

Speciality Doctor (Senior Clinical Fellow) in Clinical Allergy & Immunology

Job Description

The Speciality Doctor post (Clinical Fellowship Scheme) with the Hull University Teaching Hospitals NHS Trust will provide wide-ranging experience in Clinical Allergy & Immunology including opportunities to learn about allergen-specific immunotherapy for inhalant allergens and venoms as well as biologic therapies for urticaria. The fellow will be based at the Queen's Centre, Castle Hill Hospital (Hull University Teaching Hospitals). The fellowship programme will commence in the latter part of 2023.

The post is open to candidates with post-graduate qualification in Internal Medicine (MRCP or equivalent overseas qualification (e.g. MD (Medicine)). For overseas candidates who do not have full GMC registration the Trust can provide sponsorship for GMC International Fellowship Scheme which should help them to secure GMC registration. For candidates to be eligible for GMC fellowship scheme they should have not failed any part of PLAB test and have successfully completed 'Academic' test of the International English Language Testing System (IELTS) or the Occupational English Test (OET) qualification.

The East Yorkshire Regional Adult Immunology and Allergy Unit currently provides a comprehensive clinical service for a population of around 1.2 million covering a large geographical area encompassing East Yorkshire, Kingston upon Hull, Scarborough and North Yorkshire as well as North and North East Lincolnshire. The department is well established and is actively involved in national and international studies, including strong links with HYMS. HYMS medical students attend the clinics and laboratory, and participate in Scholarship and Special Interest Programme (SSIP).

All management decisions within the department are taken in context of multi-disciplinary team (MDT) meetings held once a week.

The department follows and promotes strong ethos of research and development, education and teaching. In keeping with the teaching tradition, the department encourages and promotes the development of overseas training scheme which provides an opportune environment for international trainees to experience current standards of UK practice in Clinical Allergy & Immunology.

The Job Itself

Post: International Fellowship Rotation in Clinical Allergy & Immunology
at Specialty Registrar Grade

Employing Authority: Hull University Teaching Hospitals NHS Trust

Duration of Post: 3 years

Job Overview:

This post will allow the successful applicant to gain broad experience in clinical allergy and immunology that will, in time, enable the individual to develop independent decision-making under constant support and supervision from the department's existing pool of Consultants and Nursing staff.

HUTH is an established centre for clinical allergy & immunology training and regularly accepts specialist trainees through the national recruitment process. It is expected that the trainee will be directly involved in the delivery of the allergy and immunology service during the 3-year posting. It is anticipated that the successful candidate would play an active role in advancing their knowledge and skills as well as of other specialist trainees based at the Queen's Centre including Immunology and Oncology.

Apart from the training component, this post contains an element of service provision which includes working as part of the acute on-call rota. In conformity with all other equivalent medical training positions in the UK, the maximum number of hours and the pattern of work would be determined by the European Working Time Directive. This means that the maximum average number of working hours in any week would be limited to 48 (inclusive of training time), and that the maximum duration of any period of continual duty would be limited to 12 and 1/2 hours.

Aims of Post

The clinical fellow would be oriented to routine practices in the first month. The fellowship will include rotation postings within Allergy and Immunology with consultant supervision for each post, including general allergy and immunology clinics, immunotherapy, drug allergy testing, biologic and immunoglobulin administration sessions. Whilst on the wards, the fellow will attend to acute oncology sessions in the cancer assessment unit and day treatment unit and be responsible for inpatients care of the consultant who they are working with.

Departmental Induction and Training

International Fellows will be provided with an orientation period which will include a detailed induction programme, including training for the use of IT systems, and a period of shadowing, prior to undertaking regular clinical duties.

General Aims of Training

- 1) Learn how to apply knowledge and understanding of the scientific principles that underpin clinical allergy and immunology for the provision of high-quality patient-centred care.
- 2) Understand the diagnosis and management of a broad spectrum of immunological conditions including allergy, autoimmunity and immunodeficiency disorders.
- 3) Learn how to manage acute conditions including anaphylaxis, oncological emergencies and oncology treatment-related complications as part of Acute Oncology Service whilst on-call or on wards.
- 4) To participate in clinical research trials, audits, quality improvement projects and development of clinical guidelines and protocols.
- 5) Understand and be able to interpret results of immunological investigations.

