915).

### Therapies

The front door Therapy team is clinically led by a Physiotherapist and an Occupational Therapist. The Therapy team work alongside the Nursing and Medical team to support the rapid assessment and discharge of medically well patients from the Acute Medicine Unit. They also link with teams based in the Urgent Care Centre and the Emergency Department to improve early access to ongoing therapy assessment. Additionally, the Therapy team start assessment and discharge planning for patients that are not yet medically ready to leave hospital – supporting the efficient identification of therapy need and reduction in length of stay. Identification of reablement and rehabilitation potential is a key role of the front door team - alongside consideration of strategies and services to help reduce readmission rate. We have also developed and now work along with an Advanced Practice Physiotherapist - Advanced practice reflects the four pillars of physiotherapy practice and a level of practice across the four pillars of Clinical, Education, Research and Leadership.



Our APP works with a high degree of autonomy, using complex decision-making within multi-professional teams in Acute Medicine to support the clinical team and to work across the health and social care system to enable quality and integrated care.

### Management Team, Admin, Clerical and managerial support

Acute Medicine has dedicated ward clerk cover available 24 hours a day, 7 days a week in the Acute Medicine Units. Medical secretarial support is provided by Mrs Jo Moseley and Mrs Lisa Kerrison with Nursing secretarial support being provided by Miss Jo Rand. Overall admin managerial responsibilities are with Mrs Tyko Newton and Operations Management is provided by Mr. Chris Drewett.

## Working For Us

As well as working for one of the largest and best Teaching Hospitals in the country, employees are able to access a wide range of staff benefits some of which are highlighted below.



### Workplace Health & Wellbeing

- Free 24-hour confidential external telephone counselling support
- Fast Track Staff Physiotherapy service
- Free annual Flu vaccination
- Multi Faith prayer room
- NNUH physical activity groups
- Wellbeing Training workshops and Group support sessions
- Discounted gym memberships

### Financial and Career Development

- Excellent pension scheme
- Generous maternity, paternity, shared parental leave and adoption pay
- Generous annual leave entitlement
- Flexible working arrangements
- Wagestream. Access up to 40% of your pay as you earn it
- Annual staff, long service and monthly PRIDE awards
- Dedicated training team
- Access to on site library
- Teaching Hospital with a focus around career development

### Working day

- Free Park & Ride service direct to NNUH site
- Heavily discounted bus passes
- Salary sacrifice lease car scheme
- Salary sacrifice cycle scheme
- Salary sacrifice home electronics scheme
- On site ensuite accommodation
- On site restaurants, delis and cafes offering staff discounts
- On site Amazon lockers
- On site nursery

- The appointee will be provided with an office, computer, internet access and secretarial support which may be shared.
- The role can involve home learning for time allocated to SPA and management duties, with the expectation that you will be readily available to attend the hospital site if needed

The Final Year (University of East Anglia) medical students are assigned to the Acute Medicine department for the Emergency/Critical Care module. Regular teaching sessions take place and there are plans to further develop both undergraduate and postgraduate training on the unit.

Acute Medicine regularly accepts final year medical students from the University of St George's, Grenada, these students are assigned to Acute Medicine for 1 to 3 months at a time. The department is also responsible for teaching undergraduate medical students from the University of East Anglia during their final year.

There is weekly, consultant-led, protected teaching time for all junior doctors and ACPs which follows the Acute Medicine Higher Training Curriculum. Trainees are also encouraged to participate in organisation and attendance of Regional Training days for Higher Specialist and ACCS Trainees.

There is a full time Clinical Nurse Educator in post.

Consultants are encouraged to become instructors in ALS. Level 1 Ultrasound sign off is available from within the Consultant body.

The department is keen to participate in research and has a Research and Audit lead. There are weekly Grand Rounds within the Trust to further education and learning outside of ED.

Trainee supervision is an essential part of the role as we are keen to encourage trainees to join us for training and to work with us as consultants.

