



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

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

*Chairman Mr David White*  
*Chief Executive Mr Sam Higginson*

***CONSULTANT MEDICAL MICROBIOLOGIST /  
JOINT INFECTIOUS DISEASES / MICROBIOLOGY  
AT NORFOLK AND NORWICH UNIVERSITY  
HOSPITAL NHS FOUNDATION TRUST***

***DEPARTMENT OF MEDICAL MICROBIOLOGY***

***NORFOLK AND NORWICH UNIVERSITY  
HOSPITALS NHS FOUNDATION TRUST***

***EASTERN PATHOLOGY ALLIANCE  
2022***

# **NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST**

## **1. CONSULTANT IN MEDICAL MICROBIOLOGY or CONSULTANT IN MEDICAL MICROBIOLOGY/INFECTIOUS DISEASES AT THE QUEEN ELIZABETH HOSPITAL KINGS LYNN**

1.1 This is one of two consultant posts which will share the provision of day-to-day clinical microbiology and infection prevention and control services at The Queen Elizabeth Hospital Kings Lynn NHS Foundation Trust (QEH), Kings Lynn.

1.2 This is a replacement post at QEH, but with the existence of the Eastern Pathology Alliance (EPA) of which all three acute Trusts in Norfolk are members, future services will be provided on a joint basis. Although employed by the Norfolk and Norwich University Hospitals NHS Foundation Trust (NNUHFT), it is expected that the post holder will spend most of their time at QEH working alongside another consultant to provide a comprehensive microbiology service for that Trust including provision of cross-cover for infection prevention and control. There is a service level agreement already in place between the Trusts to allow this pattern of working, and job planning will be arranged jointly between the two organizations.

1.3 However, the post holder will be offered sessions at NNUHFT (anticipated to be a minimum of 1/2 day per week to allow for laboratory work) and will participate in a single rota for out of hours cover across Norfolk resulting in an anticipated frequency of 1 in 8 or 1:9. Allowances for travel will need to be assessed depending on the appointee's home address.

1.4 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.

1.5 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.

1.6 Qualification and Experience: It is expected that the appointee will be a fully registered medical practitioner who will have obtained Fellowship of the Royal College of Pathologists or had equivalent training and experience. Candidates should be on, or eligible to be on, the Specialist Register of the GMC within 6 months of the Appointments Advisory Committee

## **2. DUTIES OF THE POST**

2.1 The appointment is to the QEHL, and the candidate will be based at Queen Elizabeth Hospital, King's Lynn.

2.2 This is a full-time replacement post to provide expertise as a Consultant in Microbiology/Infectious Diseases at QEHKL. The post-holder will, in conjunction with colleagues, lead the Microbiology Department at QEHKL in providing services to the hospital, community and other users in Norfolk in addition to other roles as the Antibiotics Stewardship Lead for the trust or Infection Control and Prevention Doctor.

2.3 QEHKL is one of the three member Trusts of the Eastern Pathology Alliance (EPA) and following the consolidation of pathology services all microbiology diagnostic work is performed at the NNUHFT site.

