

Chairman Tom Spink
Chief Executive Sam Higginson

Consultant in Ophthalmology (Glaucoma)



Department of Ophthalmology

Norfolk and Norwich University Hospitals
NHS Foundation Trust

January 2023

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Introduction

This is a substantive appointment. The successful applicant will join a team of 14 Ophthalmologists.

This post is designed to combine service delivery with high quality training in general ophthalmology with an interest in glaucoma.

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 Department

The Eye Department is located within the Norfolk and Norwich University Hospital, Cromer Hospital and Central Norwich Eye Clinic.

Within NNUH, Ophthalmic outpatients, the Nelson Day Unit and eye theatres are all adjacent to each other.

The twin operating theatres are well equipped with facilities for phacoemulsification and glaucoma surgery including a diode laser, as well as other sub-specialty surgery. The ceiling mounted operating microscopes are equipped with CC TV/Video equipment and assistant's eyepieces. Each of the consultants has two or more operating lists one of which is primarily dedicated to day case procedures, mainly phacoemulsification cataract surgery and the other(s) for sub-specialty procedures.

The Outpatient Department provides a comfortable and user-friendly environment for patients and staff. There are twelve fully equipped consulting rooms plus a casualty suite alongside laser, clinical biometry, auto-refraction, visual field, corneal mapping and minor operating rooms. There are 3 Humphrey Visual Field machines, and 2 Goldmann Perimeters. There are a number of pachymeters, tonopens and an ICare tonometer. A fully equipped ophthalmic medical photography room is situated within the outpatient unit and includes a digital anterior segment slit-lamp camera, digital fluorescein angiography, a stereo optic disc camera and Heidelberg Optical Coherence Tomographers.

The Orthoptic Department is situated within the ophthalmic complex and is staffed by eight orthoptists. The daytime intraocular pressure phasing service is run by trained nurses on the Nelson Day Unit. In addition, a full electro diagnostic service is available in the Department of Neurology, with which the Eye Department has close links.

There is a comprehensive optometric service that will include contact lenses, low vision aids, paediatric refraction, dispensing and shared clinical care, which includes participation of optometrists in some glaucoma and medical retina clinics.

Outpatient care is arranged on the basis of each consultant providing a general and sub specialist commitment. There are special consultant-led clinics in glaucoma, corneal diseases, contact lenses, neuro-ophthalmology, external eye disease, paediatric ophthalmology, strabismus, oculoplastic, lacrimal, uveitis, medical retina, diabetic and vitreo-retinal disease. The 7 trainee ophthalmologists, clinical fellows and 1 GP trainee rotate through all these specialist areas during their successive attachments to each of the consultant staff.

The appointee will be provided with suitable space and equipment for admin sessions and secretarial support.

Clinical Staff

Consultant Staff	Special interests
Mr David Spokes (Service Director)	General and Cornea
Miss Aseema Misra	Medical Retina and Diabetic Eye Screening
Mr Colin Jones (Research Lead)	Uveitis, Diabetic Eye Disease, Medical Retina
Mr Andy M Glenn	Medical Retina
Mr Narman Puvanachandra (Head of School)	Paediatric and Strabismus
Mr Anas Injarie	Paediatric and Strabismus
Dr Chin (Joy) Yap	Medical Ophthalmology, Uveitis, Neuro-ophthalmology
Mr Tom Eke	Glaucoma, Neuro-ophthalmology
Mr Nuwan Niyadurupola (Undergraduate Lead)	Glaucoma
Mr Chris Illingworth (Director of Eye Bank)	Cornea and External disease
Mr David Spokes	General, Corneal
Mr Matt Schneiders	Vitreo-retinal disease

Mr Francesco Sabatino	Vitreo-retinal disease
Mr B Beigi	Oculoplastic, Lacrimal ,Orbital surgery
Miss K Ziahosseini	Oculoplastic, Lacrimal, Orbital surgery, Thyroid Eye Disease

Mr Chandra Rai, Associate Specialist
Mrs Ani Few, Associate specialist
Mr Vignesh Ammapati, Specialty Doctor
Ms Nnenna Oraegbunam, Specialty Doctor
Mr Mustafa Al-Hashimi, Specialty Doctor

Junior doctors

There are 7 junior doctors within the department; these are subject to rotation twice a year. As a teaching hospital we give our junior doctors a chance to rotate around the sub-specialties to ensure they gain the training they need to progress in the future.

