JOB DESCRIPTION

NIHR ACADEMIC CLINICAL FELLOWSHIP
IN MEDICAL VIROLOGY / MEDICAL VIROLOGY
INFECTIOUS DISEASES AT ST3 LEVEL
EDUCATIONAL JOB DESCRIPTION AND PERSON SPECIFICATION

ACADEMIC CLINICAL FELLOW IN MEDICAL VIROLOGY OR MEDICAL VIROLOGY/INFECTIOUS DISEASES

Summary

This is an Academic Clinical Fellow (ACF) run-through training post leading to a CCT in Medical Virology or Medical Virology/Infectious Diseases based at the Public Health England (PHE) Clinical Microbiology and Public Health Laboratory (CMPHL) and the Infectious Diseases unit at Addenbrooke’s hospital. The successful applicant will be a medical graduate who wishes to prepare for a career that combines excellence in clinical and academic virology or medical virology/infectious diseases. Accordingly, the training elements of the post will include practical experience in the operation and management of clinical diagnostic and infection services as well as clinical time spent as part of the Infectious Diseases team.

With the arrival of Combined Infection Training (CIT) and the new curriculum, eligible applicants need to have evidence of satisfactory completion of Core Medical Training (CMT) or Acute Care Common Stem (ACCS) training including attainment of MRCP examination.

The first three years will be spent as an ACF on the relevant specialty curriculum (75%), supervised and appraised to standards required by the Royal College of Pathologists / Joint Royal College of Physicians Training Board together with academic training in translational clinical virology (25%). The post holder will be expected and supported to develop academic skills and apply for funding to undertake a higher degree (e.g. PhD) or further research as Out of Programme for Research (OOPR) towards the end of third year, and return to the training programme as a Specialty Registrar to complete the training on completion of OOPR. The post includes provision of a National Training Number (NTN/A), allocated to the East of England Local Education Training Board.
**Clinical training modules**

The training and service commitments will be in the PHE Clinical Microbiology and Public Health Laboratory and the Department of Infectious Diseases in Addenbrooke’s Hospital with accommodation located within each department. Further details of the programme and clinical training environment are given below.

This post in a run-through training programme will follow RCPath’s new medical virology curriculum incorporating Combined Infection Training (CIT) developed in conjunction with the JRCPTB. ([https://www.rcpath.org/resourceLibrary/medical-virology-incorporating-cit-curriculum.html](https://www.rcpath.org/resourceLibrary/medical-virology-incorporating-cit-curriculum.html)).

The Royal College of Pathologists anticipates that **four** years would normally be required to satisfactorily complete the medical virology curriculum to the required depth and breadth, in addition to completion of CMT/ACCS: CIT for two years and two years of higher specialty training in medical virology. For Virology/Infectious Diseases dual training leading to a CCT in medical virology as well as CCT in infectious disease, three years are required for higher specialty training (total of **five** years including CIT) and the post holder will need to achieve the competencies, with assessment evidence, as described in both the infectious diseases and medical virology curricula.

Modules supervised by a consultant virologist will include laboratory work, infection diagnosis, prevention and control and principles of public health in relation to communicable diseases. During this period the candidate will gain proficiency in virological and microbiological laboratory practice, the basic biology of bacteria, viruses, fungi and parasites and host-pathogen relationships and health and safety. The trainee will be introduced to and gain proficiency in the diagnosis of clinical syndromes where infection is an important differential diagnosis and acquire a basic understanding of antimicrobial agents and their use in the clinical setting by attending ward rounds, clinical consultations and by clinical liaison with medical practitioners and other clinical staff. It is anticipated that during this time at least two months will be spent under supervision of a virology consultant.

Day-to-day clinical practice includes authorization of laboratory reports, dealing with telephone enquiries from clinicians and participating in ward rounds and clinical consultations. The appointee will liaise closely with clinical colleagues concerning the diagnosis and management of patients, and infection control in specialist and non-specialist units at Addenbrooke’s and other hospitals, and with GPs. A Consultant Medical Virologist/Microbiologist will closely supervise all these duties. Where appropriate, bench work training in all sections of the laboratory will be provided.