The successful post holder, on behalf of NNUHFT, based at QEHKL, will: -

1. Contribute to the provision of a comprehensive microbiology service for all users of the laboratory. The consultant will rotate with his/her colleagues to provide either Infection Prevention and Control doctor role or Antibiotic stewardship role. This will happen by mutual agreement.
2. Give a consultation and advisory service to medical colleagues in other specialties in the QEHKL and to GPs and other healthcare professionals in Primary Care. Out of hours (on-call) service includes provision of advisory services to James Paget University Hospital and Norfolk and Norwich University Hospital, in addition to QEHKL.
3. Liaise with medical staff in other specialties and participate in regular clinical meetings and other postgraduate activities of the QEHKL.
4. Take part in the Royal College of Pathologists continuing medical education programme. The Trust will provide study leave expenses in line with national terms and conditions of service.
5. Play a full part in the teaching and audit activities of the EPA Medical Microbiology department at QEHKL, this includes supporting the in-house training of STRs undergoing Combined Infection Training, Higher Training in Microbiology, and Higher Training in Virology, Academic Clinical Fellows, Trust Doctors, as well as trainee clinical scientists, and BMS staff.
6. Participate in Clinical Governance at the EPA Medical Microbiology Department.
7. Take the QEH departmental lead in Antibiotics Stewardship/Infection Control and any other specialty areas by mutual agreement.
8. Existing consultants currently lead in other areas, and the allocation of lead roles is reviewed regularly. Candidates with different areas of interest are encouraged to apply, as there is flexibility in how the work is distributed.
9. Comply with the outline Consultant work programme (under the provisions of Circular HC90/16) and the weekly timetable of fixed commitments (i.e. regular scheduled NHS activities in accordance with paragraph 30B of the TCS).
10. Deploy unallocated, flexible professional time on liaison, emergency work, travel, continuing clinical responsibility, teaching, research, medical audit, inter-disciplinary meetings and continuing professional development.
11. Provide and contribute to the provision of leadership, direction, innovation, and support to ensure the continuing development of staff at QEHKL.

12. Encourage a multi-professional approach in clinical engagement and leadership development.
13. Support colleagues to ensure that there is effective leadership and coherent strategies in place at QEHL.
14. Encourage innovation, creativity within the Microbiology Department at NNUHFT.
15. Participate in annual appraisal, job planning and revalidation in line with GMC requirements.
16. Contribute to departmental activities required to maintain UKAS accreditation to 15015189 standards.

2.4 All consultants, including the appointee, will be expected to be involved in implementing the EPA Clinical Governance programmes. This includes active participation in clinical audit, quality, clinical guidelines/pathways, professional development, appraisal, and risk management.

2.5 Consultants will be encouraged to join other Trust committees relevant to their role.

2.6 Participate, on average one week in eight (when this post is filled), in the out of hours service which operates from 5pm - 9am during the week and from 5pm Friday - 9am on Monday. This includes provision of telephone cover, and presence on-site in the Microbiology Laboratory at NNUHFT on Saturdays and Sundays.

### **2.7 Commitments to support the University of East Anglia:**

2.7.1. The appointee will be encouraged to actively support the Norwich Medical School MB BS teaching Programme.

## **3. THE NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST**

### **3.1 NNUHFT DEPARTMENT OF MICROBIOLOGY**

3.1.1 The EPA Department of Microbiology is a large and busy department which is continuing to expand to accommodate the increasing microbiological needs of the modern NHS. It provides a county-wide diagnostic microbiology service as part of the Eastern Pathology Alliance, as described below.

3.1.2 The Department provides a comprehensive infection service encompassing diagnostic and clinical microbiology, infection prevention and control, health protection and health promotion. It has full UKAS accreditation in both Microbiology and Virology. As of 2013, the Department has incorporated all the Trust and Community microbiology laboratory workload previously processed by James Paget Hospital and Queen Elizabeth Hospital and consolidated all Microbiology workload to form a single laboratory at NNUHFT. This work is performed on behalf of the EPA.

3.1.3 The EPA Medical Microbiology Department encourages collaboration with Quadram Institute, although there is no dedicated research PAs currently within the post, applicants with research interests are encouraged to apply as this can be discussed.

3.1.4 The Department moved into newly refurbished laboratories at Norwich Research Park at Colney in 2010. These are very close (0.5 miles) to the main hospital site, the University of East Anglia and the Quadram Institute.

Proximity to the University, as well as to other major microbiological institutions at Norwich Research Park promotes exciting opportunities for collaboration and research across the specialty.

3.1.5 The laboratories are open from 8 a.m. – 9 p.m. Monday to Friday, from 8 a.m. - 4 p.m. on Saturday and from 9 a.m. to 5 p.m. on Sunday. Outside these hours, the Departmental technical service is provided by on call Biomedical Scientists and on call Medical Staff.

