

SPECIALTY DOCTOR IN OLDER PEOPLES MEDICINE

Acute Geriatric Medicine & General Internal Medicine

Job Description

March 2023



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



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



This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the Norfolk and Norwich University Hospital Foundation Trust.

People focused

Respect

Integrity

Dedication

Excellence

Introduction

This is a substantive appointment to a new Specialty Doctor position within Older People's Medicine department (OPM). This post is in Geriatric medicine working in acute geriatric medicine inpatients and outpatients covering a broad range of subspecialties within the care of the older person including ortho-geriatrics, dementia, delirium and acute illness. The Norfolk and Norwich University Hospital is recruiting Doctors with a passion for caring for Older People.

You'll need to share our passion for innovation in the way we treat Older People and our caring nature: Our recent Friends and Family Test showed 97% of patients would recommend us to a family member. Above all, you'll be able to demonstrate the skillset and mindset that matches our ambition to set the gold standard for the care of Older People.

A bright and modern facility, set just outside the vibrant city of Norwich, our hospital is an exciting and interesting place where highly talented individuals are driving forward innovation to improve our performance and the quality of care our patients receive. We are situated close to major transport links, including an international airport, and are near to beautiful countryside and stunning coastline.

With first class teaching facilities and strong links to both the UEA and the fast-growing Norwich Research Park, the Norfolk and Norwich University Hospital is a great place to take your career forward.

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.



People focused

Respect

Integrity

Dedication

Excellence

Older People's Medicine Department

This is a large teaching hospital department, with ~8300 admissions per annum and an overall average length of stay of ~12 days. We have 5 wards, an outpatient department and strong working relationships with our front door and neighbouring provider Trusts.

OPED: Our continued work on Frailty identification and intervention has seen a significant redesign of our services; this led in 2017 to the creation of a dedicated Older Peoples ED (OPED).

This service is situated within the emergency department's footprint. The focus of the service is to identify Frailty and expedite tailored expert intervention between the hours of 8am and 6pm, seven days a week. OPED consists of a four trollyed bay and 2 side rooms where patients are assessed by the team. The daily team consists of specialty doctors, ACPs and a consultant geriatrician working in conjunction with the Early intervention team which consists of a physio/occupational therapist. The team also reviews those patients in other parts of the emergency department including resus. Patients if requiring admission are triaged appropriate depending on working diagnosis.

Since opening in 2017, this service has delivered a significant decrease in our ED conversion rates for frail elderly, and a concomitant drop in our hospitals' average length of stay, average number of patients staying longer than 14 days and HSMR data. Patients that require a little more input or further investigations but not an overnight stay are referred onto OPAC (Older Persons Ambulatory Care).

OPAC: We have created an area on SDEC (Same day emergency care) called OPAC (Older Persons Ambulatory Care). This area is used specifically to pull patients from OPED or ED and provide a Comprehensive Geriatric Assessment (CGA). This has resulted in an increase in the number of same day discharges, with anticipated positive effects for the rest of the department.

OPAS: We offer an admission avoidance advice line for local GPs, Mon-Fri 9-5, with the back-up of an outpatients service (OPAS – Older Person's Assessment Service). The team can see any new emergency referral within 48hrs of referral, and patients receive a multidisciplinary CGA review. At present Movement Disorder Clinics (MDC) are run to a traditional 18wk RTT pathway, with significant work to ensure we meet best practice tariff for these patients.

Acutely unwell older patients are selected for OPM while in the Acute Medical Unit (AMU), using a locally developed system of triage which is a hybrid of age-related and needs-related systems. The age cut-offs vary according to the presentation of the patient. Approximately 43% of acute medical emergencies are triaged to OPM by the current criteria.

Frailty and Surgical Liaison: a surgical liaison service has been developed to provide advice and support to surgical teams caring for patients with frailty. The plan is to further develop the service to provide support for general medical teams with frail patients.

All OPM acute inpatients are accommodated on a single site in the 1000 bedded Norfolk and Norwich University Hospital. There are 5 OPM wards of approximately 36 beds, with nearly 3 consultants for each ward:

- Loddon - short stay discharging 270 patients per month facilitated by daily multidisciplinary meetings and a one-stop dispensing pharmacy on the ward.
- Brundall - Acute OPM with a focus on Isolation for patients with infective illness
- Elsing – Acute OPM with a focus on dementia. The team work closely with the Dementia Intensive Support Team, a mental health trained OT and the liaison psychiatry team.
- Earsham - ortho–medical unit for fast stream management of fracture neck of femur cases.
- Dunston – Acute OPM

Outpatient activity is high, with ~2500 attendances per annum within the OPM Outpatient Department in the Norfolk and Norwich University Hospital. The Movement disorder clinic has around 300 patients under follow up.