We also have an active ACP training programme and these trainee ACPs also require supervision, which is job planned.

We were one of the first Trusts in the country to have a fatigue charter for our junior doctors and to provide 'sleepy chairs' to facilitate rest during night shifts.

### Governance

The AMU team is committed to continuous improvement and clinical governance. There is a dedicated service director as well as a clinical governance lead within the AMU. Monthly Clinical Governance and Acute Medicine Directorate meetings provide a forum for multidisciplinary feedback and open discussion.

The appointment is to the Norfolk and Norwich University Hospital Trust, not to specific hospitals.

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

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

### General Duties

We have a Lead Consultant in charge of the unit during the day, supported by a Nurse Co-ordinator. We also have a Floor Acute Medicine Consultant who assists the Lead Consultant with reviewing patients. They coordinate the working day and prioritise where staffing should be placed, based on safety and demand. The on-call consultant is responsible for the running of the department and has oversight of clinical safety overnight.

The consultant will work closely with many specialities across the Trust and build good working relationships with teams.

Duties will be rotated as determined by the rota.

All of the above consultants would be active participants in the Acute Medicine on-call rota. Current on-call duties finish at 10pm. The appointee should reside 30 minutes away from the hospital site in order to carry out these duties.

### Within AMU

To be a specialist in the acute assessment, investigation, diagnosis and management of patients.

To stabilise and manage patients with medical emergencies

To lead the Ambulatory care service

To be at the forefront of the hospital involved in development and improvement of services to allow safe provision of care.

### Within the Trust

- Liaise with clinicians and leads outside of the ED to address issues that arise
- Participation in teaching programs across the wider hospital community and the University of East Anglia
- The appointees will be members of the Consultant Staff Committee

### The Norfolk Wide Health Care System

- Liaise with our system partners across Norfolk, to develop and provide services for the future
- Encourage new ways of providing acute care across the whole of Norfolk and beyond

### Clinical Governance

- Be proactive in the Clinical Governance agenda for the department. This includes participation in audit and quality improvement projects, guidelines/pathways, professional development, appraisal and risk management as well as attending Clinical Governance meetings
- Attend Directorate meetings to contribute to the development of the service

### Personal Development

- Maintain the Trusts PRIDE Values
- Participate in Continuing Professional Development and appraisal
- To undergo regular revalidation as set out by the GMC

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 speciality.

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

## Exciting New Opportunities

We are delighted as a Trust to look at different models of working, and to facilitate personal development, including learning and development of expertise for post holders. We are happy to support consultants with training in their specific areas of interest when appointed.

The new posts we envisage are:

### Involvement in Research

The Acute Medicine department are keen to participate and engage in research and to continue to build strong ties with neighbouring universities and hospitals and beyond.

### University of East Anglia Teaching Role

The NNUH are lucky to work closely with the University of East Anglia, which provides our staff with development opportunities. The UEA can appoint Consultants as Module Leads to give lectures to medical students. Our own Didi Musa (Service Lead) gives lectures at the UEA, and other members of AMU's consultant team are actively encouraged to explore teaching opportunities that are of special interest to them.

### Medical Level 2 Lead

This role would involve working with our experienced advanced nursing team to ensure patients receive the best quality of care. Leading teaching for resuscitation procedures and equipment, keeping abreast of all the latest recommendations, and ensuring the smooth running of this area of the department.

### Frailty & Older People's Medicine

We have a dedicated, award winning Older Persons Emergency Department (OPED) staffed by Older Peoples Medicine (OPM) Consultants, and we are keen to have an Acute Medicine consultant with interest in frailty and OPM to work with OPED to develop links between our services to contribute to service improvement.

If you feel you have a specific area of interest, which is not included in the above please contact us to discuss this.

### Sessions with Medical Specialities

The Acute Medicine department are keen to participate and engage in collaborative and interdepartmental working – this this end we would be happy to consider Job Plans with sessions in other specialities.