Modules supervised by a consultant in Infectious Diseases will include inpatient and outpatient care including care of patients with HIV infection and travel-related infections. During this period the candidate will gain proficiency in the direct clinical care of inpatients and outpatients and the training received during this time will complement that received during training under the care of the medical microbiologist and virologist in the areas of basic biology of bacteria, viruses, fungi and parasites and host-pathogen relationships, health and safety, infection control and public health, diagnosis of clinical syndromes where infection is an important differential diagnosis, and antimicrobial agents and their use in the clinical setting.

On the Infectious Diseases ward, the appointee with organize with other doctors, investigations and treatment for 11 inpatients under the duty Infectious Diseases consultant, including weekend ward rounds. The appointee carries out clinical consultation assessments of inpatient referrals to Infectious Diseases (300 per year), and discusses the management with the duty consultant. The appointee contributes to the delivery of the Out-patient Parenteral Antibiotic Therapy (OPAT) service by assessing new referrals (some of whom are referred directly from the community to a rapid-access Cellulitis clinic), runs the twice weekly clinical review of OPAT patients and contributes to the weekly MDT meeting and Orthopaedic infection meeting. The appointee has a regular Infectious Diseases clinic seeing new and follow-up patients including tuberculosis, and an HIV clinic in which they provide care for a cohort of 20-25 patients over time; the appointee also participates in chronic Hepatitis B & Hepatitis C clinics, and the Hepatitis/HIV co-infection clinic.

The post holder will participate in clinical virology out-of-hours on-call rota (1 in 4), which includes attendance at the laboratory over weekends or bank holidays and a 1 in 7 rota on call from home for
infectious diseases patients including weekend ward rounds, telephone advice to other hospitals, and referrals including the clinical protocol following occupational exposure to blood.

An indicative weekly timetable of duties and training is shown for all departments. This timetable may vary to meet individual training needs.

**Summary Timetable for Virology**

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Activities</th>
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<tbody>
<tr>
<td>Monday</td>
<td>11.00-11.30</td>
<td>Virology Case Discussion</td>
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<td></td>
<td>12.30-13.00</td>
<td>Papworth Transplant MDT meeting</td>
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<td>13.00-14.00</td>
<td>Infection Diseases Lecture</td>
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<tr>
<td>Tuesday</td>
<td>13.00-14.00</td>
<td>Microbiology/Virology teaching</td>
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<tr>
<td>Wednesday</td>
<td>10.00-11.00</td>
<td>Joint Infectious Diseases Microbiology MDT</td>
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<td></td>
<td>13.00-14.00</td>
<td>Medical Staff Round</td>
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<td></td>
<td>16.00-17.00</td>
<td>HIV/GUM MDT</td>
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<tr>
<td></td>
<td>16.00-18.00</td>
<td>Monthly regional HIV video conference</td>
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<tr>
<td>Thursday</td>
<td>13.00-13.15</td>
<td>Case of the Week</td>
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<tr>
<td></td>
<td>13.15-14.00</td>
<td>Departmental Seminar</td>
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<td></td>
<td>14.00-15.30</td>
<td>Adult Haematological Oncology Ward Round</td>
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<tr>
<td>Friday</td>
<td>11.00-13.00</td>
<td>Transplantation, Paediatric Intensive Care, Paediatric Oncology Unit Rounds</td>
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<td></td>
<td>11.00-12.00</td>
<td>Multi-visceral Transplant MDT meeting</td>
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**Summary Timetable for Infectious Diseases**

