

Consultant in Emergency Medicine with Pre-Hospital Emergency Medicine

Emergency Department



Norfolk and Norwich University Hospitals
NHS Foundation Trust
2020

Chairman Mr David White
Chief Executive Mr Sam Higginson

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Norwich is quite rightly described as “a fine city.” A graceful cathedral and a Norman castle dominate its skyline. It is a vibrant city and has been voted as the best city to live in, on consecutive years by the Guardian and Sunday Times. Norwich schools are rated as some of the best within the country. The surrounding Norfolk countryside and long stretches of coastline are renowned for its beauty and tranquility. The Norfolk Broads provide a quintessential rural getaway with the North Norfolk villages providing a more traditional ambience. With excellent transport links to Cambridge and London, Norfolk offers everything you require to establish the perfect work life balance.

We are very supportive of candidates who wish to work less than full time. Dr Francoise Sheppard is the Lead for less-than-full-time working for the East of England and is happy to discuss this with any potential candidates. We also provide support to doctors who are employed within the Military Service. We are recognized as a Veterans Aware hospital and we recently won an award for Step into Health for supporting staff coming back into NHS healthcare.

Our Trust has improved in its overall CQC rating from ‘inadequate’ to ‘Requires improvement’ earlier this year, with some areas within the trust highlighted as good or outstanding.

We are committed to attracting the best candidates and we will therefore aim to accommodate any requirements with regards a flexible job plan. Any 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 plan will be modified as appropriate in consultation with the ED Service Director and the Associate Medical Director for Emergency and Urgent Care.

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.

We encourage the development of fields of special interest within the consultant body and welcome all applicants, including those with demonstrated areas of special interests and dual registration. If you have a special interest within the field of Emergency Medicine, which is not mentioned below, please do not hesitate to discuss this with us.



The Emergency Department

The Emergency Department has over 140,000 attendances per year. There are separate acute medical, surgical, and paediatric assessment units which take direct referrals from primary care as well as from ED. Our conversion rate for admissions is 27%hr which is a reduction from 30% and this has been through transformative changes within our department.

The ED footprint currently consists of the following:

- A 6 Bedded Resuscitation Room
- A 26 bedded majors trolley area, with flexible use of trolleys
- An 11 bedded Consultant-led Rapid Assessment and Treatment area (RATs)
- A purpose built Children's Emergency Department (CHED)
- A dedicated area for Ambulatory Majors patients
- A discrete Ambulatory minors area (including a GP-led Minor illness stream and ED-led minor injury stream with active ENP program)
- Dedicated 24 hour X-ray facilities
- An imaging suite with MRI capabilities and 24hr CT scanning facility adjacent to the ED.
- A purpose built, all weather helipad directly outside the ED
- A purpose built decontamination unit
- A dedicated Older Persons ED (OPED)
- 3 dedicated 'quiet rooms' used almost exclusively for patients with mental health needs.
- GP front door streaming pods
- A satellite minor injuries unit at nearby Cromer Hospital



We currently have 15 consultants, which includes one locum consultant and one specialty doctor. There is also one associate specialist doctor working at consultant level. We have a strong and developing team of nurses, supported by ED floor coordinators (Lead nurse), and ED administration coordinators to improve our coding and shop-floor administrative processes.

We are delighted to be working with the East Anglian Air Ambulance (EAAA) to develop a faculty of Pre-hospital Emergency Medicine (PHEM). Having ED consultants with PHEM experience is an important and vital part of this development. And we are keen to recruit consultants who will support this development. We also have joint pre-hospital specialty doctor roles and currently have two tier-4 registrars on 50/50 job share.

We have a training program for ACPs and currently have 11 trainee ACPs on this program, with three credentialed ACPs, one of who has taken the role of lead ACP. In addition we have 3 ACPs working within our GP-led minor illness stream. The program is jointly led by a Lead ACP and Lead EM consultant. We employ ENPs within our ED and Minor injuries unit at Cromer.

We have just introduced self-rostering with Health Rota for our medical staff.

Our staff have recently set up an ED Health and Well-being group, to promote a healthy work life balance.

Computer Systems

The department uses the Symphony computer system, which is regularly updated and upgraded, allowing electronic clerking in the department. Electronic prescribing was launched across the inpatient areas in 2018 and its introduction in the ED in March this year has furthered the departments aim to become entirely paper free in the next 6-12 months.