Specifics of Training in Clinical Allergy & Immunology

The clinical unit is based in the Queen's Centre at the Castle Hill Hospital site and provides Adult Immunology and Allergy services. The outpatient area has three consulting rooms and a day treatment area for immunoglobulin infusions, allergy food and drug challenges, and immunotherapy sessions. There are consultant-led and nurse-led clinical sessions (for both Immunology and Allergy).

The service is supported by three full-time Clinical Nurse Specialists , one Band 5 Staff Nurse and one Auxiliary Nurse.

The Clinical Immunology and Allergy Service has an approximate annual workload of:

Immunotherapy	50 patients
Day Cases	1000 episodes
New Outpatient Attendances	900 episodes
Follow-up Outpatient Attendances	2100 episodes

Scope of training

- 1) To be able to provide a **clinical allergy service** in a variety of settings to include the range of common atopic conditions including but not limited to allergic rhinitis, asthma, eczema, food allergy, drug allergy, insect allergies, anaphylaxis, urticaria and angioedema.
- 2) To be able to provide a **clinical immunology service** in a variety of settings to include primary and secondary immunodeficiency and to contribute to the management of patients with autoimmune disease and auto-inflammatory disease.
- 3) To participate actively in the **multidisciplinary team**, not only clinically, but also providing leadership and contributing to team education and quality improvement.
- 4) To be able to deliver a **comprehensive food and drug allergy service** including challenge testing and desensitisation.
- 5) To be able to manage and deliver an **immunotherapy service** for all common and relevant allergens.
- 6) To provide clinical leadership in the delivery of **emergency anaphylaxis services** and provide follow up services for patients with suspected anaphylaxis.
- 7) To manage and deliver **immunoglobulin, C1-inhibitor therapy and other similar services**, with support through local and national specialty network consultation where appropriate.
- 8) To be able to provide immunological and allergic expertise to support and where appropriate manage patients with **asthma, rhinitis/rhinosinusitis and bronchiectasis**.
- 9) To be able to provide immunological and allergic expertise to support and where appropriate manage patients with **common allergic and immunological skin diseases such as eczema, urticaria and angioedema, hereditary/acquired angioedema, mastocytosis and autoimmune skin disease**.
- 10) To provide immunological and allergy support to **paediatric services**, in particular, providing advice on allergic and immunological aspects, for example, asthma, urticaria, food and drug allergy and immunodeficiencies.

- 11) To be able to develop, manage and deliver the **transitional care** of adolescents and young adults with common allergic and immunological diseases, and to understand the tertiary referral services available across the United Kingdom.
- 12) To recognise and provide basic management of **occupational allergy** and understand where there may be a need to refer to tertiary services.
- 13) To understand and support specialists in the use of **biological therapeutic agents**, for example advising on possible interactions and complications.
- 14) To be able to provide advice on **therapeutic interventions for common allergic and immunological conditions** and understand the tertiary referral services available for the management of more complex conditions.
- 15) To be able to **provide advice to organ based specialists** on selection, interpretation and limitations of relevant and locally available or common specialist investigations; where appropriate to advise on management for allergic and immunological conditions; and to understand the tertiary referral services available for the investigation of more complex immunological conditions.

Supervision

For the duration of employment in this post, the doctor will work under the supervision of a suitably qualified and experienced Educational Supervisor (ES) who will be assigned for this purpose. The principal role of the ES would be to mentor and initially guide the post holder to agree on realistic learning objectives, followed by continuing (educational) supervision throughout the duration of the post. In addition, the post holder will, at all times, be under the supervision of a named Consultant Immunologist (Clinical Supervisor). The nature of any clinical supervision would largely be determined by a combination of the post holder's established clinical abilities and the degree of difficulty in any given clinical situation.

Assessment and Appraisal

It is expected that the post holder will engage actively with the educational appraisal process, which will be conducted at least once a year by an appropriately qualified Educational Supervisor. The work-place based assessments (WPBAs) and multi-source feedback (MSF) will be used in a constructive, integrated and instructive manner as a significant part of the appraisal process. The post holder would also be expected to maintain an educational training record (portfolio), which should, at a minimum, include a log of completed cases and experiences in addition to any WPBAs undertaken.