Technical and other Support Staff

We have a large multidisciplinary team who provide patient care and technical support.

The Outpatients team -

Nurse team led by Senior Sister Rachel Emberson and Deputy Sister Sjanny Seadon.

Eye Emergency Service led by Nurse Practitioner Ian Balfour

Medical Retinal Nurse Specialists: Roberta Jewell, Hayley Hubbard and Girolama Cascio.

Optometry team led by Dr Dan Rosser

Orthoptist team led by Fiona Grady

Clinical ophthalmic photography team led by Lin Wymer

The Nelson Day Unit and theatre team –

The Day Unit led by Sister Emma Wells and Deputy Sister Trish Filby

The theatre team led by Clinical Lead Qin Jiang

Admin Support –

Administration Manager – Chelsea Garrett, Alex Carey.

Research team led by Claire Hayes

Eye Bank led by Lisa Knights

Diabetic Eye Screening Programme Manager Christel Jenkins

Grading Manager Keith Whitmore

Management Team

Service Director: Mr David Spokes

Ophthalmic Matron: Ms Helen Davis
Operational Manager: Mrs Louise Tarplee

Research, Education & Training

Research is important as NHS Trusts with more research activity have better outcomes for patients.

NNUH's [Research Strategy 2020-2025](#) brings focus and direction for our organisation, our patients and stakeholders and is intended to position NNUH as a leader driving research locally, nationally and internationally. The strategic Goals are to:

1. Embed a culture of research throughout the NNUH creating an inspirational environment that is recognised nationally and internationally, which inspires future leaders of clinical research.
2. Consolidate and deepen the special partnership with the University of East Anglia (UEA) and the Quadram Institute Bioscience (QIB).
3. Develop sustainable strategic partnerships critical to the region and the wider NHS.
4. Be recognised as a leading NHS Trust in applying research and adopting innovation to deliver the best patient care and to benefit the wider NHS.

CQC Report (April 2020) identified research as an area of outstanding practice

'A five year research strategy had recently been adopted The strategy was comprehensive and looked to build on previous research at the Norfolk and Norwich. It clearly identified that research was important as trusts with more research activity have better patient outcomes. Four achievable goals had been identified for the strategy and it was clear there was broad executive support for research within the organisation.'

NNUH is a partner in the National Institute of Health and Social Care Research (NIHR) Clinical Research Network East of England. In 2021/22 more than 170 staff members (generally doctors) led research studies as Principal Investigators and we are working to create opportunities for other healthcare professionals to be Principal Investigators and for increased patient participation.

In 2022, we received a prestigious award the NIHR [Clinical Research Facility \(NIHR CRF\) Norfolk](#) putting NNUH in a group of NIHR supported CRFs alongside Oxford, Cambridge, and London.

NNUH has an active departmental Research Leads Group which supports research (including research management and governance) and publishes an [Annual Report](#).

Examples of past successes include the Norfolk Diabetes Prevention Study (the largest study aimed at prevention through lifestyle interventions), a clinical trial of a

new device for **automated insulin delivery for pregnant women with type 1 diabetes**, an intervention to support smoking cessation in patients and delivery room cuddles for extremely premature babies and parents.

During the pandemic NNUH contributed to a Covid vaccine trial delivered at pace and scale and to trials such as RECOVERY which discovered the first medicine to treat COVID.

NNUH's commitment to research is embedded within our Corporate Strategy '[Caring with PRIDE](#)' with aspirations to 'Drive....' and 'Embed world class research' and extend our partnerships with the University of East Anglia (UEA), Quadram Institute Bioscience (QIB) and the Norfolk and Waveney Integrated Care System.

Key Research Staff

Ophthalmology Research Lead – Mr Colin Jones

Retinal Research Leads – Mr Colin Jones and Miss Aseema Misra

Glaucoma Research Lead – Mr Nuwan Niyadurupola

Corneal Research Lead – Mr David Spokes

Paediatric Research Lead – Mr Narman Puvanachandra & Mr Anas Injarie

We aim to provide the most appropriate member of staff as a mentor for all new consultants. This will be established when starting the post.

Duties of the Post

The appointment is to the 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.

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 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, in cases where 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, 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 internally and externally. 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 (SPAs) 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 Service 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 Service Director with regard to the scheduling of all other activities, including the SPAs. Upon appointment the consultant will be given a specific “work programme” detailing the initial allocation of direct clinical care activities and supporting activities.

