

Interim Chairman Mr Tom Spink

Chief Executive Mr Sam Higginson

## Senior Clinical Fellow (Post CCT) in Anaesthetics



Department of Anaesthesia, Critical Care and Pain Management

Norfolk and Norwich University Hospitals  
NHS Foundation Trust

March 2023

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## Introduction

This is a new, full time Anaesthetics appointment in response to service requirements to begin 4<sup>th</sup> August 2023 to 4th February 2024 extendable with mutual agreement.

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

### ADMINISTRATIVE PERSONNEL

Office Manager, Education	Mrs Karen Hall
General Secretarial Support	Mrs Bethany Jackson
Chairman	Dr N Saunders
Chief of Service	Dr M Irvine
College Tutor (ST3 and above)	Dr J Francis
College Tutor (LTFT/ACCS, CT1 and 2)	Dr J Kaur
Faculty Tutor ICM	Dr G looker
Faculty Tutor Pain	Dr. D Laba
LTFT	Dr M Roe

### CLINICAL PERSONNEL

Consultants	72
Associate Specialist	2
SAS Grades	2
Clinical Fellows	2
Specialist Registrars	22
Research Registrar	1
MTIs	3
CT1/CT2/ACCS	6
Anaesthesia Associates	3
CCC Specialist Registrars	2
CCC FY2/CT2/ACCS	6
CCC Clinical Fellows	3
CCC ACCPs	3

## The Department

The Norfolk and Norwich University Hospital NHS Foundation Trust (NNUH) is a 1300 bed tertiary teaching hospital providing surgical services for a population of approximately 1 million, serving patients from the James Paget Hospital (Great Yarmouth), and Queen Elizabeth Hospital (King's Lynn) as well as those living in its own catchment area.

The anaesthetic department is one of the busiest in the country providing support for approximately 30000 surgical procedures per annum. It has recently been awarded the prestigious Anaesthesia Clinical Services Accreditation (ACSA). The department supports 26 theatres (17 inpatient, 6 Day Surgery, 3 regional anaesthesia only), 2 obstetric theatres, eye theatres and remote anaesthesia in various other locations around the Trust. A new 2 theatre dedicated paediatric theatre complex is due to open in September 2023 and a dedicated 2 theatre elective orthopaedic surgical suite is due to open in October 2023. Specialties covered include:

- Thoracic surgery (approximately 200 lung resections per annum),
- Upper GI surgery including minimally invasive oesophagectomy.
- Colorectal surgery including robotic surgery and exenterations,
- Plastic and reconstructive surgery,
- Complex head and neck cancer,
- Paediatric (including neonatal surgery),
- ENT and maxillofacial surgery
- Vascular surgery including interventional FEVAR/EVAR,
- A high volume orthopaedic service including pelvic surgery, complex joint revision surgery and adolescent scoliosis surgery.
- Urology including robotic renal, prostate and bladder surgery.
- Gynaecological oncology including exenterations and laparoscopic para-aortic lymph node surgery.
- Interventional radiology
- Brachytherapy
- Complex EP ablation surgery

The emergency theatres are amongst the busiest in the country. We performed 292 emergency laparotomies in the most recent NELA report (the fifth highest nationally).

The anaesthesia department supports a minimum of 10 consultant (averages 20) delivered pre-assessment clinics per week for high risk and complex surgery patients.

The obstetric department supports approximately 5500 deliveries per annum and provides multi-disciplinary care for high risk pregnancies and is the regional centre for complex placenta deliveries.

The critical care unit has 10 level 3 and 18 level 2 beds and is also amongst the busiest in the country with approximately 2000 admissions per annum.

NNUH is currently the busiest Trauma Unit in the East of England Trauma Network and plans to develop as a second Major Trauma Centre have recently been agreed. All major trauma is currently managed within the trust with the exception of head-injuries requiring neurosurgical intervention or invasive monitoring, complex hepatobiliary injuries requiring surgical intervention and some cardiac/ cardiothoracic injuries and we currently receive secondary transfers for complex ortho-trauma and reconstructive plastic surgery. There is a dedicated trauma theatre which delivers a consultant led service 7 days a week. The trauma theatre is supported by an orthogeriatric team and there are plans to develop a trauma ward and enhanced rehabilitation services to support this work. The current workload includes approximately 800 proximal femur fractures per annum as well as pelvic trauma and peri-prosthetic fractures.

The department supports a busy chronic pain service, with 6 consultants delivering specialist sessions alongside specialist nurses and psychologists. The chronic pain service provides a spinal cord stimulator service and is active in research in this area.