Medical staff from Bacteriology and Virology populate a rota for on-call clinical advice which operates from 5pm - 9am Monday to Friday and 5pm Friday to 9am Monday at weekends including bank holidays. In addition, clinicians attend the laboratory on Saturday and Sunday to deal with routine workload. There are separate specialist clinical on-call rotas for Bacteriology and Virology, and it is expected that recruitment into this post will allow a Bacteriology on-call rota of 1:8 with prospective cover. The Bacteriology section offers a comprehensive diagnostic service, including basic parasitology and mycology investigations.

Equipment includes:

- Virtuo & BacT alert 3D continuous monitoring blood culture systems
- Vitek MS x 2
- Vitek XL x 3
- 3X UF 5000 Sysmex urine microscopy platforms.
- WASP plater
- Automated staining.
- GeneXpert PCR x 3 for (CPE, MRSA, TB)
- Enteric Bio PCR
- TB services provided by BD MGIT.
- Gemini (Stratec)

Currently, the Department is in the process of expanding automation in the bacteriology laboratory through a Managed Service Contract to cope with the clinical workload generated by the formation of EPA.

3.1.6 The Virology Department is a member of the UK Clinical Virology Network. It provides virology, serology and Molecular services to EPA and other Trusts including several outside the Eastern region. The in-house molecular repertoire is expanding steadily.

### Equipment includes:

- Hologic Panther System
- Abbott Architect
- 3 x QIA Symphony SP/AS
- Mini Vidas
- VIDAS 30
- Alegria Analyzer
- Genius System
- ABI 7500 FAST
- Thermal Cycler
- . 5x ROTORGENE
- EliTech inGenius.
- Altona Altostar
- Qiagen NeuMoDx
- Chemagic 360
- High-Plex AusDiagnostics x 3
- BioRad CFX RT-PCR x2
- Janus Liquid Handler
- QiaStat DX x2

3.1.7 The Department has a laboratory safety committee and local quality lead who report to the laboratory medicine directorate and /or EPA on safety and quality issues. The Department also participates in local, divisional and EPA Clinical Governance activities.

The current Microbiology computer system is Telepath. Most tests are requested and reported electronically in the Trust and primary care via the ICE system. Trust systems are accessible from the laboratory.

### **3.2 Workload**

The annual workload for Bacteriology and Virology is approximately 900,000 specimens.

Approximately 47% of the workload came from General Practice.

### **3.3 Staffing**

The current staffing structure is:

#### Medical Microbiology Consultants

##### **Bacteriology:**

- Dr Reham Soliman (part-time 0.9 WTE); Consultant Microbiologist Head of Department for EPA Medical Microbiology Department
- Dr Ngozi Elumogo WTE, Consultant Microbiologist, Clinical Chief of Service for the EPA network.
- Dr Catherine Tremlett (part-time 0.9 WTE); Consultant Microbiologist and Infection Control Doctor.
- Dr Eleni Tsiouli WTE Consultant Microbiologist.
- Vacant Post WTE, Consultant Microbiologist, Lecturer/UEA Theme Lead for Microbiology (advertised)
- Dr Harish Reddy WTE Consultant Microbiologist (based at JPUH).
- Dr Davis Nwaka WTE Consultant Microbiologist (based at JPUH).
- Vacant post WTE Consultant Microbiologist (based at QEH).
- Dr Jonathan Kerr WTE Consultant Microbiologist (based at QEH).

##### **Virology**

- Dr Samir Dervisevic WTE Consultant Virologist and Virology Clinical Lead.
- Dr Claire Williams WTE Consultant Virologist.

##### **Trust Specialty Doctors Bacteriology:**

- Dr Kishan Arulampalam
- Dr Olubukola Oluyombo.