Day	Time	Location	Work	NHS Activity Code	Number of PAs
Monday	08:30 - 12:30	NNUH	Glaucoma clinic 1:2	SPA 1:2 DCC 1:2	SPA0.5 DCC0.5
	13:00 - 17:00	NNUH	Glaucoma clinic	DCC	1
Tuesday	08:30 - 12:30	NNUH	Glaucoma clinic	DCC	1
	13:00 - 17:00	NNUH	Glaucoma clinic	DCC	1
Wednesday	08:30 - 12:30	NNUH	Admin	DCC	1
	13:00 - 17:00	NNUH	Theatre	DCC	1
Thursday	08:30 - 12:30	NNUH	Theatre	DCC	1
	13:00 - 17:00	NNUH	Virtual Clinic	DCC	1
Friday	08:30 - 12:30	NNUH	Glaucoma Clinic	DCC	1
	13:00 - 17:00	BCRE	Teaching	SPA	1
Saturday	09:00-17:00				
Sunday					
Additional agreed activity					
Predictable on-call work					1:9
Unpredictable on-call work					
TOTAL PAs					10

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. The appointee would be expected to

contribute to the consultant on call rota. The appointee must be willing to travel to other units including Cromer Hospital and Central Norwich Eye Clinic as the service work dictates.

In addition, the department is moving to a core timetable which includes working evening and weekends and the appointee should expect a timetable that reflects this as standard.

The successful candidate will be expected to work with the other members of the glaucoma team to provide, and plan for, a high-quality glaucoma service for the population. This will of necessity involve teamwork with people in many other roles (e.g., in alphabetical order: admin/ managerial/ medical/ nursing/ orthoptist/ optometrist/ technician/ etc., including of course the other Glaucoma consultants). At times it may be necessary to care for patients who have also been cared for by other members of the glaucoma team.

Person 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 PhD/MD 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>Glaucoma Fellowship</p>	Experience in research or published papers in area of special interest
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 will 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

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 populations of Norfolk and North Suffolk and further afield for specialist services. It opened on the current site in 2001 and is a 1,200 bed teaching hospital with state-of-the-art facilities providing a wide range of secondary and tertiary services. The trust commemorated 250 years as 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

Our Values **P**eople focused **R**espect **I**ntegrity **D**edication **E**xcellence

- We will be the centre for complex and specialist medicine for Norfolk and the Anglia region
- We will be a recognised centre for excellence in research, education and innovation
- We will be a leader in the redesign and delivery of health and social care services in Norfolk.

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

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

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

The Faculty of Medicine and Health Sciences (FMH)

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

two Schools of study, comprising Health Sciences and Norwich Medical School, assisted by a Centre for Inter-professional Practice.

The School of Health Sciences

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

The School of Health Sciences encompasses a family of interrelated disciplines, midwifery, all fields of nursing, operating department practice, paramedic science, physiotherapy, occupational therapy and speech and language therapy. Research is focused on developing solutions to future global health challenges, which may arise as a consequence of our 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

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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 also 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 of 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 an annual research spend of over £100 million; the Norwich Research Park is Europe's leading centre for research in food, health and the environment.

The main strength of Norwich Research Park is the concentration of world-leading scientists coupled with the capability for multidisciplinary research. The vision of the Norwich Research Park partners and local government stakeholders is to develop a thriving science and innovation business park over the next decade by supporting spin-out and start-up companies and through attracting inward investment from large corporate organisations involved in science and technology.

Norwich Research Park aims to deliver solutions to the global challenges of healthy ageing, food and energy security, sustainability and environmental change.

It is an international centre of excellence in life and environmental sciences research with world-class expertise in the research and development pipeline from genomics data and

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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 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 housing the Quadram Institute opened in 2018.



This world leading centre for food and health research brings 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 are located in the Quadram Institute. The Quadram Institute's mission is 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 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 the Royal College of Radiologists. The academy, one of only three in the country, is also located on the Norwich Research Park in the Trust's Cotman Centre and provides a ground-breaking approach to radiology training in the UK.

Education and Training

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

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

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

The Trust provides individual consultants with a budget to support additional training and CPD. Many 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.

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

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

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 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 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.

Contacts for Further Information

Candidates requiring further information are invited to contact the following:

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