Trauma Centre

The Norfolk and Norwich Hospital is a designated Trauma Unit and we see a significant number of major trauma cases, and work closely with the Major Trauma Centre at Addenbrookes. Being 45 minutes from the Major Trauma Centre (MTC), we treat major trauma cases from Norfolk and the surrounding areas with the same frequency and acuity.

NNUH has all major specialties on site with the exception of neurosurgery and cardiac surgery. This allows for high quality care and the development of close working relationship between specialties.

We are currently increasing our trauma provision within the trust, and have a phased plan aspiring to achieve MTC accreditation within the next 3-5 years. We have undertaken a detailed gap analysis that we need to achieve to succeed and our Trust fully supports this vision.

Acute Referring Units

There is close cooperation between the acute medical, surgical and paediatric units with joint clinical governance meetings being held regularly, and close working relationships between the respective Service Directors. This is becoming more important as we look to develop Same Day Emergency Care.

Children's Emergency Medicine

We have a purpose built Children's ED (CHED) led by our Paediatric EM consultant, which works collaboratively with our Jenny Lind Children's Hospital. We also have a paediatrician who job shares part of her paediatric post with CHED. There will be a separate advertisement for a second Paediatric Emergency Medicine post presently.

ED Leadership Structure:

The Trust has developed Clinical leadership through the divisions by creating triumvirate leadership teams. The ED Triumvirate is managed by the Emergency and Urgent Care Triumvirate who reside within the Corporate Division

The ED Triumvirate are:

Mr Ed Aldus – Deputy Operations Director
Mrs Alice Richardson – Senior ED Matron
Dr Frank Sutherland – Service Director

The EUC Triumvirate are:

Mr Paul Walker – Divisional Operations Director
Mrs Rachael Cocker – Divisional Nurse Director
Dr Caroline Kavanagh – Associate Medical Director

ED consultant Team

Dr Frank Sutherland – Service Director
Dr Tarek Ahmed
Dr Ben Anigbogu
Dr Tim Daynes
Dr Jane Evans
Dr Gavin Hancock
Dr Heinrich Hollis
Dr Tarek Kherbeck
Dr Dhananjay Kumar
Dr Diego Olmo-Ferrer
Dr Corinna Pascuzzi
Dr Shaun Price
Dr Zahid Rahman
Dr Peter Rushton
Dr Francoise Sheppard

The appointee will be provided with an office, computer, internet access and secretarial support which may be shared.



There is weekly, consultant-led, protected teaching time for all junior doctors and ACP's which follows the new college curriculum for FRCEM. Trainees are also encouraged to participate in organisation and attendance of Regional Training days for Higher Specialist and ACCS Trainees.

The department regularly accepts medical undergraduates from the University of St Georges, Grenada, and Plymouth. From September 2006, the department has been responsible for teaching undergraduate medical students from the University of East Anglia during their final year Emergency Care module.

Consultants are encouraged to become examiners for FRCEM, and instructors in ATLS/ALS/APLS/EPLS. Level 1 Ultrasound sign off is available from within the Consultant body

Simulation training is available in the department with our own SIM man. The medical school also runs frequent simulation training for its students, which it is possible to become involved in.

The department plays an active role in research and has a research lead. The department recently participated in the CRASH-3 multicentre study, with further research projects coming on line in the next few months. There are weekly Grand Rounds within the Trust to further education and learning outside of ED.

Trainee supervision is an essential part of the role as we are keen to encourage trainees to join us for training and to work with us as consultants.

We also have an active ACP training programme and these trainee ACPs also require supervision, which is job planned.

Given our strategy to become a Major Trauma Centre, our completed gap analysis has facilitated understanding of training that staff within the ED will need to achieve this. Staff are now planning to undertake this training which is supported by the Trust. The PHEM consultants posts will also be an important part of this exciting development.

We were one of the first Trusts in the country to have a fatigue charter for our junior doctors and to provide 'sleepy chairs' to facilitate rest during night shifts.



Duties of the post

These appointments are to the Trust, not to specific hospitals. Our Trust footprint currently includes Cromer Hospital (25 miles from NNUH). The ED Consultants also provide support for a minor injuries unit in Cromer in terms of clinical advice, and support with protocol development. The MIU is staffed by ENPs

General Duties

We have a "Command and Control" Consultant in charge of the ED during the day and an ED Floor Coordinator. They coordinate the working day and prioritise where staffing should be placed, based on safety and demand. The on-call consultant is responsible for the running of the department and has oversight of clinical safety overnight when the registrar holds the C&C position.