##### **Registrars:**

- Dr Mohammed Elnour
- Dr Anastasia Kolyva
- Dr Stuart Taylor

- Dr Brian McCann (Virology)
- ACF Microbiology to start in August 2022

### **Clinical Scientists**

- Dr Lindsay Coupland

### **Biomedical Scientists**

EPA Microbiology Network Manager	1	Mr. Reenesh Prakash
BMS Band 8a	2	
BMS Band 7	7	
BMS Band 5	9	
BMS Band 6	13	
ASSOCIATE PRACTITIONER	3	
MLA BAND 3	17	
MLA BAND 2	13	

### **Clerical Staff**

IT Manager BAND 5	1
A&C BAND 4	1
A&C BAND 2	3
HoD PA and Consultant sec BAND 4	1

3.3.4 Secretarial support for the Head of Services, Infection Prevention and Control Doctor and all medical consultants in post now is 1.0 WTE.

### **3.4 Health Protection**

The Department provides support to the Anglia Health protection Team. This includes attendance at committee meetings and support for outbreak investigation and management as required.

### **3.5 Management arrangements**

3.5.1 The management arrangements are consistent with the recommendations of the DH Strategic Review of Pathology services (1995), notably paragraphs 4.22-4.26. A Consultant Medical Microbiologist or Consultant equivalent is Service Clinical Lead. All Consultants and holders of consultant equivalent posts are eligible to be considered for Head of the Department post, which is reviewed on a 3 yearly basis, agreed within the Department and also eligible to apply for the Chief of Service post through a process of application and interview within the Trust. Currently, Dr Reham Soliman is the Clinical Lead for Microbiology and Virology Services. Usually, the person undertaking the roles of ICD/DIPC will not be Service Clinical Lead at the same time.



3.5.2 The post holder will have administrative or managerial duties as agreed with the Service Clinical Lead and other Consultant colleagues.

3.5.3 All consultants belong to the Trust Consultant Staff Committee. The Consultant Microbiologists participate in a wide range of Trust committees depending on their specific areas of responsibility and interest.

3.5.3 All Consultant Microbiologists are members of the Eastern Region Microbiology Development Group and participate in the Regional Bacteriology Forum, the Regional Virology Forum and the Regional Epidemiology Committee, all of which are facilitated by UKHSA.

### **3.6 OFFICE ACCOMMODATION**

The post holder will have individual office space within the Department with the use of a computer and telephone extension. All PCs are linked to the Trust network providing e-mail and internet access. Secretarial support is available.

### **3.7 THE EASTERN PATHOLOGY ALLIANCE**

The EPA provides networked diagnostic services in Microbiology, Virology, Haematology, Clinical Chemistry and Blood Transfusion to NNUHFT, JPUH, QEH and GPs and Community Services which belong to the Norfolk CCGs served by these three Trusts.

All diagnostic microbiology and virology work for EPA is performed at NNUHFT, but JPUH and QEH retain some Haematology and Chemistry laboratory services on site. Each of the three Acute Trusts retains local Consultant clinical microbiologists for service delivery. Microbiology consultants based at JPUH and QEH are employed by NNUHFT on behalf of JPUH and QEH respectively.

The current Clinical Director for EPA is Dr Ngozi Elumogo, Consultant Microbiologist at NNUHFT.

EPA was created in 2013 and it is the 6<sup>th</sup> largest Pathology network in the country. It is approved by NSI as one of the 29 networks in the UK.

## **4. EDUCATION AND TRAINING IN THE DEPARTMENT**

The Department provides time for CPD activities, supported by consultants' study leave budget. There are regular internal teaching meetings, which are highly valued and support the Department's trainees, Biomedical Scientists and Consultant staff. Within NNUHFT there are numerous educational meetings, including medical and surgical grand rounds, to which consultants are welcomed.

Training needs are identified through the individual's personal appraisal process, in which all are expected to participate.

The appointee will be accountable managerially to the Clinical Director via the Head of Department of the Eastern Pathology Alliance and the Chief Executive, and professionally to the Medical Director of the NNUHFT.