## Job Plan

A formal job plan will be agreed between the appointee and their Service Director, on behalf of the Medical Director, as soon as possible after the commencement date of the appointee.

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 other consultants, the date from which the additional programmed activities become payable will be a matter of agreement with the Service Director.

The Job Plan will then be reviewed annually. 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.

Provisional assessment of Programmed Activities in Job Plan for a whole-time contract:

- The balance between Direct Clinical care Activities and Supporting Programmed Activities will be agreed with the candidate as part of the initial job planning process.
- The standard full time job plan will consist of 10 programmed activities of which up to 2.5 will typically be SPAs. The Trust will initially allocate 1.5 SPAs for appraisals, CPD, mandatory training, job planning etc. A further 1 SPA may be allocated for formal audit, formal research and formal undergraduate and post-graduate education activity and supervision. 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.

### Mentoring for New Consultants

The Trust supports the principle of mentoring for all new consultants and has plans to formally incorporate this into Trust policy in the near future.

## Provisional Timetable

The timetable on the following page provides an outline of the 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 regard to the scheduling of all other activities, including the Supporting Professional Activities. Upon appointment the consultant will be given a specific “work programmer” detailing the initial allocation of direct clinical care activities and supporting activities. Please note this will vary depending on any role that is taken as part of the job. The current on-call weekend rota is 1 in 12, and Clinic work is 1 in 6, however with increased colleague numbers we will aim to improve (reduce) this weekend commitment.

The successful candidate(s) will be employed to deliver 8.5 PAs of clinical activity per week divided into 8-hour shifts. The working day commences at 0800 and finishes at 2000 and the appointees will work their 8 hour shifts during this time period. Appointees are expected to work weekends depending upon their rota. There is no requirement for overnight on-call.

This timetable is indicative of a basic 10 PA contract; the definitive timetable will be agreed by the Trust and the appointee and subject to regular review. This job plan would change if one were interested in taking one of the specific roles described above or if one was working a different shift pattern depending on what was agreed. There are additional PAs for educational supervision of trainees and ACPs. The definitive timetable will be agreed by the Service Director and the appointee and subject to regular review at job planning.

We are open to discussions around working patterns and would encourage potential candidates to engage in conversation with us about opportunities and the future. We recognise the need for new ways of working and are very happy to discuss ideas and would welcome conversations about these.

(Consultants are expected to have a job plan which recognises that they need to do supported professional activities to maintain their clinical work – so most job plans are split as 8 DCC (direct clinical care) and 2 SPA (supported professional activities- this is not clinical work) – the trust are currently only allowing for 1.5 SPA in their job plans).

### On call time

Each Acute Physician is on call 1 in 12 and is resident until 2000 hours with junior help. The on call Acute Physician then provides an on call Acute Medicine service from home between 2000 and 2200 hours or remains resident if the take is busy. The Acute Physician then hands over to a General Internal Medicine Physician for overnight cover. The rota is currently calculated such that each consultant has a fixed on call weekday and is on call for this day

every third week and 1 Friday every twelve weeks. This work is paid through programmed activities.

The Acute physicians also work 1 in 12 weekends which may be split into separate Saturday and Sunday or worked in block, Weekend duties include a morning short stay ward round from 8am, then ongoing assessment of the acute medical take patients and support of junior staff throughout the day. The consultant can reasonably expect to remain in the hospital until 8pm and is then on call from home. This is also paid through programmed activities.