An annual assessment meeting, modelled (as far as possible) and based upon that of the Yorkshire & the Humber Deanery's Annual Review of Competence Progression (ARCP) process will be conducted.

Portfolio

Trainees would be encouraged to maintain a logbook and personal portfolio.

FRCPath Examination:

Aligned with the concept of providing a worthwhile training experience to the successful applicant, this post holder will be encouraged and supported to take on the national training programme to work towards FRCPath Immunology. Support from the department will include general exam guidance as well as allowing reasonable access to relevant regional and national training and exam revision courses.

Research

The fellowship may include research-based activities, including data collection, statistical analysis and, if possible, publication of articles. The fellows would be encouraged to present their research work in scientific meetings and if possible, publish in peer-reviewed journals.

Study Leave & Courses

The post holder will be allowed up to 30 funded study leave days which will be granted at the discretion of your ES. Funding (up to a maximum of £1000 annually) will be provided for certain courses that are considered mandatory for the trainee's service commitments. There is a wide selection of courses available both locally within the Trust and within the wider area of the Yorkshire Deanery.

There is also a range of national courses and conferences, and the post-holder will be encouraged to attend such events providing the selection is made with the agreement of the ES and forms part of the educational appraisal process.

Clinical Audit

The department performs regular audits as part of quality improvement and is registered with the IQAS and QPIDS accreditation schemes. It is expected that all trainees in the International Fellow programme will complete clinical audit or quality improvement projects (one per year).

Teaching & Faculty Membership Opportunities

Based mostly upon an individual's set learning objectives and prior experience, the post holder would be encouraged, supported and guided through the preparation and delivery of relevant teaching at an appropriate forum.

Clinical Meetings

All trainees would be expected to participate in the relevant clinical meetings held within the department as well as participating in the regional teaching programmes.

General Information about Hull University Teaching Hospitals NHS Trust

HUTH has two main hospital sites: Hull Royal Infirmary and Castle Hill Hospital with an annual budget of approximately £500 million. The Trust employs over 9,000 staff and serves an extended population of 1.25 million, delivering a number of outpatient services from locations across the area. The Trust's secondary care service portfolio is comprehensive, covering the major medical and surgical specialties, routine and specialist diagnostic services and other clinical support services. These services are provided primarily to a catchment population of approximately 600,000 in the Hull and East Riding of Yorkshire area. The Trust provides specialist and tertiary services to a population of 1.25 million extending from Scarborough in North Yorkshire to Grimsby and Scunthorpe in North East and North Lincolnshire respectively.

Our vision is '*Great Staff, Great Care, Great Future*', as we believe that by developing an innovative, skilled and caring workforce, we can deliver great care to our patients and a great future for our employees, our Trust and our community.

As a Teaching Hospital the is a close working partnership with the University of Hull and the Hull York Medical School, with strong reputation in research in a large number of areas including biomedical research, primary care, palliative medicine, cardiovascular and respiratory medicine, vascular surgery, cancer surgery and oncology.

Both hospitals are on a main bus route, no's 64 and 154, which operate between Castle Hill Hospital and Hull Royal Infirmary. Staff can use this service free of charge on production of their ID Badge.

Hull is a modern city with a number of new developments including The Deep (marine conversation) and The Kingston Communication Stadium, home to premiership football and super league rugby. It has links with Europe via the ferry and the nearby Humberside Airport, along with good rail and motorway links, but is within easy reach of nearby coastal resorts and Wolds countryside. It offers affordable housing with good leisure facilities.