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Activity</th>
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<tbody>
<tr>
<td>Monday</td>
<td>09.00-12.00</td>
<td>Consultant ward round</td>
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<td>13.00-14.00</td>
<td>ID educational meeting</td>
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<td></td>
<td>14.00-17.00</td>
<td>Infectious Disease clinic</td>
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<td>Tuesday</td>
<td>09.00-12.00</td>
<td>Ward round</td>
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<td></td>
<td>14.00-16.00</td>
<td>Inpatient referrals</td>
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<tr>
<td>Wednesday</td>
<td>10.00-11.00</td>
<td>Joint Infectious Diseases Microbiology MDT</td>
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<tr>
<td></td>
<td>11.30-12.30</td>
<td>OPAT MDT meeting</td>
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<td></td>
<td>13.00-14.00</td>
<td>Medical Staff Round</td>
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<td></td>
<td>14.00-16.00</td>
<td>HIV clinic</td>
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<td></td>
<td>16.00-17.00</td>
<td>HIV MDT meeting</td>
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<tr>
<td>Thursday</td>
<td>09.00-12.00</td>
<td>OPAT clinic</td>
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<td></td>
<td>14.00-16.00</td>
<td>Ward work</td>
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<td></td>
<td>16.00-17.00</td>
<td>Medical student teaching</td>
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<tr>
<td>Friday</td>
<td>09.00-12.00</td>
<td>Consultant ward round</td>
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<tr>
<td></td>
<td>13.00-14.00</td>
<td>SpR clinical cases teaching</td>
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<tr>
<td></td>
<td>14.00-17.00</td>
<td>Ward work or HIV clinic</td>
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Summary Timetable for Microbiology

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<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Activity</th>
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</thead>
<tbody>
<tr>
<td>Monday</td>
<td>14.30-16.00</td>
<td>Adult intensive Care Unit</td>
</tr>
<tr>
<td>Tuesday</td>
<td>13.00-14.00</td>
<td>Microbiology SpR teaching</td>
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<tr>
<td></td>
<td>15.00-16.00</td>
<td>Neurocritical Care Unit</td>
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<td></td>
<td>14.30-16.00</td>
<td>Adult Intensive Care Unit</td>
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<tr>
<td></td>
<td>10.00-11.00</td>
<td>Joint Infectious Diseases MDT</td>
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<tr>
<td></td>
<td>14.30-16.00</td>
<td>Adult intensive Care Unit</td>
</tr>
<tr>
<td>Wednesday</td>
<td>14.00-15.30</td>
<td>Adult Haematological Oncology Unit</td>
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<tr>
<td></td>
<td>14.30-16.00</td>
<td>Adult Intensive Care Unit</td>
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<tr>
<td>Friday</td>
<td>09.30-12.30</td>
<td>Isolation Unit, Transplantation,</td>
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<tr>
<td></td>
<td></td>
<td>Paediatric Intensive Care,</td>
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<td></td>
<td></td>
<td>Paediatric Oncology Unit</td>
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<tr>
<td></td>
<td>14.30-16.00</td>
<td>Adult Intensive Care Unit</td>
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Cambridge University Hospitals NHS Foundation Trust

Cambridge University Hospitals NHS Foundation Trust ("The Trust") incorporates Addenbrooke's Hospital, the Rosie Maternity Hospital and Fulbourn Hospital. Addenbrooke's Hospital (1100 beds) lies on the southern boundary of Cambridge City, occupying a site which is shared by the University of Cambridge School of Clinical Medicine, the Medical Research Council, the Regional Blood Transfusion Centre and the GSK Research Institute. Close links with the University have given the hospital an international reputation for converting research and development into practical health care.

The Rosie Maternity Hospital (94 beds and 19 Special Care Cots) is also located on the Addenbrooke's site, and includes the Regional Neonatal Intensive Care Baby Unit.

Fulbourn Hospital is situated on the outskirts of Cambridge, approximately 3 miles from the Addenbrooke's site. It provides the main inpatient base for general and specialised Psychiatric services, supplemented by outpatient and community services.

The Research activities subtended by these clinical units and the University of Cambridge are formally recognized as constituting the Cambridge Biomedical Research Centre, and have been accorded National Status as one of five Academic Health Centres in England and Wales.

The Trust employs some 7,500 staff and serves a local population of 0.5 million and provides specialist services at Regional and National Levels.

Public Health England (PHE) Clinical Microbiology and Public Health Laboratory (CMPHL)

The PHE CMPHL ("the Department") plays a dual role as both the Clinical Microbiology/virology Laboratory and PHE Regional Laboratory and is located in the John Bonnett Clinical Pathology Laboratories block, located within Addenbrooke's Hospital. The PHE CMPHL provides microbiology laboratory services for hospitals in the Cambridge Health District and for general practitioners in local PCTs and also supplies microbiological services for environmental health investigations and fulfils other PHE functions.

