

Norfolk and Norwich University Hospitals



NHS Foundation Trust

Chairman Mr David White

Chief Executive Mr Sam Higginson

CONSULTANT CARDIOLOGIST

Adult Congenital Heart Disease (ACHD/GUCH)



DEPARTMENT OF CARDIOLOGY

NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST

October 2020

NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST

Consultant Cardiologist - Adult Congenital Heart Disease

We seek a colleague to join the ACHD team within a cardiology department undergoing a dynamic programme of development across all subspecialist areas.

This post is a replacement for a senior colleague who plans to retire in 2021 and will support the further development of the level two specialist adult congenital cardiology centre, working within a multidisciplinary team.

This is a 10 PA post, but a candidate who is unable for personal reasons to undertake the duties as described will receive equal consideration. If such a candidate is appointed, the job content will be modified as appropriate in consultation with consultant colleagues and local management.

We welcome all applications irrespective of age, disability, gender, sexual orientation, race or religion. Additionally, people with disabilities will be offered an interview providing they meet the minimum criteria for the post. The Trust operates job share and flexible working.

The NNUH adult congenital cardiac service.

Structure and organisation of care

The Norfolk and Norwich University Hospital (NNUH) is a level two specialist adult congenital heart disease (ACHD) centre, fully compliant with NHSE CHD quality standards and providing specialist care to a population of approximately 1.4m across Norfolk and Suffolk. There are currently >2500 adults with congenital heart disease under the care of this service. There are no additional level three local ACHD centres in Norfolk or Suffolk, but further services are provided by the NNUH team at an outreach clinic at the James Paget University Hospital (JPUH) in Great Yarmouth, and an adolescent transition clinic at Ipswich Hospital.

The ACHD service lies within the adult cardiology department of a 1,200 bedded multidisciplinary teaching hospital with the full range of medical, surgical, obstetric and diagnostic services on site including 24/7 interventional radiology and thoracic surgical cover. The cardiology department includes 21 consultants with other specialist interests including coronary disease and intervention, cardiac rhythm management, cardiac imaging, valve disease, heart failure and inherited cardiac conditions (ICC). Four academic consultants have joint appointments with the University of East Anglia Medical School. There is a 24/7 cardiology on call rota and an additional primary PCI rota. The department has a large team of cardiology nurse specialists and a cardiac rehabilitation service.

Patients with congenital, and in some cases inherited, heart disease may be seen from the age of 16. Younger patients are seen by paediatricians with a specialist interest in cardiology, visiting paediatric cardiologists from Great Ormond St Hospital or jointly in the Transition Service. Transition to adult care is generally completed by the age of 18. Patients have a named consultant ACHD cardiologist and nurse specialist who lead and supervise their care, which is delivered by the whole team.

Core team members

Dr Catherine Head	Consultant cardiologist, ACHD specialist, service lead
Dr Leisa Freeman	Consultant cardiologist, ACHD specialist, retires 2021
Dr Marina Hughes	Consultant cardiologist, congenital imaging, from Jan 2021
Sr Toni Hardiman	Nurse consultant, lead nurse
Sr Beth Wilson	Clinical nurse specialist, learning disability lead
Sr Chloe Mercer	Clinical nurse specialist
Dr John Curtin	Consultant cardiac radiologist,
Dr Hilmar Spohr	Consultant cardiac radiologist
Dr Julia Sun	Consultant cardiac radiologist
Mr Charles Graham	Head of technical cardiology
Mr Chris Pidgeon	Chief cardiac physiologist echocardiography
Mr Darren Hardy-Shepherd	Chief cardiac physiologist echocardiography
Ms Louise Bailey	Head of respiratory physiology
Mrs Catherine Heywood	Lead cardiovascular pharmacist

Patient flows and key relationships

Patients may be referred from tertiary paediatric cardiac care, secondary adult cardiology services or from primary care. Self-referral of appropriate patients previously lost to follow up is also accepted by 'fax back' from their GP. Patients are also referred from level 1 specialist ACHD centres if they are resident in East Anglia permanently or temporarily.