Within ED

- Provision of safe, timely, high quality care to patients
- Undertake different roles within the department as required
- Provide clinical leadership and supervision of junior medical staff
- 24/7 Trauma Team leader
- Participation in teaching programs within the department
- Act as educational and clinical supervisor for a wide range of trainees
- Take on specific roles in the department that require consultant oversight and ensure these specific parts of the service achieve their desired aims and objectives.
- Undertake review of formal imaging reports

Clinical Governance

- Be proactive in the Clinical Governance agenda for the department. This includes participation in audit and quality improvement projects, guidelines/pathways, professional development, appraisal and risk management as well as attending Clinical Governance meetings.
- Attend Directorate meetings to contribute to the development of the service

Within EAAA

- Provision of safe, timely, high quality care to patients
- Provide clinical leadership and supervision of junior medical staff
- Undertake duties of clinical governance within the EAAA framework
- Provide teaching and training for staff
- Develop the faculty of NNUH and EAAA

Within the Trust

- Liaise with clinicians and leads outside of the ED to address issues that arise
- Participation in teaching programs across the wider hospital community and the University of East Anglia
- The appointees will be members of the Consultant Staff Committee

Within the Norfolk wide health care system

- Liaise with our system partners across Norfolk to develop and provide services for the future, particularly in relation to becoming a MTC
- Encourage new ways of providing acute care across the whole of Norfolk and beyond

Personal Development

- Maintain the Trusts PRIDE Values
- Participate in Continuing Professional Development and appraisal
- To undergo regular revalidation as set out by the GMC

Applicants who are Nationals from another European country or elsewhere overseas would have to show equivalence to the 5 years training period in the National Health Service required for the specialty.

It is essential that all Trust employees will adhere to good infection control practices, as detailed in the Trust's Infection Control Manual and other related policies and guidelines.

We are delighted as a Trust to look at different models of working, and to facilitate personal development, including learning and development of expertise for post holders. We are happy to support consultants with training in their specific areas of interest when appointed.

A joint working partnership with East Anglia Air Ambulance (EAAA) is an excellent example of system collaboration that the Trust is working to facilitate. Through joint working, we are developing a Pre-hospital Emergency Medicine faculty to ensure our appointed Consultants contribute to EAAA with clinical and governance sessions. They will also be involved with the faculty development and work to develop training for fellows, ACPS and nurses. We are aspiring to develop NNUH into a Major Trauma Centre over the next five years, which will include increasing our ED footprint and pathways through the Trust, these appointed doctors will be vital in this planning.

We are now able to offer posts with dedicated PHEM PA's for applicants who have previously undergone PHEM training or who have undergone sub-specialty PHEM accreditation during their training. These posts will have at least 2 PAs of time spent with EAAA and this will encompass clinical shifts and governance sessions. Due to the high level of support and enthusiasm from both NNUH and EAAA, we will be encouraging further development of this facility in the future and these new posts will be at the forefront of this development.

There are also other opportunities for development within the ED.

- Research Development and Quality Improvement
- University of East Anglia teaching roles
- Resuscitation Lead and Critical Care Medicine
- Frailty and Older Peoples Emergency Medicine

All consultants would be active participants in the Emergency Department on-call rota.



Job Planning

The department has acquired software (Health Rota) to allow self-rostering for consultants and senior trainees, bringing even more flexibility to job planning and even better work life balance.

A formal job plan will be agreed between the appointee, their Service Director, and AMD for EUC, on behalf of the Medical Director, as soon as possible after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

The Trust has discretion to offer additional programmed activities in appropriate cases. However, where after the appropriate panel approval has been obtained it is agreed to pay temporary additional programmed activities these will only be payable to newly qualified consultants after three months in the post. Such additional programmed activities will not be paid retrospectively to the date of appointment. In the case of other consultants the date from which the additional programmed activities become payable will be a matter of agreement with the Service Director.

The Job Plan will then be reviewed annually. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives and details of the support required by the consultant to fulfil the job plan and the objectives.