Amongst the specialist services provided by PHE CMPHL are the liver, lung and heart transplant programmes administered by Addenbrooke's and Papworth Trusts. Regional specialties in Cambridge (including Neurosurgery and Neurology, Oncology, Haematological Medicine and Renal Transplantation and Dialysis) also make substantial use of the Department. Extensive clinical liaison to provide advice on the diagnosis and chemotherapy of microbial disease, and on control of infection is undertaken with regional and other clinical services. There is an 11 bedded isolation unit within Addenbrooke's Hospital for community and hospital acquired infections, supervised on a rotational basis by Infectious Diseases Physicians. A Consultant in PHE CMPHL is the Infection Control Doctor.
A team of nurses in infection control collaborate closely with staff of the laboratory as do the Consultants in Communicable Disease Control for Cambridge and Huntingdon.

CMPHL provides an extensive microbiology service for Addenbrooke’s, Papworth, Hinchingbrooke and East and North Herts hospital NHS Trusts as well as local GP practices. In addition, it performs serological and molecular investigations on referred specimens from the other 18 laboratories in the East of England and Lincolnshire. Specimens for molecular diagnosis are received from throughout the UK. There are on-suite discard laboratory autoclaves and facilities for handling Hazard Group 3 organisms. With a bacteriology workload of over 470,000 specimens per year, Serology 187,000 specimens per year, Chlamydia 60,000 specimens per year, Molecular investigations 55,000 per year, the Department’s total throughput exceeds 815,000 specimens per year.

Accreditation
The Department has full CPA accreditation, and Royal College of Pathologists’ educational accreditation.

Personnel in CMPHL and ID

Consultants

Consultant Virologists

Dr H Jalal
Dr H Zhang
Dr C Smith (Academic)
Dr K Rolfe (Consultant Clinical Scientist, part time)

Dr T Wreghitt (Consultant Clinical Scientist, part time locum)

Consultant Infectious Disease Physicians

Professor Andrew Lever
Professor Paul Lehner
Dr Michael Weeks
Dr Nick Matheson
Dr Andrew Carmichael (TPD)
Dr Effrossyni Gkrania-Klotsas
Dr Elinor Moore (Clinical lead)

Consultant Bacteriologists

Dr N Brown (Addenbrookes site, Clinical Services Director, Infection Control Doctor),
Dr S Aliyu (Addenbrookes Site, Joint Appointment with Infectious Diseases)
Dr David Enoch (Addenbrooke’s site, Infection Control Doctor)
Dr J Sule (Addenbrookes site, part time)
Dr F Cooke (Addenbrookes site, part time)
Vacant post (Addenbrooke’s site)

Dr Estee Torok (Academic, NIHR)
Dr M Gillham (Papworth site, Infection Control Doctor, part time)
Dr R Kappeler (Papworth site, part time)
Dr O Allen (Papworth site)
Dr J Baruah (Hinchingbrooke Hospital)

Senior Scientific Staff

3 AFC Band 8 Clinical Scientists (Bacteriology & Virology)
3 Research Assistants (Bacteriology & Virology)

Specialist Nurses

5 infection control nurses at the Addenbrooke’s site
FRCPath trainees
6 StRs in Microbiology
3 Str in Virology (1 Clinical Lecturer, 1 Infectious Disease/Virology, 1 StR virology)
1 Clinical Scientist

ID trainees
1 Clinical Lecturer
4 StR in ID

Management and BMS Staff
1 Regional Head of Operations - (Neil Bentley)
1 Laboratory Manager - (Laura Ryall)
1 Modernisation Manager - (Dave Pearce)
5 AFC Band 8
11 AFC Band 7
23 AFC Band 6
13 AFC Band 5
6 BMS Trainees

Administrative and Clerical Staff
12 Clerical Officers including 1 at Papworth

Managerial Structure
In April 2003, the management CMPHL passed from the Public Health Laboratory Service to Public Health England (PHE). The Microbiology Laboratory, located at Papworth Hospital (which provides services to Hinchingbrooke Hospital), and managed as part of CMPHL was integrated into the Cambridge Laboratory in October 2011. Within the Trust, the Department of Medical Microbiology is part of the Pathology Directorate. The Clinical Services Director, Dr Nicholas Brown is accountable to the Director of Pathology for Addenbrookes clinical responsibilities.