Hull Royal Infirmary (750 beds)

This hospital is the major acute hospital in East Yorkshire and serves a population in excess of 600,000. It has the only Accident and Emergency department and the following specialities:-

Neurophysiology	Vascular Surgery
Diabetes/Endocrinology	Ophthalmology
Oral Surgery & Orthodontics	Neurosurgery
General Medicine	Orthopaedic Trauma Surgery
Acute General Surgery	Paediatric Medicine
Gastroenterology	Paediatric Surgery
Medicine for the Elderly	Rheumatology
Neurology	Renal Medicine
Obstetrics and Gynaecology	Emergency Medicine
Respiratory medicine	

Acute Admissions Unit - The Acute Admissions Unit is situated adjacent to the A & E Department. The Unit has promoted greater integration of the General Medical teams with the Department of Medicine for the Elderly, allowing medical and nursing staff to cope better with the growing pressures on emergency admissions. Close working relationships are established between the Admissions Unit and the A & E Department.

Critical Care - There are 22 beds available for ICU and HDU patients in close proximity to the 9 main operating theatre complex. There are also separate Neurosurgical high observation and Respiratory High Dependency Units.

Women's and Children's Hospital opened in 2003 and provides a full range of gynaecology, fertility, maternity and neonatal services. There are over 7000 deliveries a year.

Eye Hospital opened in 2002, and provides three operating theatres, as well as an inpatient ward

Castle Hill Hospital (500 beds)

The hospital is the main site for elective surgery and is the base for the cancer service. Clinical Services currently on site include:

Clinical Haematology	Urology
Clinical and Medical Oncology	Plastic Surgery
ENT & Head & Neck Surgery	Pain Medicine
Infectious diseases	Orthopaedics
Upper and Lower GI surgery	Breast Surgery
Cardiology	Rehabilitation
Medicine for the Elderly	Cardiothoracic surgery
Clinical Allergy & Immunology	Gynaecology oncology

Critical Care - There are 22 beds available for ICU and HDU patients based in two units. This facility is close to the cardiac and upper GI theatres.

Queen's Medical Centre opened in 2008 and is the regional centre for oncology and haematology as well as palliative care.

Medical Education Centre

The Medical Education Centre is located on the Hull Royal Infirmary site. The Centre contains a 200-seat auditorium equipped with full video and dual projection facilities and three large seminar rooms. An extensive medical library contains over 5,000 volumes, 215 journals (on weekly or monthly receipt) and audio-visual facilities. A CD-ROM system (Index Medicus) is operational and there is a direct link - via Datastar - to the world medical database. In 2010 the Clinical Skills Facility was also opened. This is part of the education centre and located close by. In this building there are simulation suites, rooms for resuscitation training and a variety of rooms suitable for small group teaching. The centre incorporates the largest Postgraduate medical educational facility in the Yorkshire Region and supplies catering and support services, in addition to its central teaching and academic roles.

General Conditions of Appointment

General Comments: Any appointment will be subject to a satisfactory Disclosure and Barring check. The appointment is also subject to satisfactory medical clearance by the Occupational Health Department, which would include acceptance of the appointee's status with regard to Hepatitis B. The appointment is covered by the Terms and Conditions of Service for NHS Medical and Dental Staff (2016) as well as local agreements and amended from time to time.

Accountability: The post holder will be accountable in the first instance to their allocated educational supervisor and ultimately to the clinical director.

Terms of Engagement: The appointee will hold a contract with the Hull and East Yorkshire NHS Trust, and will be required to participate in clinical governance and continuing professional development.

Hours and Salary

The standard hours of duty will be the working week of 40 hours, for which the salary scale currently applicable is dependent on prior experience and is on the specialist registrar pay scale.

In addition, the appropriate intensity multiplier will be payable commensurate with the on-call duty performed. Rotas are compliant with the European Working Time directive.

Candidates will have to sign an opt out agreement if they want to work additional hours.

While on call the appointee will be expected to be resident in the hospital, and undertake overnight and weekend work.

Study and Annual Leave

Study leave will be granted at the discretion of Educational Supervisor. Appropriate annual leave may be taken after agreement with the rota coordinator with a period of 6 weeks notice.

Accommodation

Whilst hospital accommodation may be available for non-resident staff, this will be determined by staff making their own local enquiries.

Travel Expenses

Appointees may be eligible to claim travelling expenses in accordance with Section 23 (except paragraph 2.4 and 4) of the GWC Conditions, and paragraph 227-302 of The Hospital Medicine and Dental Staff Terms and Conditions.