The Acute Physicians also work in the Ambulatory Emergency Care over the weekends covering a one in six rota. Weekend duties include a morning short stay ward round from 8am to 10am, then ongoing management and assessment of patients in the Ambulatory Emergency Care till 1700

| Day       | Time        | Location | Work  | NHS Code | Activity | Number of DCC | SPAs |
|-----------|-------------|----------|---|----------|----------|---------------|------|
| Monday    | 0800-1200   | AMU      | DCC   | C1 – C8  |          | 1.0           |      |
|           | 1200-1300   | AMU      | DCC admin   | C11      |          | 0.25          |      |
|           | 1400-1600   | AMU      | Education Supervision of trainees (0.25 SPA per trainee – allocation of 2 trainees) | S1 – S5  |          |               | 0.5  |
| Tuesday   | 08.00-10:00 | AMU      | Short Stay ward round   | C1-C8    |          | 0.5           |      |
|           | 1000-1200   | Office   | SPA (mandatory training, directorate meetings, service development)                 | S1 – S5  |          |               | 0.5  |
|           | 1300-       |          | Not working (in lieu of DCC on call)  |          |          |               |      |
| Wednesday | 1000-1300   | AMU      | Ambulatory Care   | C1-C8    |          | 0.75          |      |
|           | 1300-1400   | AMU      | DCC admin   | C11      |          | 0.25          |      |
|           | 1400 - 1800 | AMU      | DCC   | C1 – C8  |          | 1.0           |      |
| Thursday  | 0800- 1000  | Office   | SPA   | S1 – S5  |          |               | 0.5  |
|           | 1000-1300   | ED/AMU   | Emergency Department In reach/ assessment of patients on AMU                        | C1 – C8  |          | 0.75          |      |
|           | 1400-1600   | ED/AMU   | Emergency Department In reach/ assessment of patients on AMU                        | C1 – C8  |          | 0.5           |      |
| Friday    | 0800-1300   | AMU      | Short stay ward round   | C1 – C8  |          | 1.25          |      |
|           | 1300-1600   | AMU      | Assessment of patients on AMU   | C1 – C8  |          | 0.75          |      |

|                                       |           |     |   |       |   |  |
|---------------------------------------|-----------|-----|---|-------|---|--|
| Weekday Evening                       | 1700-2000 | AMU | 1 in 12 Evening consultant (reviewing admissions)                     | C1-C8 | On call commitment equates to 1 PA / week |  |
| Saturday                              | 0800-2000 | AMU | 1 in 12 Amu consultant – Short stay ward round and review of patients | C1-C8 |   |  |
| Sunday                                | 0800-2000 | AMU | 1 in 12 Amu consultant – Short stay ward round and review of patients |       |   |  |
| Additional agreed activity            |           |     |   |       |   |  |
| Un-predictable on-call work overnight |           |     |   |       |   |  |
| TOTAL PAS                             |           |     |   |       | 10  |  |

Total DCC PAs = 8.5. Total SPA PAs = 1.5. Total PAs = 10

We are very supportive of candidates who wish to work less than full time. We also provide support to doctors who are employed within the Military Service. We are recognized as a Veterans Aware hospital, and we recently won an award for Step into Health for supporting staff coming back into NHS healthcare.

We are committed to attracting the best candidates and we will therefore aim to accommodate any requirements with regards a flexible job plan. Any 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 plan will be modified as appropriate in consultation with the AMU Service Director and the Medical director.



| JOB REQUIRMENTS       | ESSENTIAL   | DESIRABLE   |
|-----------------------|---|---|
| <b>Qualifications</b> | <p>Full GMC Registration License to practice</p> <p>MRCP or equivalent</p> <p>CCT in General Internal or Acute Medicine or any specialty with General Internal Medicine and on specialist register.</p>   | <p>Acute Medicine related diploma</p> <p>M.Sc.</p> <p>M.D.</p> <p>CCT in a related Medical Specialty</p> <p>Evidence of Teaching Courses</p> <p>ALS Certification</p>               |
| <b>Aptitudes</b>      | <p>Excellent interpersonal skills with a track record of effective working in a multi-disciplinary team.</p> <p>Enthusiasm for service development and training of junior staff.</p>  | <p>Management experience.</p>   |
| <b>Experience</b>     | <p>Acute Medicine experience in the UK</p> <p>Applicants who are Nationals from another European country or elsewhere overseas required to show equivalence to the 5 years training period in the National Health Service required for the specialty.</p> | <p>Experience in research or published papers in area of special interest.</p> <p>Experience in Critical Care Medicine</p> <p>Training and expertise in children's safeguarding</p> |
| <b>Interests</b>      | <p>Ability to demonstrate a commitment to General Medicine</p> <p>Patient Safety</p>  |   |
| <b>Circumstances</b>  | <p>Must live within a 15-mile radius of the base Trust or 30 minutes travelling time.</p>   |   |
| <b>Other</b>          | <p>Flexible outlook on working practices.</p> <p>Able to work with COVID positive patients</p> <p>Commitment to the Trust's values</p>  |   |