Clinical Training
The objective of the training is for the trainee to meet all requirements and standards across the training curriculum incorporating Combined Infection Training published by the Royal College of Pathologists and or Royal College of Physicians The major component will be training by apprenticeship under consultant supervision. The proportion of time spent on clinical training, including infection control, will comply with the Royal College of Pathologists and Royal College of Physicians.

Educational Supervisor
From the outset, the post holder will have an Educational Supervisor who will act as mentor, and with whom an individual training programme is agreed, designed on an annual basis, to ensure specific training needs are met, leading to completion of training within 4 or 5 years.

Induction
All trainees must attend the induction courses run by the Hospital Trust and the PHE, and receive comprehensive induction packs. Formal induction will commence immediately the trainee joins the Department. The Departmental Safety Supervisor will provide the majority of the Health & Safety induction and maintain records of this.

Training Agreement
Guided by the College’s training curriculum, an annual training agreement (training and learning plan) will be drawn up by the trainee for discussion and approval by the educational supervisor. This training agreement is an important part of the documentation for appraisals. Guidance on writing training agreements is provided in Annex C.

Range of Clinical duties
The post holder will participate in routine work of the Department in clinical liaison, laboratory diagnosis and infection control. This includes authorization of laboratory reports, dealing with telephone enquiries from clinicians and participating in ward rounds. The appointee will liaise closely
with clinical colleagues concerning the diagnosis and management of patients, and infection control. These duties include liaison on a daily basis with specialist and non-specialist units at Addenbrooke’s and other hospitals, and with GPs. A Consultant Medical Microbiologist will closely supervise all these duties. Where appropriate, bench work training in all sections of the laboratory will be provided. The Department has a comprehensive collection of Standard Operating Procedures for laboratory operations, and all laboratory procedures undertaken within the Department. A separate SOP provides guidance on authorisation of reports by medical staff. As a Specialty Trainee, the post holder will participate in the Department’s out-of-hours on-call rota, which includes attendance at the laboratory over weekends or bank holidays and operates on a 1 in 6 basis, with Banding to be confirmed (subject to change). An indicative weekly timetable of duties and training is shown above; this timetable may vary to meet individual training needs.

**Teaching**

Teaching responsibilities include tuition within the courses for which PHE CMPHL is responsible including to undergraduate medical students. All teaching staff are strongly encouraged to attend the excellent courses in teaching skills offered within the Trust. The post holder will also be involved in the instruction of Health service personnel, including postgraduate doctors in training, nurses, Allied Health Professionals, and laboratory staff.

**Additional duties**

These will involve cover for the absence of colleagues on annual and study leave. Locums will not normally be engaged. All Specialist Registrars will be expected in the normal run of duties to cover for the occasional brief absence of colleagues. In addition, he/she will be expected to perform duties in occasional emergencies and unforeseen circumstances without additional remuneration, at the request of the Director of the laboratory, Regional Microbiologist and/or appropriate Consultant in consultation, where practicable, with colleagues, both senior and junior. Commitments arising under these provisions are however, exceptional, and practitioners will not normally be required to undertake work of this kind for prolonged periods or on a regular basis except where it enhances the trainee’s career development.

**Other main training components (see Annex E for details)**

- **Clinical Audit** - There is an active clinical audit programme within the Department and the Pathology Directorate. Trainees are expected to lead audit projects through the “audit cycle” under consultant supervision. The Trust Clinical Audit Department provides advice and support in all aspects of Clinical Audit.

- **Management** - Relevant experience will be gained, under supervision, in planning departmental policies and developing the leadership qualities to implement them. Tutorials will be provided by senior laboratory staff on specific topics. Attendance at appropriate management meetings and training courses is encouraged. The trainee will participate, on a rotational basis, in the following administrative duties: chair of the ST training committee, secretary to the CMPHL District Management Committee, membership of the laboratory technical committee, and organising the intra-Departmental lecture series. He or she should consider undertaking Acting-up consultant duties in the later stages of training.