Norfolk has community units, primarily offering rehabilitation facilities. These are at the Norwich Community Hospital and Dereham Hospital. In addition, consultant services are provided to Community beds in Ogden Court in Wymondham. There are several other community hospitals that are run by local GPs to which OPM consultants may transfer patients. Some community hospitals have day treatment and therapy centres; these are therapy led. Clinicians are actively involved with CCGs in commissioning services for older people to ensure they are equitable throughout Norfolk. All Community Hospitals are managed by Norfolk Community Health and Care Trust.

The successful appointee will be expected to:

1. Work across the OPM wards and may be asked to cover OPM admissions to AMU.
2. Ensure patients are assessed and reviewed on the OPM wards, which may be part of the consultant ward round or may be an individual ward round.
3. Communicate with patients' relatives.
4. Supervise more junior medical colleagues.
5. Keep accurate patient records as required; these must be dated, timed and signed off appropriately and be easily identifiable.
6. Produce timely discharge letters, with accurate and comprehensive diagnoses, and supervise their production by more junior colleagues.
7. Participate in the management of occasional emergencies and in unforeseen circumstances at the request of an appropriate Consultant.
8. Agree to read and follow medical guidelines and policies.
9. Take part in Clinical Governance activity, including Clinical Audit
10. Attend training and education sessions, regularly in the department.

CONSULTANT STAFF IN OPM

Dr A Niruban	Acute OPM and Lead for Movement Disorders
Dr J Edwards	Service Director for OPM, Chair of Geriatrics STC – Eastern Region
Dr Indunil Gunawardena	Orthogeriatrics,
Dr Susan Lee	Orthogeriatrics Lead
Dr Garry Dawson	Orthogeriatrics + Surgical Liaison
Dr Sarah Bailey	OPED Lead & Loddon
Dr Brett Griffiths	OPED & Loddon
Dr Nicky Trepte	OPED & Loddon
Dr Meenal Karkhanis	OPED

Dr Mohammed Hassan	OPED & Loddon
Dr Muhammad Ibrahim	OPED & Loddon
Dr Martyn Patel	Acute OPM, Ageing CRN Research lead
Dr Rebecca Wiseman	Acute OPM + Governance Lead
Dr Rochana De Silva	Acute OPM
Dr Sarah Clark	Acute OPM and Frailty team, Dementia Lead
Dr Ruth Rallan	Community Geriatrics & Acute OPM
Dr Aureo Sanz-Cepero	Acute OPM and Heart Failure Lead
Dr William Davison	Acute OPM
Prof. Lesley Bowker	Medical education, ethics

CLINICAL STAFF

Dr Alice Schweigart	Associate Specialist, Outpatient lead
Dr Amanda Dalcassian	Specialty Doctor- OPED and Loddon
Dr Joanna Durban	Specialty Doctor – Acute OPM and movement disorders
Dr Eugenia Luchian	Specialty Doctor - Orthogeriatrics
Dr Ruswan Mohammed	Specialty Doctor – Acute OPM
3 new Specialty Doctor Posts	Acute OPM

Trainees

ST3+ trainees are on the East Anglian Programme for Geriatric and General Medicine training. We have a large number of other cadres of junior doctors in training as below.

- 6 ST3 + full time trainees
- 1 ACF
- 4 IMTs
- 4 GPST
- 3 FY2
- 8 FY1
- 2 community GPST
- 3 Physicians Associates

Education & Training

The department runs a weekly session consisting of an X-ray meeting with consultant radiologists, followed by a teaching session of varied format covering aspects of geriatric medicine of interest to all grades. Monthly Clinical Governance meetings replace these teaching sessions in addition to fortnightly directorate meetings. In addition, a weekly interactive teaching seminar on practical management of patients is also held for the junior doctors.

A Medical Grand Round takes place weekly, with OPM consultants as frequent contributors. This is organized by the Royal College Tutor. The department takes part in the Post-Graduate Teaching Programme that has been very successful in ensuring a high pass rate for MRCP in recent years.

The first intake of undergraduates from the UEA School of Medicine commenced in September 2002. The department is assured of a major input into their education including the start of a new geriatric module. Prof. Bowker is responsible for training in basic clinical skills and playing a major role in exam organisation. Dr Indunil Gunawardena is also involved in undergraduate teaching, particularly in stroke medicine, cardiovascular medicine, respiratory medicine, falls and osteoporosis.

Martyn Patel leads for Ageing CRN research in the Eastern Region. The department's research portfolio currently has a wide focus, with burgeoning opportunities in research for trainees and other research-minded colleagues. CRN Age and Ageing studies recruit 200 plus portfolio patients/yr and we are working with UEA to expand new portfolio studies. The department hosts an alternating Academic FY2

post every other 4 months (shared with Respiratory department). We help and encourage registrar and consultant colleagues to develop their own research ideas into practical projects.