Level 1 ACHD services are provided at specialist ACHD surgical centres in London. The NNUH ACHD service is in the Guy's and St Thomas' (GSTT) level 1 network for level 1 MDT discussion, surgery, intervention and clinical governance but also maintains links to the Barts Healthcare network to maintain treatment continuity where clinically appropriate for patients having had surgery or intervention at Great Ormond Street Hospital (GOSH). Referrals are also occasionally made to other level 1 centres for reasons of treatment continuity or patient choice.

Pulmonary Hypertension services: NNUH is a shared care centre for Pulmonary Hypertension (PH) within a clinical network based at the Papworth Pulmonary Vascular Diseases Unit (PVDU) hub. Dr Head, consultant ACHD cardiologist, is also the NNUH PH service lead.

Obstetric services: The NNUH is a tertiary level maternal medicine centre with 6000 deliveries pa, providing care for complex maternal / fetal problems for women from Queen Elizabeth Hospital, Kings Lynn and the James Paget Hospital as well as the NNUH secondary care catchment area. There is a fortnightly joint maternal cardiology clinic and a regional fetal medicine service including fetal echocardiography.

The NNUH Cardiology Department

The department moved to the new Norfolk and Norwich University Hospital in 2001. It comprises a large non invasive investigation area adjacent to consulting rooms and consultant offices.

Inpatients are cared for on the eight-bed CCU, 37-bed Kilverstone ward and a day-procedure / elective area.

There are currently four cardiac catheter laboratories and a procedure room adjacent to the day procedure/elective area where EP procedures, elective bradycardia pacing and the insertion of loop recorders take place. The final configuration, completed by June 2021, will comprise five full-time cardiac catheter labs.

Community cardiac services include heart failure and cardiac rehabilitation. There are well established links with related services including dental/maxillofacial, sexual health, mental health and wellbeing and palliative care.

The cardiology department has an established clinical governance programme with monthly meetings including mortality and morbidity review. There are additionally MDT meetings in all the subspecialist areas, a weekly consultant meeting and a monthly directorate meeting.

The post holder will have secretarial support and office space with a desktop computer. In-office review of all cardiac imaging and radiology, previous correspondence, procedure reports and departmental databases is available.

Consultant staff

- Dr Alisdair Ryding, Cardiology Service Director, research lead and PCI
- Dr Omar Abdul-Samad, Imaging and Pacing, and honorary consultant at JPUH
- Dr Heeraj Bulluck, Senior Clinical Lecturer, PCI
- Dr Simon Eccleshall, PCI (lead)
- Prof Marcus Flather (UEA), Academic Consultant Cardiologist, Clinical Trials (lead)
- Dr Leisa J Freeman, ACHD (retires 2021)
- Dr Pankaj Garg, Senior Clinical Lecturer, MRI
- Dr Tim Gilbert, (Chief of Division of Medicine) PCI
- Dr Cairistine Grahame-Clarke, Pacing, imaging and heart failure
- Dr Catherine Head, ACHD lead, maternal cardiology, PH and ICC (aortopathy)
- Dr Marina Hughes, congenital cardiac imaging (starts 2021)
- Dr Wei Lim, Pacing and Electrophysiology

- Dr Clint Maart, PCI (clinical governance lead)
- Dr Santosh Nair, Teaching (lead) and pacing
- Dr Sunil Nair, Imaging and ICC (cardiomyopathy lead) JPUH Cardiology lead
- Dr Daniel Raine, Electrophysiology and pacing
- Dr Toomas Sarev, PCI and honorary consultant at JPUH
- Dr Chris Sawh, PCI
- Dr Sreekumar Sulfi, PCI and honorary consultant at JPUH
- Dr Richard Till, Electrophysiology (lead) and pacing
- Dr Vass Vassiliou (UEA), Senior Clinical Lecturer, MRI
- Dr Ian Williams, Complex pacing (lead) and inherited arrhythmic syndromes
- Dr Trevor Wistow, PCI and pacing

Non consultant medical staff:

- 9 SpR NTNs
- 3 Academic SpR
- 1 Clinical Lecturer
- 1 Senior clinical fellow (ward-based)
- 2 Clinical Fellows in Cardiology (Trust Dr posts)
- ST1 4 WTE
- FY2 1 WTE
- 3 x Research posts

