

Chairman Mr Tom Spink
Chief Executive Mr Sam Higginson

***Locum Consultant in Medical Oncology with
interests in Breast and Ovarian Cancers***



Department of Oncology

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

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Introduction

This job description is for a 10PA Locum Consultant medical oncologist post. The post is based at the Norfolk and Norwich University Hospitals NHS Foundation Trust (NNUH).

This post is fixed term for a period of 1 year and is designed as a replacement created due to retirement of the previous post holder. Candidates should have a primary interest in breast and ovarian cancers, although other secondary interests may be accommodated. The post holder will be joining a team of three clinical oncologists and one medical oncologist in the Breast Team, and two clinical oncologists in the Gynae Team who also help deliver medical oncology therapies.

Norwich is a great place to live. The city supports a wide variety of cultural activities. The North Norfolk coast is on the doorstep as is the Norfolk Broads National Park. The city also has some excellent schools and a thriving university. The city is only 2 hours from the center of London.

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.

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.

THE SPECIALTY

The appointee will join a young, dynamic team with considerable collective expertise and a desire to provide world class, evidence-based, patient-centred care to the local population and beyond. The predominant referrals include patients with breast, lung, urology and colorectal cancers as well as the less common gynaecological tumours, lymphomas, upper GI and Head & Neck cancers, brain tumours, skin cancers, neuro-endocrine cancers and sarcomas. Most patients are treated on standard protocols and many are entered into clinical trials. Neurosurgery, Hepatic surgery and specialist paediatric services are provided at Addenbrooke's Hospital, Cambridge.

The clinical team provides specialist oncology services to the Norfolk population of 900,000 people. A team-based approach in the department includes holding parallel new patient clinics, team-based complex case meetings and ward rounds as well as collaborating in service development.

We work on a team-based approach. Team A manages head & neck, lung, upper GI, skin and CNS cancers. Team B manages breast cancer and sarcoma and lymphoma. Team C manages pelvic tumors. There is increasingly strong nursing and radiographer input to the clinical teams. Site-specific multidisciplinary meetings are held in a dedicated MDT room with video-links to neighboring trusts.

Oncology consultants meet each Thursday afternoon for an academic meeting, business meeting and for audit, research & governance. A weekly oncology multidisciplinary meeting (Grand Round) is held on Thursday morning, attended by all oncology medical staff, consultants in palliative care and microbiology, and senior nurses. Planning meetings are held with consultant radiologists and a radiology post is part-funded to assist with target volume definition. There is a strong ethos of team working, with weekly radiotherapy peer review meetings amongst teams. A proactive acute oncology service (AOS) has been in place since 2011 and assesses up to 30 patients a day.

Consultants are on call in split weeks (Mon-Thu) and (Fri-Sun), during which time they are expected to provide medical leadership to Mulbarton ward and supervise the management of all oncology inpatients with the help of the acute oncology team and other colleagues. The current on call rota is one in Fourteen.

There are currently 13 consultant clinical oncologists (CO) with 2 medical oncologists (MO) at NNUH, with 2 vacancies under recruitment and a further 2 new posts about to be established.

Team A

- Dr Pinelopi Gkogkou (CO) - CNS and lung
- Dr Jenny Nobes (CO & Service Director) – skin, urology
- Dr Tom Roques (CO)- head & neck, upper GI and HPB,
- Dr Zac Tasigiannopoulos (CO) – lung, upper GI
- Dr Daniel Holyoake (CO) – upper GI, HPB, neuroendocrine
- Dr Gill Gray (MO) – AOS, CUP and melanoma
- *Vacancy currently under recruitment* – Lung and UGI

Team B

- Dr Dinos Geropantas (CO) – breast, head & neck
- Dr Lakshmi Harihar (CO) – breast & head & neck
- Dr David Maskell (CO) – breast and urology
- *This vacancy* (MO) - colorectal, breast and ovarian
- Dr Suzanna Alexander (MO) - breast and germ cell

Team C

- Dr Debashis Biswas (CO) - gynae and lower GI
- Dr Gaurav Kapur (CO) - lower GI, neuroendocrine and urology
- Dr Helen Swannie (CO) - urology
- Dr Rob Wade (CO) - urology and gynae
- Dr Andrew Ho (CO) - CNS and colorectal

Other medical staff

8 Specialist Registrars on rotation from Addenbrookes
3 Clinical fellows

5 SHO-level posts (FY2 and CMT1). An additional FY3 post has recently been appointed to provide additional ward support. These principally involve in-patient ward duties, some outpatient work and on-call cover. There is weekend cross cover with two Haematology juniors

Education & Training

Within the department

The Trust is recognized as a training centre for the Fellowship of the Royal College of Radiologists. A specialist registrar rotation has been set up between Addenbrookes, NNUH and Ipswich Hospitals. Eight SpR's are based at NNUH and each stay for minimum six months. There is a weekly medical Grand Round to which oncologists contribute and a departmental academic meeting twice monthly with an invited speaker.