Medical Indemnity

The employee is normally covered by the NHS Hospital and Community Health Service indemnity against the claims of medical negligence. Health Departments advise that employees maintain membership of a defence organisation, as in certain circumstances (especially in services for which a fee is paid) the employee may not be covered by the indemnity.

The employee must hold current registration (full or limited) with the General Medical Council.

Rehabilitation of Offenders Act 1974

Because of the nature of the work, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants for the post are not entitled to withhold information about convictions which for other purposes are 'spent' under the provisions of the Act and, in the event of employment, any failure to disclose such convictions could result in disciplinary action or dismissal by the Authority. Any information given will be completely confidential and will be considered only in relation to an application for a position to which the order applies.

Notice

A period of three months' notice is applicable to this appointment. Resignation letters must be sent to the Clinical Director.

Employment arrangements

The Hull University Teaching Hospitals NHS Trust holds the employer's responsibility for all Registrars and Specialist Registrars within the Health Education Yorkshire and the Humber and therefore doctors appointed to this post will be employed by the Hull University Teaching Hospitals NHS Trust. Details of employment policies are provided on appointment.

Person Specification

Entry criteria	Essential Criteria	Desirable	When Evaluated
Qualifications	<p>MBBS or equivalent medical qualification</p> <p>MRCP or equivalent Postgraduate Qualification in General Medicine (e.g. MD)</p>	<p>Intercalated BSc or equivalent</p> <p>Higher degrees including MSc, PhD or MD (where the research thesis is not part of first medical degree)</p>	Application form, Interview
Eligibility	<p>Be eligible for full registration with the GMC at the time of appointment, and hold a current licence to practise by the time the post commences.</p> <p>Overseas candidates without GMC registration are encouraged to apply. Such candidates if successful in interview can be sponsored for GMC International Fellowship Scheme* (see below)</p> <p>Evidence of good standing from the applicant's local Medical Regulatory Council;</p> <p>Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards:</p> <ul style="list-style-type: none"> • Evidence of maintaining Good Medical Practice; including: • make the care of your patient your first concern 		<p>Application form</p> <p>Application form, interview</p> <p>Application form, interview Application form</p>

	<ul style="list-style-type: none"> • provide a good standard of practice and care • take prompt action if you think that patient safety, dignity or comfort is being compromised • protect and promote the health of patients and of the public • treat patients as individuals and respect their dignity • work in partnership with patients • work with colleagues in the ways that best serve patients' interests • be honest and open and act with integrity • never discriminate unfairly against patients or colleagues • never abuse your patients' trust in you or the public's trust in the profession. <p>Evidence of a minimum of 3 years (FTE or equivalent) postgraduate training</p> <p>Be eligible to work in the UK via a Tier 5 certificate of sponsorship</p> <p>Patients applying for GMC fellowship should have not previously failed any part of the PLAB Test</p>		
Fitness to practise	Is up to date and fit to practise safely.		Application form, references

Language skills	<p>Applicants must have demonstrable skills in written and spoken English, adequate to enable effective communication about medical topics with patients and colleagues; as demonstrated by;</p> <p>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: demonstrate knowledge of English by obtaining an overall score of 7.5, with minimum scores of 7.0 in speaking, listening, reading and writing, in the 'Academic' test of the International English Language Testing System (IELTS) or a grade of B in all testing categories of the Occupational English Test (OET). N.B IELTS and OET certificates are valid for only two year</p> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence which would be subject to review by the employer</p>		Application form, interview
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Health	Meets professional health requirements (in line with GMC standards in Good Medical Practice)		Application form, pre-employment health screening
Career progression	<p>Applicants must:</p> <p>Be able to provide complete details of their employment history.</p> <p>Have evidence that their career progression is consistent with their personal circumstances.</p> <p>Have evidence that their present level of achievement and performance is commensurate with the totality of their period of training.</p>		Application form Interview
Clinical Skills	<p>Acute care safe:</p> <p>Out of hours experience relevant to job</p> <p>Demonstrate current ALS certification or equivalent.</p> <p>Relevant specialty clinical knowledge: capacity to apply sound clinic knowledge relevant to the job, specialty knowledge exam.</p> <p>Clinical judgement: experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.</p>		Application form, interview