Duties of the Post

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

All doctors, 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.

Job Plan

This is as indicative job plan for first 3 months.

Week 1 and 2 (of 4 week cycle)

Monday	0900-1500	Board Round and Ward Round	DCC	1.5PA	
	1500-1700	Core SPA	SPA	0.5SPA	
Tuesday	0900-1500	Board Round and Ward Round	DCC	1.5PA	
	1500-1700	D/W relatives	DCC	0.5PA	
Wednesday	0900-1300	Clinic	DCC	1PA	
	1300-1700	ADMIN – patient admin	DCC	1PA	
Thursday	0900-1300	Board Round and Ward Round	DCC	1PA	
	1300-1700	Ward work	DCC	1PA	
Friday	0900-1300	Board Round/Relative discussions	DCC	1PA	
	1300-1700	Core SPA	SPA	1SPA	
Saturday					
Sunday					
On call					

Week 3 (of 4 week cycle)

Monday	0900-1500	Board Round and Ward Round	DCC	1.5PA	
	1500-1700	Core SPA	SPA	0.5SPA	
Tuesday	0900-1500	Board Round and Ward Round	DCC	1.5PA	
	1500-1700	D/W relatives	DCC	0.5PA	
Wednesday	0900-1300	Clinic	DCC	1PA	
	1300-1700	ADMIN – patient admin	DCC	1PA	
Thursday	0900-1300	Board Round and Ward Round	DCC	1PA	
	1300-1700	Ward work	DCC	1PA	
Friday	0900-1300	Board Round/Relative discussions	DCC	1PA	
	1300-1700	Core SPA	SPA	1SPA	
Saturday	0900-1500	Ward work	DCC	2PA	
Sunday	0900-1500	Ward work	DCC	2PA	
On call					

Week 4 (of 4 week cycle)

Monday	No duties				
Tuesday	No duties				
Wednesday	0900-1300	Clinic	DCC	1PA	
	1300-1700	ADMIN – patient admin	DCC	1PA	
Thursday	0900-1300	Board Round and Ward Round	DCC	1PA	
	1300-1500	Ward work	DCC	0.5PA	
	1500-1700	Core SPA	DCC	0.5SPA	
Friday	0900-1300	Board Round/Relative discussions	DCC	1PA	
	1300-1700	Core SPA	SPA	1SPA	

Saturday					
Sunday					
On call					

	Essential Criteria	Desirable
Qualifications	<p>Applicants must have:</p> <ul style="list-style-type: none"> • MBBS or equivalent medical qualification • equivalent medical experience FY1/FY2 	<p>Additional related qualifications, eg intercalated degree, BSc, BA, BMedSci or equivalent</p> <p>MRCP (UK) or evidence of equivalent knowledge</p>
Eligibility	<p>Applicants must have:</p> <ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment and hold a current licence to practice • Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by the time of appointment in line with GMC standards / Good Medical Practice including: <ul style="list-style-type: none"> • Make the care of your patient your first concern • Protect and promote the health of patients and of the public • Provide a good standing of practice and care • Treat patients as individuals and respect their dignity • Work in partnership with patients • Be honest and open and act with integrity • Eligibility to work in UK 	
Fitness to Practice	Is up to date and fit to practice safely	
Language Skills	<ul style="list-style-type: none"> • Applicants must have demonstrable Skills in written and spoken English, adequate to enable effective communication about medical topics 	

	<p>with patients and colleagues; as demonstrated by one of the following:</p> <ul style="list-style-type: none"> • Undergraduate medical training undertaken in English; <p>Or</p> <ul style="list-style-type: none"> • The following scores achieved in the academic international English Language Testing System (IELTS), in a single sitting, no more than 24 months prior to the date of application: Overall 7.0, Speaking 7.0, Listening 7.0, Reading 7.0, Writing 7.0 <p>If applicants believe they have adequate communications skills, but do not have evidence in one of the above forms, they must provide alternative supporting evidence of language skills.</p>	
Career progression	<p>Applicants must:</p> <ul style="list-style-type: none"> • Be able to provide complete details of their employment history • Have evidence that their career progression is consistent with their personal circumstances • Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training 	
Clinical skills – clinical knowledge & expertise	<ul style="list-style-type: none"> • Ability to apply sound knowledge and judgement to problems • Ability to prioritise clinical need • Ability to maximise safety and minimise risk <p>Recognition of, and ability to undertake the initial management of, an acutely ill patient</p>	
Academic skills	<p>Research and audit skills:</p> <ul style="list-style-type: none"> • Demonstrates understanding of research, including awareness of ethical issues • Demonstrates understanding of the basic principles of audit, clinical risk 	<p>Research and audit skills:</p> <ul style="list-style-type: none"> • Evidence of relevant academic and research achievements, eg degrees, prizes, awards, distinctions,