Cardiology matron: Ms Helen Huson

- 10 WTE cardiology specialist nurses

Head of technical cardiology: Mr Charles Graham

- Lead cardiac physiologist Cardiac Rhythm Management: Mrs Andrea Taylor
- Chief cardiac physiologists (Band 7) 8.0 WTE
- Senior cardiac physiologists (Band 6) 10.0 WTE
- Cardiac physiologists (Band 5) 2.0 WTE
- Cardiographers (Band 2) 11.81 WTE
- Cardiac specialist nurses 10 WTE

Other sub specialist services:

Non-invasive cardiac imaging:

- Echo: There are six echocardiography rooms equipped with Philips and GE machines in the NNUH OPD area. All transthoracic echocardiograms are undertaken and reported by the physiologists. All three imaging consultants and 7/8 of the Band 7 physiologists are BSE (adult) accredited, one chief physiologist has EACVI congenital echo accreditation and another is working towards it. The department is aiming for departmental BSE accreditation by 2025. Advanced echo modalities undertaken include 3D, TOE, bubble studies, contrast and stress echo.

- Cardiac CT: 128-slice dual-source cardiac CT, 64-Slice CT. At present reporting of this is done by Consultant Radiologists Dr John Curtin, Dr Hilmar Spohr, Dr Mary Jane Bennie and Dr Michael Crawford and Consultant Cardiologist Dr Sunil Nair.
- MRI: There is currently one 1.5T and one 3T MRI scanner with cardiac software. Cardiac MRI including stress perfusion is undertaken and reported by Consultant Radiologists Dr John Curtin, Dr Julia Sun & Dr Hilmar Spohr and Consultant Cardiologists Dr Sunil Nair, Dr Marina Hughes, Dr Pankaj Garg and Dr Vass Vassiliou. There is a monthly MRI review meeting with the ACHD consultants. The MRI scanners will shortly be going through an upgrade programme and new scanners are due to come online Spring 2021
- Nuclear Medicine: 3 Intevo Bold Spect CTs have recently been installed. The MIBI scans are reported by Consultant Radiologist Dr Clare Beadsmoore.

Cardiac Rhythm Management

There is a comprehensive and expanding cardiac rhythm management service, including standard and complex pacing (1400 procedures pa) and an EP service. It is the third largest bradycardia pacing service in the country and in the top third of complex pacing centres.

The EP service is delivered by three dedicated electrophysiologists who perform simple and complex interventional procedures with the support of CARTO and Rhythmia electro-anatomical mapping systems. There are regular general anaesthetic lists.

Inherited Cardiac Conditions

The department is recognised as a Centre for Inherited Cardiac Conditions. The service is run by Dr Ian Williams (inherited arrhythmias), Dr Sunil Nair (cardiomyopathy) and Dr Catherine Head (aortopathy). ICC specialist nurse Sr Emma Hughes.

Both ICC and ACHD work in liaison with visiting Geneticists from the East Anglia Genetics Service. Link consultant Dr Sarju Mehta undertakes weekly clinics and a monthly MDT meeting at NNUH accompanied by a genetic counsellor.

Interventional Cardiology

Percutaneous Coronary Intervention (PCI) commenced at NNUH in 2006 with three interventional cardiologists working out of one cath lab. Since then there has been rapid expansion of the service, with Heart Attack Centre status awarded in 2009, and a fifth cath lab opened in 2020. There are 9 interventional consultants who participate in a 1 in 8 on-call rota.

In 2019/20 we performed approximately 1700 coronary interventions of which >500 were PPCI cases. The catchment population for STEMI covers a population of just over a million across the whole of Norfolk, parts of Suffolk and Cambridgeshire. The hospital has a 24/7 helicopter

landing pad and therefore attracts a significant volume of patients from across East Anglia with out of hospital cardiac arrest.

We have a full range of diagnostic, interventional, adjunctive and supportive treatments available including iFR / FFR, IVUS, OCT, rotablation, Shockwave, intra-aortic balloon pumps, and Zoll Autopulse. The vast majority of procedures are performed trans-radially, and more than 90% of elective PCI is undertaken as day-case. The department has considerable expertise in DCB angioplasty. Regular CTO lists are undertaken, often assisted by external proctors.