The NNUH continues to invest in its specialist services. A new 4 theatre interventional radiology unit with 4 theatre suites (2 GA capable) opened in 2020. The NNUH is also investing in Robotic Surgery, has recently purchased two new DaVinci robotic systems and the Norwich Robotic Surgery Centre is opened in 2021 supporting robotic surgery in urology, thoracic, colorectal, upper GI and ENT . The hospital recently became one of only a few centres nationally to introduce peri-operative Hyperthermic Intraperitoneal Chemotherapy (HIPEC).

The anaesthesia department has supported the development of a dedicated regional anaesthesia service that supports the newly opened Ambulatory Procedure Unit (APU). The APU opened in 2021 and has three theatres (including one ultra clean) and supports plastic hand trauma, elective upper and lower limb surgery and will in due course support varicose vein surgery and renal fistula surgery. The unit runs a strict regional/local anaesthesia only model (no sedation/GA).

Rotations through all the above sub-specialties for elective & emergency work will cover all the aspects of the clinical anaesthetic training curriculum set by the Royal College of Anaesthetists for Certificate of Completion of Training (CCT).

The anaesthetic department prides itself and is recognised in region for providing a friendly and supportive environment for all of its staff. Colleagues are actively encouraged to develop interests in teaching (post and undergraduate), research and quality improvement and audit. A number of colleagues are nationally active and include a recent vice-president of the RCOA council, a recent president of the ESRA, BADS council, an NCEPOD clinical lead, a member of BMA council and a member of AAGBI council. 3 consultants are current FRCA examiners.

The anaesthetic department has a small number of 'hot desks' with access to computer and internet within a shared office. Secretarial support is shared. Given the limited desk space, it is accepted that the appointee can complete SPA activity at home when appropriate.

## Consultant Staff

Dr S Adyanthaya	Lead for Obstetric Anaesthesia, Regional Anaesthesia
Dr K Allan	Critical Care
Dr A Arora	Lead for Paediatric Anaesthesia
Dr P Barker	Anaesthesia for Spinal Surgery, AABGI Council
Dr M Bhagwat	General and Emergency Anaesthesia, MTI Lead, Primary FRCA Examiner
Dr S A Brown	Regional Anaesthesia, Medical School Module Lead
Dr A Channell	Major General Anaesthesia
Dr J Corfe	Obstetric Anaesthesia, NELA Lead, Lead for Emergency Theatres
Dr S Crawford	Paediatric Anaesthesia
Dr R Delascasas	Vascular Anaesthesia, Peri-operative Medicine
Dr A Dhrampal	Director of Service (Critical Care), Colorectal
Dr M Dixon	Regional Anaesthesia
Dr J Francis	Obstetric, Upper GI, Thoracic Anaesthesia, College Tutor
Dr D Easby	Critical Care, Paediatrics, Faculty Tutor Critical Care
Dr J Field	Orthopaedic Anaesthesia
Dr S J Fletcher	Critical Care, RCOA Council
Dr AK Fritz	Pain Medicine
Dr R Garforth	Regional Anaesthesia, Trauma and Ortho Lead
Dr J Gaynor	Paediatric Anaesthesia, Chair Children's Critical Care Working Group
Dr H Goddard	Head and Neck, Head of School of Anaesthesia EoE
Dr A Greengrass	Paediatric Anaesthesia
Dr J Harrad	Obstetric and Gynae-Oncology Anaesthesia
Dr S Harrison	Head and Neck, Airway
Dr R Harwood	Thoracic and Urology,



Dr K Hasan	Obstetric Anaesthesia
Dr P E Hodgson	Paediatric Anaesthesia.
Dr MJ Hudspith	Pain Medicine
Dr S Hutchinson	Critical Care, Governance Lead Critical care
Dr Inge Falk Van Rooyen	Consultant Paediatric Anaesthesia
Dr M Irvine	Critical Care, Thoracics, Chief of Service (Anaesthesia and Theatres). Trust Lead for Resuscitation
Dr N Jenkins	Major General
Dr R Kare	Pain Medicine, College Tutor
Dr J Kaur	Paediatric Anaesthesia, College Tutor
Dr L I Kerr	Paediatric & Spinal Anaesthesia.
Dr S Kumar	Critical Care, Trust Simulation Lead Clinician
Dr K Kuntumalla	Anaesthesia for Complex Electro-Physiology Lead
Dr D Laba	Pain Medicine
Dr T S Leary	Critical Care, Chief of Division Surgery
Dr J Looker	Critical Care, College Tutor ICM
Dr B Maiya	Critical Care & Emergency Anaesthesia, Audit Lead
Dr M Maxwell	Spinal and Urology Anaesthesia, UEA Med School Module Lead
Dr R Morris	Gynae-oncology and Day Surgery Anaesthesia Lead
Dr P Moondi	Critical Care, Mortality Lead Critical Care
Dr M Morosan	Obstetric Anaesthesia
Dr M Naik	Critical Care, Thoracic Anaesthesia, Education lead Critical Care
Dr J Nortje	Critical Care and Colo-rectal Anaesthesia, Deputy Head of School Critical Care Medicine
Dr D Nunn	Anaesthesia for Vascular Anaesthesia Lead and upper Gastro-intestinal surgery
Dr R Ochoa-Ferraro	Obstetric Anaesthesia, Department Governance Lead, DT&B Committee
Dr D O'Hare	Orthopaedic Anaesthesia, Trauma.