	<p>Practical skills: shows aptitude for practical skills, required in the job.</p> <p>Proven ability to work effectively in different clinical settings required in the job.</p> <p>Able to work without direct supervision where appropriate</p> <p>Able to prioritise clinical need</p> <p>Able to maximise safety and minimise risk.</p>		
Commitment to clinical governance/ improving quality of patient care	<p>Clinical governance:</p> <p>Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p>Research skills:</p> <p>Demonstrates understanding of the principles of research, including awareness of ethical issues</p> <p>Demonstrates knowledge of evidence-informed practice</p> <p>Audit:</p> <p>Demonstrates understanding of the basic principles of audit, clinical risk management, evidence-based practice, patient safety, and</p>	<p>Demonstrates an understanding of research methodology</p> <p>Evidence of relevant academic and research achievements, and involvement in a formal research project</p> <p>Evidence of a portfolio of audit / quality improvement projects, including where the audit loop has been closed and there is evidence of learning of</p>	<p>Application form</p> <p>Interview</p> <p>References</p>

	<p>clinical quality improvement initiatives</p> <p>Evidence of active participation in audit.</p> <p>Teaching: Evidence of teaching experience and/or training in teaching.</p>	<p>the principles of change management</p> <p>Evidence of involvement in teaching students, postgraduates and other professionals</p> <p>Evidence of participation in a teaching course</p>	
Communication Skills	<p>Demonstrates clarity in written/spoken communication, and capacity to adapt language to the situation, as appropriate</p> <p>Empathy and sensitivity: capacity to listen and take in others' perspectives and treat others with understanding; sees patients as people</p> <p>Demonstrates respect for all.</p> <p>Works in partnership with patients: Always considers the full impact of clinical decisions on the patients. Practice shared decision making.</p> <p>Directs and supports patients to access the information they need to support decision making.</p>		<p>Interview</p> <p>Reference</p> <p>Personal statement</p>
Personal skills	<p>Team working: demonstrated experience working in a team, values the input of other professionals in the team.</p>	<p>Leadership experience</p> <p>Evidence of involvement in management commensurate with experience</p>	<p>Application form, interview, references</p>

	<p>Managing others and team involvement: Capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams and supervise junior medical staff</p> <p>Ability to organise and motivate other team members; for the benefit of patients through, for example, audit and quality improvement projects</p> <p>Coping with pressure: Capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks and adapt to rapidly changing circumstances.</p> <p>Problem solving and decision making: capacity to use logical/lateral thinking to solve problems and make decisions indicating an analytical/scientific approach</p> <p>Vigilance and situational awareness:</p> <p>Capacity to monitor developing situations and anticipate issues</p> <p>Organisation and planning: capacity to organise oneself and</p>	<p>Demonstrates an understanding of NHS management and resources</p> <p>360° feedback</p> <p>Patient survey feedback and reflections</p> <p>Evidence of effective leadership in and outside medicine.</p> <p>Other:</p> <p>Evidence of achievement outside medicine</p> <p>Evidence of altruistic behaviour, eg voluntary work.</p>	
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	<p>prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p>IT skills: Demonstrates information technology skills.</p> <p>Flexible approach to work: able to adapt and work with employers to deliver improved patient care.</p> <p>Equality and diversity: promotes equality and values diversity.</p>		
Probity – professional integrity	<p>Demonstrates probity (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality) Capacity to take responsibility for own actions Demonstrates a non-judgmental approach towards others.</p>		<p>Application form</p> <p>Interview References</p>
Commitment to specialty – learning and personal development	<p>Shows initiative/drive/enthusiasm (self-starter, motivated, shows curiosity, initiative)</p> <p>Demonstrable interest in, and understanding of, the specialty</p> <p>Commitment to personal and professional development</p> <p>Evidence of attendance at organised teaching and training programme(s)</p>	<p>Extracurricular activities/achievements relevant to the specialty</p> <p>Evidence of participation at meetings and activities relevant to the specialty</p>	<p>Application form</p> <p>Interview References</p>



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	Evidence of self-reflective practice		
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