The Trust expects all Consultant Medical Staff to comply with the current guidelines from their professional bodies, GMC, Royal Colleges etc. concerning education and revalidation. Emphasis is placed on training senior staff in teaching and training skills. All new consultants are expected to have attended or be willing to attend Trust mandatory courses. Those intending to develop an interest in Medical Education will be encouraged to obtain a qualification in this field. The Trust recognises that training in adult learning is an important part of undertaking undergraduate training as a partner in the joint venture, The Norwich Medical School at UEA.

## **5. PART A - JOB PLAN**

5.1 A formal job plan will be agreed between the appointee and their Head of Department, 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.

5.2 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 Clinical Director.

5.3 The Job Plan will then be reviewed annually, following the Appraisal Meeting. The Job Plan is 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.

5.4 Issues raised through the job planning and appraisal processes will be raised with and reviewed by the relevant Clinical and Medical Directors of each Trust as required.

### **6.5 Provisional assessment of Programmed Activities in Job Plan:**

6.5.1 For a whole-time contract:

6.5.2 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.

6.5.3 The standard full time job plan will consist of 10 programmed activities of which up to 1.5 will typically be SPAs. The Trust will allocate 1.5 SPAs for appraisals, CPD, mandatory training, job planning, audit, formal research and formal pre and post graduate education activity and supervision. Permission from your Clinical Director/Medical Director must be sought for participation in external NHS activities and once agreed these should be recorded in your job plan.

## 7. Part B PROVISIONAL TIMETABLE

7.1 The following provides an outline of the expected clinical activity and clinically related activity components of the job plan that occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Director about the scheduling of all other activities, including the Supporting Professional Activities and different roles within the department. Upon appointment the consultant will be given a specific “work programme” detailing as a minimum the direct clinical care activity.

The concept of “fixed” and “flexible” commitments is less easily applied in pathology than in most specialties. Nevertheless, the number of PAs allocated to fixed commitments and the core work of the post is indicated in the provisional job plan, and does not exceed the maximum number of PAs for the type of contract.

Day	Time	Work	Number of PAs
<b>Monday</b>	09:00-13:00	DCC	1
	1300-17:00	DCC	1
<b>Tuesday</b>	09:00-13.00	SPA	1
	13.00-17:00	DCC	1
<b>Wednesday</b>	09:00-13:00	DCC	1
	13:00-17:00	Off duty	0
<b>Thursday</b>	09:00-13:00	DCC	1
	13:00-17:00	DCC	1
<b>Friday</b>	09:00-13:00	DCC	1
	13:00-15:00	DCC	0.5
	15:00-17:00	SPA	0.5

<b>Saturday 1:9 with prospective cover</b>	Variable 1:8 rota	On Call cover for Clinical advice /Infection prevention and Control/ Antimicrobial/Emergency /Out-break Management	See below
<b>Sunday 1:9 with prospective cover</b>	Variable 1:8 rota	On Call cover for Clinical advice /Infection prevention and Control/ Antimicrobial/Emergency and Out-break Management	See below
<b>Additional agreed activity</b>			
<b>Predictable on-call work</b>			0.6 average
<b>Unpredictable emergency on-call work</b>			0.4
<b>TOTAL PAS</b>	<b>10</b>		

**On call (1: 8) Currently Consultants attend the NNUHFT laboratory on Saturdays and Sundays. On Call band A.**

Junior medical staff also provides on-call service and the consultant providing weekend on-call service will usually work alongside a trainee in Microbiology.

**Total DCC PAs = 8.5**

**Total SPA PAs = 1.5**

***This timetable is indicative; the definitive timetable will be agreed between the Trust and the appointee and subject to regular review***

## **8. On Call Commitment**

Current Rota frequency: 1 in 8 with prospective cover

Category: A

Supplement: 5%

Junior medical staff also provides on-call service and the consultant providing weekend on-call service will work alongside a trainee in Microbiology.

Note:

Cat A: On-call availability supplements where immediate return is required or equally complex interventions such as telemedicine or complex telephone consultations.

Cat B: Will be available where telephone advice or return to work within two hours.