|   |   |                           |
|---|---|---------------------------|
|   | "To provide every patient with the care we want for those we love the most"   |                           |
| <b>Communications and Language Skills</b> | <p>Ability to communicate effectively with clinical colleagues, colleagues in pathology and support staff</p> <p>Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries</p> | Good presentation skills. |

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.

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

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 North 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 commemorated 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.

## Clinical Services

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.

## Our Vision



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 Trust strategy 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.





## 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 lifestyle 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 will also open 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 science and IT based businesses. With over 11,000 people including 2,700 scientists and 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 bioeconomy.

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 groundbreaking 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 Centres 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.



*Whatever you want in life - wild open spaces, tranquillity, culture, excitement or nightlife, you will find it here. Norfolk is a place where you can balance work and leisure to get the life you want for you and your family.*



*Housed in a stunning purpose built, modern hospital with bright and airy atriums flooding the building with beautiful Norfolk sunshine, NNUH has strong links to the University of East Anglia and Norwich Research Park. These connections allow NNUH to shine as an example of a Trust supporting staff development and allowing everyone the opportunity to achieve their potential.*



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



*Norwich is really easy to access and is well connected to the rest of the UK. We have the recently improved A11 which connects Norfolk to Cambridge, London and beyond. Greater Anglia runs services to and from London every 30 minutes for as little as £10 each way. There are also direct rail services from Manchester, Nottingham and Cambridge.*

**Norfolk and Norwich University Hospital is the sixth largest acute teaching hospital in the UK, with a workforce of over 8000 working in multi-disciplinary teams to provide outstanding care for patients.**

In a recent survey, 97% of friends and family would recommend NNUH to a family member; this is a direct result of our workforce working together in a constant effort to provide every patient with the care we want, for those we love the most.

**In recent staff survey results, NNUH was one of the most improved Trusts in the country compared to last year.**

In Norwich a staggering 77% of people say they love their job. Although less than 2 hours from London and serviced by excellent transport links, Norwich is one of few UK cities that still retains a strong local identity and a strong sense of community – people walk down the street and say hello to each other, baristas remember your coffee order, you get to know about interesting local projects.

With excellent shopping, eating out, affordable house prices and excellent schools Norwich has been ranked by The Guardian as the best city to work in. It's also a beautiful place to live and for family/friends to visit, with cobbled streets and remnants of the old city walls. Our hospital site is based just outside of Norwich, and sits amongst beautiful countryside, with the River Yare and UEA Broad close by. Norfolk is perfectly located, providing that equal share of city life, countryside and coastline.

**The Norfolk coastline with its big skies, sandy beaches and subtle beauty is one of the jewels in Norfolk's crown. With 90 miles to explore and very few hills to block the view, it really has to be seen to be appreciated and it has been designated an area of outstanding natural beauty.**

Just think where your NNUH career could take you, with new innovative clinics and services being introduced each year, the possibilities are endless.

*The opportunities are as big as the Norfolk skies.*





## 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. She/he 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.

## General Conditions of Appointment

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 (DBS). 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 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 smoking is not permitted on any of the Trust's premises.



## Contacts for further information

Candidates requiring further information are invited to contact the following:

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