Regular morbidity and mortality meetings are undertaken to review PCI-related deaths and complications.

Research

NNUH is part of a Research Consortium in association with the University of East Anglia and is looking to expand its research commitments. The postholder will be expected to participate in audit and develop non-invasive research.

NNUH has an active Research and Development programme, led by the Chief of Research and Innovation Prof Alastair Forbes. Cardiological research has expanded significantly over the last few years under the leadership of Prof Marcus Flather, Dr Alisdair Ryding, Dr Simon Eccleshall and Dr Vass Vassiliou. Across the Trust, over 110 new research projects per year are monitored and supported by the R&D department, which also actively encourages the presentation of audits and abstracts both locally and at international meetings. The Cardiology Directorate funds two research nurses and 3 Research Fellows through industry funds and participates in CRN research. We also have 1 ACF and 1 CL. There are additional cardiology research posts supported in conjunction with the University of East Anglia. In the last three years, departmental research has been published in the New England Journal of Medicine, the Lancet, Circulation and Journal of the American College of Cardiology amongst other high impact journals.

There are strong links with the University of East Anglia (UEA) centred in the Medical School with the appointment of Chairs in Primary Care, Education, Epidemiology, Cancer Studies, Older Peoples Medicine, and senior appointments also in Cell Biology and Anatomy. Further academic appointments will be made at regular intervals with the integration and development of the Medical School. There are also increasing links with Primary Care following the appointment of a Professor in Primary Care with opportunities for research across a wide variety of fields. The Medical School incorporates the School of Health Policy and Practice with close links with Health Economics, Clinical Psychology and Clinical Epidemiology. There are also strong links with the School of Biological Sciences where there is a Chair in Cancer Studies and in Cell Biology who have close links with clinical colleagues. The Institute of Food Research (IFR) which is based with the UEA in the Norwich Research Park at Colney has strong links with both Trusts in the fields of Nutrition and Health. The siting of NNUH at Colney means that it is adjacent to the Norwich Research Park which is a leading area of research in plant biology, food nutrition and health-related research and one of the largest research parks in Europe. A new dedicated food and gastroenterology research building - The Quadrum Institute was opened recently.

Duties of the post

The postholder will work with consultant colleagues and the multidisciplinary team to provide high quality, patient centred, specialist ACHD care along the lifetime pathway from adolescence to old age, working within a network and in partnership with our patients to enable them to achieve their maximum health potential.

Core duties include:

- Outpatient care of adults with congenital heart disease and aortopathy: ACHD and aortopathy clinics at NNUH, outreach clinic at JPUH, joint adolescent transition clinic
- Inpatient care of adults with congenital heart disease (shared with Dr Head) and general cardiology patients admitted on call
- Contribution to the development of the service
- Outpatient follow up of previously admitted general cardiology patients (1 clinic per month maximum, no new general cardiology referrals)
- On call general cardiology 1 in 10
- Postgraduate training in ACHD, undergraduate teaching in cardiology
- Contribution to MDT and imaging meetings
- Involvement in research and clinical governance

Additional duties, according to specialist interest and by mutual agreement:

- Pulmonary hypertension service
- Development of Fontan daycase service
- Transoesophageal echo
- Diagnostic cardiac catheter list for right and left heart catheterisation
- Congenital cardiac CT/MRI

The appointment is to NNUH Trust and not to any particular hospital. The appointee will be accountable managerially to the service director of cardiology, divisional director of medicine and medical director at NNUH.

An appraisal will be undertaken yearly. The trust provides financial support for CPD in line with national guidance.