## 9. Balance between Direct Clinical Care and Supporting Professional Activities

### Agreed P.A. Allocation

i.	Direct Clinical Care	.....8.5.....
ii.	Supporting Professional Activities	.....1.5.....
iii.	Additional Responsibilities	.....
iv.	Other Duties	.....
v.	No. of proposed additional P.A.'s	.....0.....



## APPENDIX 2

### PERSON SPECIFICATION GRADE: Consultant SPECIALTY: Microbiology

JOB REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>Full and specialist registration (and a license to practice) with the General Medical Council (GMC) (or eligible for registration within six months of interview)</p> <p>FRCPATH or equivalent.</p> <p>Applicants who are UK trained, must be hold a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.</p> <p>Applicants who are non-UK trained, will be required to show evidence of equivalence to UK CCT.</p> <p>Participation in recognised CPD and appraisal schemes</p>	<p>Further qualification such as: MRCP or evidence of equivalent qualification</p> <ul style="list-style-type: none"> <li>- MSc</li> <li>- MD</li> <li>- PhD.</li> <li>- DipHIC</li> </ul> <p>“Teaching the Teachers” or equivalent</p>
<b>Aptitudes</b>	<p>Able to work under pressure</p> <p>Capable of working in a multi-disciplinary team and of balancing clinical, management and other duties</p> <p>Enthusiasm for teaching and service development.</p>	<p>Prepared to work in shared office space.</p> <p>Management skills.</p>
<b>Experience</b>	<p>Training and experience equivalent to that required for FRCPATH</p> <p>Teaching at undergraduate/postgraduate level</p> <p>Wide experience of clinical microbiology and infection prevention and control</p> <p>Competent IT skills</p> <p>Training and expertise in children’s safeguarding Interest in Infection prevention and Control.</p>	<p>Experience in research or published papers in area of special interest.</p>
<b>Interests</b>	<p>Commitment to develop an appropriate special interest</p>	
<b>Circumstances</b>	<p>Flexible outlook on working hours. Ability to travel between sites when public transport may not be available.</p>	
<b>Communications and Language Skills</b>	<p>Ability to communicate effectively with clinical colleagues, colleagues in pathology and support staff</p> <p>Ability to present effectively to an audience, using a variety of methods, and to respond to questions</p>	<p>Good presentation skills.</p>



	and queries	
<b>Other</b>	Flexible outlook on working practices.	Understanding of principles of R&D

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

## **CONTACTS FOR FURTHER INFORMATION**

Candidates requiring further information are invited to contact the following:

### **1. Dr Reham Soliman**

Service Director (Head of Department)  
 Microbiology Department  
 Norfolk and Norwich University Hospital NHS Trust  
 NRP Innovation Centre  
 Norwich Research Park  
 Colney  
 Norwich  
 NR4 7GJ  
 Email: [reham.soliman@nnuh.nhs.uk](mailto:reham.soliman@nnuh.nhs.uk)  
 Tel: 01603 288 586

### **2. Dr Ngozi Elumogo**

Consultant Microbiologist and EPA Chief of Service  
 Norfolk and Norwich University Hospital NHS Trust  
 NRP Innovation Centre  
 Norwich Research Park  
 Colney  
 Norwich  
 NR4 7GJ  
 Email : [Ngozi.elumogo@nnuh.nhs.uk](mailto:Ngozi.elumogo@nnuh.nhs.uk)  
 Telephone 01603 288581



## 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.

- The Norfolk and Norwich University Hospital is located on the Norwich Research Park and serves the population of Norfolk and Norfolk Suffolk and further afield for specialist services. It opened in 2001 and is a 1,200 bed teaching hospital with state-of-the-art facilities. We provide a wide range of secondary and tertiary services, including Accident and Emergency. The trust will be commemorating 250 years of a hospital in Norwich in 2021.
- Cromer and District Hospital is located in Cromer on the North Norfolk coast and serves the North Norfolk population. It was redeveloped in 2012 to replace the 1930s-founded hospital. We provide a wide range of consultant-led outpatient services, day case operations and a Minor Injuries Unit (MIU). The trust is commemorating 150 years of a hospital in Cromer in 2017/18.