- **Data management** – training is provided through hands-on exposure, for example to audit projects, exercises in R&D, evaluation of information from the population served by the Department and from technical procedures applied in the laboratory. The trainee will have access to a PC shared with other StRs, providing access to the hospital network, and with a separate server space for word processing, Epi-info, Excel and Access databases and email, together with internet access providing links to Medical Databases.

- **Research and teaching** – There are active clinical-oriented R&D activities in the Department that the trainee is encouraged to participate in or collaborate on. All StR trainees participate in teaching medical students in their clinical years (tutorials).

- **Health & Safety** – The Department of Microbiology has a Hazard Group 3 containment laboratory, and on-suite discard laboratory autoclaves. It is mandatory for trainees to participate in Health & Safety training. This will start at induction but will also include specific H&S training sessions and tutorials with senior laboratory staff. All trainees are required to comply with Trust, PHE and departmental Health & Safety policies and procedures.
Courses, Attachment or Rotation
The StR will be encouraged to attend relevant courses of post-graduate training. Training via attachment can be provided in the Departments of Infectious Diseases and Genitourinary Medicine. There will be attachments to Clinical Virology in accord with the current training curriculum recommendations.

Other training support
The trainee will be provided with office space, a desk; filing cabinet and shelf space. Appropriate bench space and facilities will be provided to undertake approved laboratory projects and training. Appropriate secretarial support will be provided. Trainees have free access to the departmental library with a comprehensive inventory of current texts and journals and access to the internet via the NHS net. The Addenbrooke's Postgraduate Medical Centre and the University Clinical School Library are situated on-site at Addenbrooke's Hospital.

Study leave will be granted in accordance with paragraphs 250-254 of the Terms and Conditions of Service for Hospital Medical and Dental Staff.

Assessment and Appraisal
Individual assessment and appraisal for all StR are provided to enhance professional development. These include formal work-based assessment, trainee-supervisor three monthly progress review and annual appraisal. These, together with academic appraisal, will inform the Educational or Academic Supervisor's Report for the Annual Review of Competency Progression (ARCP) carried out by the HEEoE.

Academic Roles in Clinical Virology (25% FTE)
As an ACF in the first 3 years, the successful applicant will carry out their research commitments within PHE CMPHL, or the Department of Medicine (Division of Infectious diseases). The successful candidate will have laboratory space within PHE CMPHL and other laboratories as required. The appointee will also contribute to the teaching of virology/microbiology to undergraduate and postgraduate students and other allied healthcare professionals.

Academic Training
The objective is to provide a training environment to acquire knowledge, experience and skills needed to conduct research under supervision, and for the post holder to develop academic skills to apply for funding to undertake a higher degree or further research. The post holder will be expected to complete a portfolio of research and project work. It is also expected that, when sufficient research data is generated, the appointee will present at scientific meetings, and contribute to the preparation of scientific papers for publication in high quality peer-reviewed journals.

Academic Supervisor
The post holder will have an Academic Supervisor who will supervise the trainee's research theme/project and a mentor who can take a broader view of the student’s progress and potential. This will be undertaken by Professor Lever or Professor Lehner.

Research
The appointee will be encouraged to find a research niche in translational clinical virology. To facilitate this, depending on previous experience of the appointee and in the initial phase, there is an opportunity to rotate though research disciplines and groups that would include exposure to laboratory theory and methods, and statistical analysis. The appointee can then engage actively in research work with a view to preparing manuscripts for publication, an application for research ethical approval as appropriate, and a grant application for a higher degree or further research.

It is anticipated that the appointee will take the research time in blocks of three months per year or as agreed with their educational and academic supervisor.

Other local facilities
There is a postgraduate medical centre situated within the School of Clinical Medicine on the Addenbrooke’s Hospital site. Library facilities for all hospital staff are provided by Cambridge
University Medical Library, which is also located in the Clinical School building. The library, a branch of the main University Library, has extensive collections of books and journals covering clinical medicine, together with a growing range of computerised information sources. Hospital medical staff may also be eligible for a borrower's ticket at the main University Library.