Within the Norfolk and Norwich University NHS Trust

The Norfolk & Norwich Institute for Medical Education (NANIME), one of the largest postgraduate medical centers in the country, has the largest teaching programme in the region and is the hub of the hospital's teaching facilities. Facilities include a state-of-the-art 173-seat lecture theatre, technical and clinical skills laboratories, well-stocked library, as well as numerous seminar rooms. NANIME also has on-site technical support staff.

There is an active program providing medical and dental staff with a wide variety of meetings of professional interest. Examples of the various courses include ATLS, Basic Surgical Skills and Clinical Skills, together with an extensive variety of GP, multidisciplinary and dental courses.

The NNUH Trust has a growing reputation for providing good quality education and excellent clinical experience for trainees. Most departments have well developed in-house teaching and there is an established system of educational supervision for house officers and SHOs and an appraisal system for specialist registrars.

Duties of the Post

The post holder will principally be part of the Breast and Gynae (or other as agreed) MDT, with a responsibility for delivering SACT at NNUH.

Due to expertise within the department allowing for flexibility and internal reorganization, applicants with an interest in other tumor sites are also strongly

encouraged to apply. The appointee would be expected to see approximately 300 new patients annually and to participate in a 1:14 on call rota.

The appointee will undertake new patient and follow up clinics, managing his/her own clinical workload within a team setting. The appointee would attend and actively participate in the relevant tumor site MDT meetings.

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.

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. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment. A copy is to be forwarded to the Medical Staffing Department to be retained on the personnel file.

The Trust has discretion to offer additional programmed activities in appropriate cases. However, where after the appropriate panel approval has been obtained, and 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 Clinical Director.

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.

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

- The balance between Direct Clinical Care (DCC) Activities and Supporting Programmed Activities (SPA) 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. 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 following 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 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

	AM	PM
Monday	9am – 1 pm – New patient Clinic 1DCC	1pm -2pm – MDT with breast CNS's 2pm -5pm Admin 1DCC
Tuesday	9am – 11am Chemotherapy Prescribing 11am – 1 pm – Breast MDT 1DCC	Half Day off
Wednesday	8am – 9:30am – CRC MDT 9:30am – 1 pm Clinical and Trial Admin 1.25DCC	1 pm – 5 pm – New patient clinic 1DCC

Thursday	9 am – 10 am – Oncology Grand Round 10 am – 11 am – Ward round 11 am – 1 pm – Gynae MDT 1DCC	1 pm – 2 pm – Directorate and Governance meetings (SPA) 2 pm-5pm – Follow up clinic 5 pm – 6 pm – Weekly consultants meeting (SPA) 0.75DCC / 0.5SPA
Friday	9am – 1 pm SPA 1 SPA	1pm – 5 pm follow up clinic 1DCC

On call -0.5
 Total DCC PAs = 8.5
 Total SPA PAs = 1.5
 Total PAs = 10

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

Personal Specification

JOB REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	<p>Full GMC Registration</p> <p>Entry on the GMC Specialist Register Via;</p> <ul style="list-style-type: none"> • CCT (Proposed CCT date must be within 6 months of the interview) • CESR or • European Community Rights • An appropriate higher qualification. 	
Aptitudes	<p>Good communicator.</p> <p>Capable of working in a multi-disciplinary team.</p> <p>Enthusiasm for service development and teaching.</p>	<p>Previous responsibility for service improvement.</p> <p>Management skills</p>
Experience	<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 and expertise in children's safeguarding</p>	<p>Experience in research or published papers in area of special interest</p>
Interests	<p>Commitment to develop an appropriate special interest</p>	
Circumstances	<p>Flexible outlook on working hours.</p> <p>Must live within a 15-mile radius of the base Trust or 30 minutes travelling time.</p> <p>Full Driving License.</p>	
Communications and Language Skills	<p>Ability to communicate effectively with clinical colleagues, colleagues in pathology and support staff</p> <p>Good knowledge of, and ability to use, spoken and written English</p> <p>Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries</p>	<p>Good presentation skills.</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.

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

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.

- 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 commemorated 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 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.

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 & Children, 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; Oncology, Palliative Medicine and Haematology. Emergency and Acute Medicine.
- 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.

People-focused Respect Integrity Dedication Excellence

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 several measures of esteem. The school was ranked 5th for nursing and midwifery and 7th for health professions in the Guardian University Guide (2015) and 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 many 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 school's 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, and 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 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 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 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 is 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 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 can 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. 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.

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 Criminal Records Bureau (CRB) disclosure 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 CRB.

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 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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