	<p>management, evidence-based practice, patient safety, and clinical quality improvement initiatives</p> <ul style="list-style-type: none"> • Demonstrates knowledge of evidence-informed practice 	<p>publications, presentations, other achievements</p> <ul style="list-style-type: none"> • Evidence of involvement in an audit project, a quality improvement project, formal research project or other activity which: • Focuses on patient safety and clinical improvement • Demonstrates and interest in and commitment to the specialty beyond the mandatory curriculum <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of interest in, and experience of, teaching • Evidence of feedback for teaching
Personal skills	<p>Communication skills:</p> <ul style="list-style-type: none"> • Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate <p>Problem solving& decision making:</p> <ul style="list-style-type: none"> • Capacity to use logical/lateral thinking to solve problems/make decisions, indicating an analytical/scientific approach <p>Empathy and sensitivity:</p> <ul style="list-style-type: none"> • Capacity to take in others perspectives and treat others with understanding; sees patients as people • Demonstrates respect for all <p>Managing others & team involvement:</p> <ul style="list-style-type: none"> • Able to work in multi-professional teams and supervise junior medical staff • Ability to show leadership, make decisions, organise and motivate other team members; for the benefit 	<p>Management and leadership skills:</p> <ul style="list-style-type: none"> • Evidence of involvement in management commensurate with experience • Demonstrates an understanding of NHS management and resources • Evidence of effective multi-disciplinary team working and leadership, supported by multi-source feedback or other workplace-based assessments • Evidence of effective leadership in the outside medicine <p>IT skills:</p> <ul style="list-style-type: none"> • Demonstrates information technology skills

	<p>of patients through, for example, audit and quality improvement projects</p> <ul style="list-style-type: none"> Capacity to work effectively with others <p>Organisation and planning:</p> <ul style="list-style-type: none"> Capacity to manage/prioritise time and information effectively Capacity to prioritise own workload and organise ward rounds Evidence of thoroughness (is well-prepared, shows self-discipline/commitment, is punctual and meets deadlines) <p>Vigilance and situational awareness:</p> <ul style="list-style-type: none"> Capacity to monitor developing situations and anticipate issues <p>Coping with pressure and managing uncertainty:</p> <ul style="list-style-type: none"> Capacity to operate under pressure Demonstrates initiative and resilience to cope with changing circumstances Is able to deliver good clinical care in the face of uncertainty 	<p>Other:</p> <ul style="list-style-type: none"> Evidence of achievement outside medicine Evidence of altruistic behaviour, eg voluntary work Evidence of organisational skills – not necessarily in medicine, eg grant or bursary applications, organisation of a university club, sports section etc.
Probity – professional integrity	<ul style="list-style-type: none"> Demonstrates probity (displays honesty, integrity, aware of ethical dilemma, respects confidentiality) Capacity to take responsibility for own actions 	
Commitment to specialty – learning and personal development	<ul style="list-style-type: none"> Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative) Demonstrate interest in, and understanding of, the specialty Commitment to personal and professional development Evidence of attendance at organised teaching and training programme(s) Evidence of self-reflective practice 	<ul style="list-style-type: none"> Extracurricular activities/achievements relevant to 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

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 commemorated 150 years of a hospital in Cromer in 2017/18.
- We have recently opened a state of the art purpose built facility for outpatient endoscopy (within the Quadram Institute) and a brand new dialysis unit off-site (Norfolk and Norwich Kidney Centre)

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



People focused

Respect

Integrity

Dedication

Excellence

- 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 wish to recruit people who 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

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 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

People focused

Respect

Integrity

Dedication

Excellence

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 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 at the end of 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 is 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 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 appointee will be accountable managerially to the OPED Lead 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 for NHS Doctors and Dentists in Training (England) 2016.

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:

Mr Sam Higginson

Chief Executive

Norfolk and Norwich University NHS Foundation Trust

Colney Lane

Norwich

NR4 7UY

Tel: 01603 287663

Professor Erika Denton

Medical Director

Norfolk and Norwich University NHS Foundation Trust

Colney Lane

Norwich

NR4 7UY

Tel: 01603 286212

Dr James Edwards,

Service Director for Older People's Medicine

Norfolk and Norwich University NHS Foundation Trust

Colney Lane

Norwich

NR4 7UY

Tel: 01603 287411 Ext 6115

Email: james.edwards@nnuh.nhs.uk

Dr Sarah Bailey

OPED Lead

Norfolk and Norwich University NHS Foundation Trust

Colney Lane

Norwich

NR4 7UY

Email: sarah.bailey@nnuh.nhs.uk

For further information regarding the recruitment process please contact the NNUH Medical Staffing team on medical.staffing@nnuh.nhs.uk