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

- The balance between Direct Clinical care Activities and Supporting Programmed Activities will be agreed with the candidate as part of the initial job planning process.
- The standard full time job plan will consist of 10 programmed activities. There will be a minimum of 2 PAs for PHEM duties which will include both clinical shifts and governance time with EAAA.
- The Trust will initially allocate 1.5 SPAs for appraisals, CPD, mandatory training, job planning etc. Further SPAs may be allocated for other formal roles. We have an electronic job planning system (Allocate). Permission from your Service Director and Associate Medical Director must be sought for participation in external NHS activities and once agreed these should be recorded in your job plan.

Mentoring for New Consultants

The Trust supports the principle of mentoring for all new consultants and has plans to formally incorporate this into Trust policy in the near future.

Provisional Timetable

The following provides an outline of the expected clinical activity and clinically related activity components of the job plan which occur at regular times in the week. This job plan is not confirmed as it would be subject to change based on the role undertaken and time required or allocated to these new posts.

Agreement should be reached between the appointee and their Service Director with regard to the scheduling of all other activities, including the Supporting Professional Activities. Upon appointment the consultant will be given a specific "work program" detailing the initial allocation of direct clinical care activities and supporting activities.

Example Daily rota/job plans – please note this will vary depending on any role that is taken as part of the job. The current weekend rota is 1 in 8, however with increased colleague numbers we will aim to improve (reduce) this weekend commitment.

	Week 1	Week 2	Week 3	Week 4	Week 5
Monday	17:00-00:00	Off	13:00-21:00	08:00-16:00	Off
Tuesday	Off	Off	09:00-13:00	17:00-00:00	Off
Wednesday	13:00-21:00	17:00-00:00 On call	13:00-21:00	Off	19:00-07:00 PHEM SHIFT
Thursday	07:00-19:00 PHEM SHIFT	Off	09:00-13:00	09:00-17:00	Off
Friday		09:00-17:00	08:00-16:00 PHEM GOVERNANCE DAY	17:00-00:00 On call	17:00-00:00
Saturday	09:00-17:00	Off	Off	17:00-00:00 On call	Off
Sunday	08:00-16:00	Off	Off	17:00-00:00 On call	Off
Total PAs	12.7	4.17	8.33	13.00	6.17

PAs worked: 9

Intensity PA for on call rota = 1

Total PAs = 10

This timetable is indicative of a basic 10 PA contract. **This job plan would change as with the PHEM role there would be at least 2 twelve hour shifts each month with EAAA alongside one day each month for governance/ learning with EAAA. This will be reviewed within the first 6 months to ensure that any changes necessary to facilitate this role were undertaken early, given that these are new roles.**

There are additional PAs for educational supervision of trainees and ACPs. The definitive timetable will be agreed by the Service Director and the appointee and subject to regular review at job planning. We are open to discussions around working patterns and would encourage potential candidates to engage in conversation with Dr Sutherland and Dr Kavanagh around opportunities and the future. We recognize the need for new ways of working and are very happy to discuss ideas and would welcome conversations about these.

Person Specification

Job requirements	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Full GMC Registration • CCST Specialist Registration in Emergency Medicine OR • Eligibility for specialist registration in Emergency Medicine within 6 months from the time of the interview. • FRCEM • CCT or equivalent to Level 1&2 training in PHEM • ALS, APLS/EPLS, ATLS provide 	<ul style="list-style-type: none"> • Instructor status in Advanced life support courses • Postgraduate diploma / degree
Experience	<ul style="list-style-type: none"> • Experience gained in acquisition of CCT • Wide experience in Emergency Medicine 	<ul style="list-style-type: none"> • Particular experience in: <ul style="list-style-type: none"> - Paediatrics - Ambulatory care - Geriatric medicine - Teaching
Leadership	<ul style="list-style-type: none"> • Work effectively with colleagues toward a shared goal. • An demonstrable ability to: <ul style="list-style-type: none"> - Lead and motivate staff - Act as a role model by maintaining high standards of performance and behaviour. - Direct and motivate in a high-pressure environment. - Organise self and others - Ability to prioritise workload. • Enthusiasm for service development. 	<ul style="list-style-type: none"> • Specific training in leadership and management skills.
Training, audit and research	<ul style="list-style-type: none"> • Commitment to teaching and training of undergraduates and junior doctors • Participation in audit projects • Courses relevant to medical education or training • Commitment to ongoing professional development • Research interest in Emergency Medicine 	<ul style="list-style-type: none"> • Specific training or qualification in Medical Education
Management Skills	<ul style="list-style-type: none"> • Manage your time effectively • Demonstrate effective team working • Knowledge of the systems within the NHS • A commitment to the development and implementation of new projects to improve patient care. • Self motivation 	
Circumstances	<ul style="list-style-type: none"> • Must live within a 15 mile radius of the base trust or 30 minutes travelling time. 	