Dr A Pandya	General and Regional Anaesthesia, Department Vice Chairperson.
Dr J Payne	Paediatric Anaesthesia, Equipment Lead
Dr D Pearson	Critical Care.
Dr E Quak	Airway Anaesthesia, General Anaesthesia Lead
Dr J Raskovic	Breast & Head and Neck Anaesthesia.
Dr C Reavley	Vascular and General Anaesthesia, Research lead
Dr L Rhodes	Gynae-oncology, HiPEC
Dr M Roe	Major General Anaesthesia, Acute Pain, LTFT Champion. Rota Lead
Dr M Sanders	Clinical Lead Pain Medicine
Dr N Saunders	General and Plastics, Chairperson for Department.
Dr S Shah	Critical Care and Acute Medicine
Dr C E Sharpe	Emergency, Vascular and Orthopaedic Anaesthesia, Primary FRCA Examiner
Dr M Sidery	Pain Medicine
Dr D Soltanifar	Obstetric Anaesthesia
Dr D Spackman	Thoracic Anaesthesia, Anaesthesia Associate Lead
Dr N Tate	Perioperative Medicine Lead, Vascular Anaesthesia
Dr S Thandayuthapani	Urology Anaesthesia
Dr L Vedham	Obstetric Anaesthesia, Trust Appraisal Lead, Final FRCA Examiner
Dr J Walker	Obstetric Anaesthesia, Feto-maternal medicine.
Dr S Wilson	Thoracic and Emergency Anaesthesia, Trauma
Dr M Wolmarans	Regional and Vascular Anaesthesia,
Dr D Wotherspoon	Obstetric Anaesthesia, Department Governance Lead
Dr S Yarham	Vascular Anaesthesia, Mortality lead



## 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.

Anaesthesia Research Lead: Dr Caroline Reavley

The department with support from the UEA, supervises an Academic Registrar, who is appointed competitively annually and supported to complete a research project. Recent projects have included the development of novel phantoms to train in regional anaesthesia and projects working with 'big data sets' and anaesthetic demand modelling.

The Anaesthetic department is actively involved in recruiting patients into national NIHR research projects.

## Duties of the Post

The appointment is to the Trust, not to specific hospitals.

The successful applicant will provide Anaesthesia and Critical Care services as timetabled by the Department. This includes both pre-operative assessment of patients and ongoing post-operative anaesthetic support of patients in Recovery Ward and beyond. The role also includes daytime, weekend and evening work. The appointee will be expected to contribute to a 1 in 8 full shift rota.

The post CCT program is designed to meet the individual learning needs of the individual applicant but is usually tailored to focus on specific sub-specialty areas of anaesthetic practice. The NNUH is a high volume tertiary centre and can offer high quality clinical exposure in anaesthesia for:

- major trauma and orthopaedics, scoliosis surgery, upper GI surgery, thoracic surgery, colo-rectal surgery, upper GI surgery, head and neck cancer surgery, complex ENT, a dedicated regional anaesthesia only suite that runs all day Monday to Friday , vascular including complex endovascular, paediatric surgery and complex gynaecological oncology including HiPEC.
- Emergency surgery, our theatre suite is amongst the busiest in the country and performs around 400 emergency laparotomies per annum.

- Peri-operative medicine. The department has a high volume POA service with up to 20 consultant delivered POA clinics per week, many of which are focused on specific surgical subspecialties. There are 3 consultants with a subspecialty interest in peri-operative medicine.
- Obstetric anaesthesia. The obstetric service at the NNUH supports approximately 5000 deliveries and is a commissioned centre for both foeto-maternal medicine and abnormal placental implantation.
- Education and Simulation. The department has an active teaching program and is rapidly developing increased simulation based learning. There is a skills lab within the anaesthetic department. There is opportunity to be involved in undergraduate teaching for students from the University of East Anglia (UEA) medical school.

It is expected that a minimum of one third of allocated theatre time will be in designated subspecialty training lists and supervised by a Consultant to an appropriate level. Applicants will be actively encouraged to have dedicated job planned time of up to 8 hours each week by mutual agreement to support quality improvement or research projects.