The university city of Cambridge offers unrivaled educational facilities and diverse cultural, sporting and other leisure activities, including theatre and musical performances. The Fitzwilliam Museum is world renowned.

For those with children of all ages, there is a full range of public and private educational institutions covering all age groups. There is a pre-school crèche on-site for the children of Addenbrooke’s staff.

There is a shopping concourse within the Hospital with excellent facilities - an Advice Centre, Bank, Café, Clothes Boutique, Dry Cleaners, Financial Advisory Services, Florist, Hairdressing salon, Handicraft shop, minimarket, Newsagent/stationer/confectioner, Shoe repair/Gift Shop, Solicitor and Travel Agent. There is a Food Court, which offers 'fast food' - sandwiches, hamburgers and pizzas, as well as more conventional options from early morning to late evening.

In addition, the Addenbrooke’s Frank Lee Centre provides staff with comprehensive sports facilities for swimming, squash, multi-sports hall, floodlit outdoor multi-sports facility, Profiles Fitness Suite and a bar with food.

Further details and advice on Medical Virology

Interested applicants are advised to contact:

Dr Hongyi Zhang
PHE CMPHL
Box 236
Addenbrooke’s Hospital
Hills Road, Cambridge CB2 0QQ
hongyi.zhang@addenbrookes.nhs.uk
01223 348030

Dr Hamid Jalal
PHE CMPHL
Box 236
Addenbrooke’s Hospital
Hills Road, Cambridge CB2 0QQ
hamid.jalal@addenbrookes.nhs.uk
01223-216816

On Infectious Diseases

Professor Andrew Lever
Department of Medicine
University of Cambridge
Level 5, Box 157
Addenbrooke’s Hospital
Hills Road, Cambridge CB2 0QQ
sdq21@medschl.cam.ac.uk
01223 336 867

Candidates are invited to visit CUHFT by appointment.

For further information please contact: Health Education England- East of England, 2-4 Victoria House, Capital Park, Fulbourn, Cambridge, CB21 5XB heee.recruitmenthelpdesk@nhs.net

Alternatively, please visit the NIHR website: http://www.nihr.ac.uk/funding/academic-clinical-fellowships.htm
Cambridge University Hospitals NHS Foundation Trust in profile

Cambridge University Hospitals NHS Foundation Trust (CUH) is a thriving, modern NHS hospital based in Cambridge, England.

The hospital fulfils a number of important functions. It is the local hospital for people living in the Cambridge area, it is a specialist centre for a regional, national and international population, it is the teaching hospital for the University of Cambridge, and it is a world-class centre for medical research.

CUH's is now a flagship NHS hospital having achieved NHS Foundation Trust status in July 2004. It is also working in partnership with the University and their research partners (the MRC and CRUK) to make The Cambridge Biomedical Campus an internationally leading centre for biomedical and translational research.

The hospital already shares its site with a range of other organisations including the University Clinical School, the National Blood Authority, and laboratories funded by the Medical Research Council (MRC), the Wellcome Trust and Glaxo SmithKline, University of Cambridge Hutchison/Cancer Research UK (CRUK) Cancer Centre. The most recent addition is The Medical Research Council’s stunning 270,000 sq ft facility to house the Laboratory of Molecular Biology which opened in May 2013. Building is currently underway on a new global R&D Centre and Corporate HQ for AstraZeneca and coming soon a state-of-the-art building for Papworth Hospital when it relocates to the Campus in 2017.

CUH's commitment as part of the wider health community is to re-examine, re-evaluate and explore new ways of working: with our partners in health services, social care, and the city; with each other as colleagues; and with patients and the public. The agenda for modernisation drives this commitment; modernisation is not perceived as a separate issue, but rather as something that informs the whole structure, thinking and culture of the Trust.

Our commitment to our patients and our community is as an open, accountable and responsive organisation that fosters patient and public involvement, which we consider is crucial to the development of a modern hospital fit for the 21st century.

We pride ourselves on the teamwork, energy and commitment of our excellent staff – they are our most important assets. Recognising this, we have taken a positive approach to supporting them in their work through schemes to help work-life balance, improvements in the working environment and initiatives to make it easier for staff to explore new career opportunities and to develop professionally and personally.