NNUH

The Norfolk and Norwich University Hospital NHS Foundation Trust (NNUH) is one of the busiest teaching trusts in England. We serve almost 1 million people across Norfolk, North Suffolk and surrounding areas for specialist services.

The Norfolk and Norwich University Hospital is located on the Norwich Research Park and serves the population of Norfolk, North 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.



Cromer Hospital

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 Trust strategy 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.



Clinical Services

We have reviewed and redeveloped our ED strategy and involved all of our ED staff with this, to ensure our Vision and Direction provides excellent care for our patients and is supportive of our staff.

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 services, 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.

- Emergency and Urgent Care (EUC) sits separately to those divisions named above. EUC consists of Emergency Medicine, Site operations, the discharge suite and discharge team.
- Medicine is comprised of Cardiology, Respiratory Medicine, Stroke, Nephrology, Gastroenterology, Allergy, Older People's Medicine, Endocrinology, Neurology, Rheumatology, 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 aim 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.

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).



Edith Cavell Building, UEA

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 opened its doors as a leading European center for endoscopy. Preventive medicine is a major



UEA

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.

The Norwich Research Park is a partnership between the NNUH, UEA and four independent world-renowned research institutes, namely the John Innes Centre, the Quadram Institute Bioscience, and Earlham Institute (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.





The Quadram Institute is the 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 in 2018.

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

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

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

Its creation underlines the collaboration of the four founding partners and reflects its strategy to work across four research themes: the gut

and the microbiome (the gut flora); healthy ageing; food innovation; and food safety. These research themes will link closely to the world-class plant and crop research at the John Innes Centre and bioinformatics at The Earlham Institute, 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 works closely with the food industry, healthcare and allied sectors to transfer its scientific knowledge into practice.



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 complete 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 K Bowles) and a joint research office which currently monitors nearly 200 new research applications per year. The Trust hosts the Clinical Research Network: Eastern (CRN). Our recruitment to clinical trials is consistently above target.

Whatever you want in life - wild open spaces, tranquility, culture, excitement or nightlife, you will find it here. Norfolk is a place where you can balance work and leisure to get the life you want for you and your family.



Housed in a stunning purpose built, modern hospital with bright and airy atriums flooding the building with beautiful Norfolk sunshine, NNUH has strong links to the University of East Anglia and Norwich Research Park. These connections allow NNUH to shine as an example of a Trust supporting staff development and allowing everyone the opportunity to achieve their potential.



Norwich is really easy to access and is well connected to the rest of the UK. We have the recently improved A11 which connects Norfolk to Cambridge, London and beyond. Greater Anglia runs services to and from London every 30 minutes for as little as £10 each way. There are also direct rail services from Manchester, Nottingham and Cambridge.

Norfolk and Norwich University Hospital is the sixth largest acute teaching hospital in the UK, with a workforce of over 7,500 working in multi-disciplinary teams to provide outstanding care for patients.

In a recent survey, 97% of friends and family would recommend NNUH to a family member; this is a direct result of our workforce working together in a constant effort to provide every patient with the care we want, for those we love the most.

In recent staff survey results, NNUH was one of the most improved Trusts in the country compared to last year.

In Norwich a staggering 77% of people say they love their job. Although less than 2 hours from London and serviced by excellent transport links, Norwich is one of few UK cities that still retains a strong local identity and a strong sense of community – people walk down the street and say hello to each other, baristas remember your coffee order, you get to know about interesting local projects.

With excellent shopping, eating out, affordable house prices and excellent schools Norwich has been ranked by The Guardian as the best city to work in.

The Norfolk coastline with its big skies, sandy beaches and subtle beauty is one of the jewels in Norfolk's crown. With 90 miles to explore and very few hills to block the view, it really has to be seen to be appreciated and it has been designated an area of outstanding natural beauty.

Just think where your NNUH career could take you, with new innovative clinics and services being introduced each year, the possibilities are endless.

The opportunities are as big as the Norfolk skies.



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 Director 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. They 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.

Interview Expenses

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.



Contacts for Further Information

Candidates requiring further information are invited to contact the following:

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