Job plan and indicative timetable

Day and session		Work	Category	PA
Monday	AM	OP clinic (1 in 4 general cardiology, 1 in 4 aortopathy, 2 in 4 ACHD)	DCC	1.0
	PM	Grand Round 1 in 4 genetics MDT (1-2pm) Ward round Patient admin 1 in 4 ACHD MRI meeting	SPA DCC	0.25 1.0
Tuesday	AM	Subspecialist interest	DCC	1.0
	PM	1 in 4 ACHD Team meeting (1-2 pm) via Teams Not at work	DCC	0.0625
Wednesday	AM	ACHD MDT Barts / GSTT	DCC	1.0
	PM	ACHD clinic	DCC	1.0
Thursday	AM	1 in 4 JPUH ACHD clinic 4 / yr Transition clinic 3 in 4 ward wound	DCC	1.0
	PM	1 in 4 JPUH ACHD clinic 3 in 4 SPA	DCC SPA	0.25 0.75
Friday	AM	Patient admin	DCC	1.0
	PM	Cardiothoracic MDT Governance / Directorate / Consultant meetings	DCC SPA	0.25 0.5
Saturday	1:10	on call	DCC	
Sunday	1:10	on call	DCC	
Predictable on-call work	1:10	Triage ward rounds Weekday 17:00-19:00 Saturday 17:00-19:00 Sunday 08:00-10:00 & 17:00-19:00	DCC	0.8
Unpredictable emergency on-call work	1:10		DCC	0.2
		Category A 3% availability supplement		
			TOTAL PAs	10

Infection Control

Staff working in a clinical environment must ensure that they understand and follow the infection control policies, procedures and best practice applicable within the Trust.

To do so, they must:

- Observe all infection control policies and practices relevant to the post.
- Act as a role model to others regarding infection control best practice.
- Ensure that they keep up to date and attend all relevant training relating to infection control issues applicable to their post.
- Ensure that patients, visitors and contractors are aware of and follow infection control best practice (where applicable).
- Report non-compliance or concerns regarding infection control issue/best practice to their line manager.

Person specification

Criteria	ESSENTIAL	DESIRABLE
Qualifications	<p>MBBS or equivalent</p> <p>Full GMC registration with licence to practice</p> <p>MRCP or equivalent</p> <p>Accreditation in adult or paediatric cardiology and on the specialist register at or within six months of the AAC</p>	<p>MD/PhD</p> <p>Current ALS</p>
Knowledge and experience	<p>Congenital heart disease training and experience</p> <p>Ability to use research outcomes and evidence base in clinical practice.</p>	<p>Congenital heart disease specialist (BCCA definition)</p> <p>Experience in leadership and development of services</p>
Clinical Governance	<p>Involvement in clinical governance including clinical audit, patient safety and pathway development</p>	<p>Experience in leadership locally or nationally in clinical governance</p>
Teaching	<p>Experience of and enthusiasm for teaching at all professional levels using a variety of settings and methods.</p>	<p>Formal teaching qualification Membership or fellowship of higher education institution</p>
Research	<p>Participation in research relevant to congenital heart disease</p>	<p>Peer reviewed publications</p> <p>Research degree</p> <p>Research leadership including award of research grants</p>
Management and leadership	<p>Experience of service improvement, development and leadership</p> <p>Ability to work within and lead a multidisciplinary team</p>	

Personal aptitudes	Ability to communicate well with colleagues, support staff and patients Excellent spoken and written English A commitment to a patient centred network approach	
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CONTACTS FOR FURTHER INFORMATION

Candidates requiring further information are invited to contact the following:

Mr Sam Higginson (Chief Executive) & Prof Erika Denton (Medical Director)

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About the Trust

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

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

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

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

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

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

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

- Medicine comprises 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 comprises 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 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 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 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 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.

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

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

The appointee will be accountable managerially to the Service Director and professionally to the Medical Director of the Trust.

The main terms and conditions of employment relating to this appointment will be those set out in the national handbooks of the Terms and Conditions of Service of Hospital Medical and Dental Staff and, as appropriate, of the General Whitley Council. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement. She/he will also be required to comply with the Trust's policies and procedures concerning Hepatitis B, details of which will be supplied to candidates shortlisted for posts that would involve exposure prone procedures

The post is exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, which for other purposes are "spent" under the provision of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal, or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Disclosure and Barring Service (DBS). The Trust therefore requires all medical staff successful at interview to complete and submit a Disclosure Application Form, and any offer of employment will be subject to a satisfactory Enhanced Disclosure check being returned from the DBS.

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

All Trust staff have a statutory duty to safeguard children in their care and promote the welfare of children and young people. Staff are expected to know about the Trust's safeguarding procedures which can be found on the intranet. Staff must be familiar with the signs and symptoms of abuse and know what to do if any such concerns are raised.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises.

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.