Post CCT fellows must attend all Trust Mandatory Training, work to Trust and Department Guidelines at all times and take part in local Audit and Clinical Governance as required.

Post CCT fellows are expected to attend and contribute to all appropriate training and teaching opportunities that are offered, keep a training logbook and engage and complete annual appraisal documentation for Locally employed doctors as per the trust policy

## Person Specification

JOB REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	Maintain full GMC Registration  FRCA or equivalent  Post CCT or equivalent at point of commencing post	Additonal Qualifications to support the application (FFICM, EDRA, FFPMRCA)
<b>Aptitudes</b>	Good written and verbal communication skills  Being able to communicate with patients, colleagues and staff at all levels  Capable of working in a multi-disciplinary team.  Enthusiasm for service development and teaching.	Demonstrated success in service/quality improvement.  Managerial/leadership experience
<b>Training and Experience</b>	Recent experience and familiarity of working in UK Hospitals and aware of practices within UK (or equivalent)  Training and expertise in children's safeguarding  Knowledge of contemporary NHS management issues and political context  Not previously released or removed from an Anaesthetics Training Programme (except under exceptional circumstances).	Experience in research or published papers in area of special interest  Completion of general management course and interest in medical management
<b>Interests</b>	Commitment to develop an appropriate special interest	
<b>Circumstances</b>	Flexible outlook on working hours.  Able to fulfil all the duties of the post, including on-call commitments  Ability to inspire, motivate and encourage junior medical staff	Ability to travel across multi-sites whilst public transport may not be available.
<b>Communications and Language Skills</b>	Being able to communicate with patients, colleagues and staff at all levels  Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries	

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

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

- The Norfolk and Norwich University Hospital is located on the Norwich Research Park and serves the population of Norfolk and Norfolk Suffolk and further afield for specialist services. It opened in 2001 and is a 1,200 bed teaching hospital with state-of-the-art facilities. We provide a wide range of secondary and tertiary services, including Accident and Emergency. The trust will be commemorating 250 years of a hospital in Norwich in 2021.
- Cromer and District Hospital is located in Cromer on the North Norfolk coast and serves the North Norfolk population. It was redeveloped in 2012 to replace the 1930s-founded hospital. We provide a wide range of consultant-led outpatient services, day case operations and a Minor Injuries Unit (MIU). The trust is 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's and Children's, and Clinical Support Services. We always strive to hit the highest standard in each of these areas, including pioneering treatments and the best career development for employees. In addition, the Trust provides a full range of more specialist services such as Oncology and Radiotherapy, Neonatology, Orthopaedics, Plastic Surgery, Ophthalmology, Rheumatology, Paediatric Medicine and Surgery.

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

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

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

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

### **The School of Health Sciences**

On 1st August 2014, the Schools of Nursing Sciences and Rehabilitation Sciences at the University of East Anglia (UEA) came together to create a new School of Health Sciences. The School's purpose is to resolve health challenges through the



advancement of knowledge and interdisciplinary working. This innovative development has built on the strong reputation of the two Schools and creates an outstanding learning environment for students; fostering cutting edge research and offering opportunities for real innovation in enterprise development.

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

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

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

### **The Norwich Medical School**

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

The Schools' research focus is on developing translational research themes that answer important health questions, from an understanding of the basic mechanisms



and genetics of disease through to clinical trials and from there to incorporation into clinical guidelines and evaluation within the broader health care community.

The Medical School has a vision to build a clinical and translational research programme of international standing based on the existing strengths of the Medical School, UEA, The Norfolk and Norwich University Hospital and the Norwich Research Park. The presence of three BBSRC research institutes on the Norwich Research Park (Institute of Food Research, John Innes Centre, The Earlham Institute (formerly the Genome Analysis Centre or TGAC) provides unique opportunities not available to other comparable medical schools and in 2018 the Quadram Institute 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 an annual research spend of over £100 million; the Norwich Research Park is Europe's leading centre for research in food, health and the environment.

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

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

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

## Quadram Institute

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



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

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

The dedicated unit and world leading research facilities will be located in the Quadram Institute. The Quadram Institute's mission will be to develop solutions to worldwide challenges in human health, food and disease. The concept for the institute is to enable a step-change in food and health science research by providing new insights and accelerating innovation that will deliver new foods and treatments as well as proactive health and lifestyle interventions, for the benefit of society and the bio-economy.

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

### **Norwich Radiology Academy**

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

### **Education and Training**

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

The Trust has one of the best-equipped Postgraduate 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 Director of Research & Innovation (Helen Lewis) 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 Service 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 Service 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 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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