Our vision is to 'provide every patient with the care we want for those we love the most', **Our PRIDE values support our vision and guide the behaviour of everything we do.**

- **People-focused:** We look after the needs of our patients, carers and colleagues, to provide a safe and caring experience for all.
- **Respect:** We act with care, compassion and kindness and value others' diverse needs.
- **Integrity:** We take an honest, open and ethical approach to everything we do.
- **Dedication:** We work as one team and support each other to maintain the highest professional standards.
- **Excellence:** We continuously learn and improve to achieve the best outcomes for our patients and our hospital

Our strategy, agreed in 2016, is based on four key objectives:

- We will be a provider of high quality healthcare to our local population
- We will be the centre for complex and specialist medicine for Norfolk and the Anglia region
- We will be a recognised centre for excellence in research, education and innovation
- We will be a leader in the redesign and delivery of health and social care services in Norfolk.

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

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

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

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

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

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

On 1st August 2014, the Schools of Nursing Sciences and Rehabilitation Sciences at the University of East Anglia (UEA) came together to create a new School of Health Sciences. The School's purpose is to resolve health challenges through the advancement of knowledge and interdisciplinary working. This innovative development has built on the strong reputation of the two Schools and creates an

outstanding learning environment for students; fostering cutting edge research and offering opportunities for real innovation in enterprise development.

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

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

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

### **The Norwich Medical School**

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

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

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

The Medical School has a vision to build a clinical and translational research programme of international standing based on the existing strengths of the Medical School, UEA, The Norfolk and Norwich University Hospital and the Norwich Research Park. The presence of three BBSRC research institutes on the Norwich Research Park (Institute of Food Research, John Innes Centre, The Earlham Institute (formerly the Genome Analysis Centre or TGAC) provides unique opportunities not available to other comparable medical schools and in 2018 the Quadram Institute opened its doors. Preventive medicine is a major goal for 21st century medicine. The role of diet in the prevention of a wide spectrum of disease will be a particular focus of research within the Medical School. Incorporated with this will be parallel strategies to understand the epidemiology and health economic impact of the conditions studied.

Areas of research within the Medical School include:

- Cancer Studies
- Clinical Science and Trials
- Dementia
- Epidemiology
- Gastroenterology and Gut Biology
- Health Economics
- Health Services Research
- Medical Microbiology
- Musculoskeletal Science
- Nutrition
- Psychological Sciences

Norwich Medical School is housed on East (main) campus in the Norwich Medical School Building, and on West Campus in the new £20m Bob Champion Research and Education Building, which opened in late 2014, adjacent to the Norfolk and Norwich University Hospital, providing outstanding facilities for staff and supporting clinically orientated research.

## **Norwich Research Park**

The Norwich Research Park is a partnership between the NNUH, UEA and four independent world-renowned research institutes, namely the John Innes Centre, Quadram Institute Bioscience and The Genome Analysis Centre (all strategically funded by the Biotechnology and Biological Sciences Research Council (BBSRC) and The Sainsbury Laboratory to the Gatsby Charitable Foundation. The BBSRC is itself a partner as is the John Innes Foundation.

The Norwich Research Park is home to around 30 science and IT based businesses. With over 11,000 people including 2,700 scientists and an annual research spend of over £100 million; the Norwich Research Park is Europe's leading centre for research in food, health and the environment.

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

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

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

## **Quadram Institute**

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

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

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

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

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

### **Norwich Radiology Academy**

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

### **Education and Training**

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

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

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

The Trust provides individual consultants with a budget to support additional training and CPD. A large number of consultants have active involvement in external College, regional or national activities.

### **Research and Development**

The Trust encourages all consultants to become involved with research. This is facilitated by the proximity of the Norwich Research Park.

There is a joint UEA and NNUH 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.

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 Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers.

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

The appointee will be accountable managerially to the Clinical 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. The appointee 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 disclosure service. 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.