CUH provides:

- accessible high-quality healthcare for local people
- specialist services for people in the East of England and beyond
- support for education and training in all healthcare staff, and a workplace where all staff have access to continuing learning and personal development
- support for research and development generating new knowledge, leading to improvements in population health and in healthcare delivery
• a contribution to economic growth, sustainable communities and a good quality of life for those we serve

Cambridge University Hospitals NHS Foundation Trust in detail

Addenbrooke’s Hospital, part of Cambridge University Hospitals NHS Foundation Trust (CUH) provides emergency, surgical and medical services, and is a centre of excellence for specialist services for liver transplantation, neurosciences, renal services, bone and marrow transplantation, cleft lip and palate reconstruction, treatment of rare cancers, medical genetics and paediatrics. CUH also includes The Rosie Hospital, which provides a full range of women’s and maternity services.

Last year 73,069 men, women and children were treated as inpatients, 102,709 people attended accident and emergency, and there were 574,998 visits to outpatient clinics (2013/14 figures). CUH medical staff hold clinics in 14 different regional hospitals so that patients do not have to travel to Cambridge. Nearly 100 of our Consultants hold some form of joint appointment with a dozen neighbouring hospitals.

CUH is a teaching hospital for medical undergraduates and postgraduates, nurses and students in other clinical professions and has a variety of initiatives to encourage life-long learning. Many training schemes are in place in our National Vocational Qualification Centre, Postgraduate Medical Education Centre and Learning Centre. Training schemes include cadet schemes in nursing, office technology, science, modern apprenticeships in clinical engineering and supporting training placements for biomedical scientists.

CUH has:
- Around 7500 staff
- An income of around £700 million per annum
- Around 1,000 beds
- Five intensive care units

Addenbrooke's history

Addenbrooke's was one of the first provincial, voluntary hospitals in England. The Hospital opened its doors in 1766 with 20 beds and 11 patients. Dr John Addenbrooke, a fellow and former Bursar of one of the Cambridge Colleges, left just over £4500 in his will "to hire and fit up, purchase or erect a small, physical hospital in the town of Cambridge for poor people".

In 1540, two centuries before Addenbrooke's was founded, the Regius Professorship of Physic in the University of Cambridge was founded by Henry VIII. Medical training on a modest scale developed at Addenbrooke's during the late 1700s, and in 1837 (the year of Queen Victoria's accession to the throne) the hospital became a recognised school of medicine.

Addenbrooke's grew rapidly during the 19th and early 20th centuries, as medical science developed. By the 1950s, the hospital was having difficulty accommodating the expansion generated by the introduction of the National Health Service.

In 1959, building began on a new 66-acre site south of Cambridge, and the first phase of the Hospital was opened by Her Majesty the Queen in May 1962. Work continued to provide the majority of Addenbrooke's as we know it today, with a fully-fledged Clinical School being established in 1976.
History

1766  Addenbrooke's Hospital was opened in Trumpington Street
1847  The first general anaesthetic using ether at Addenbrooke's was carried out two weeks after it was first used in the USA
1918  Addenbrooke's welcomed its first female medical student
1962  New site on Hills Road was officially opened by the Queen
1966  The first kidney transplant in the NHS was carried out at Douglas House Renal Unit
1968  Professor Sir Roy Calne carried out the first liver transplant in the NHS
1975  The first open heart surgery was carried out at Addenbrooke's
1981  Addenbrooke's first whole body scanner opened by Prince of Wales
1983  The Rosie Hospital was opened on the Addenbrooke’s Campus
1984  Last patient left the ‘old’ Addenbrooke’s Hospital site in Trumpington Street
1992  Addenbrooke's NHS Trust formed
1995  MRC Cambridge Centre for Brain repair opened by Duke of Edinburgh
2004  Addenbrooke's Hospital becomes a Foundation Hospital as is known as- Addenbrooke's Hospital Cambridge University Hospitals NHS Foundation Trust National Centre for pancreatic surgery was opened
2006  Addenbrooke’s Hospital was named one of five National Institute for Health Research comprehensive biomedical research centres
2007  New European headquarters for Cancer Research UK based on the campus were opened by the Queen
2009  CUH and local partners in clinical care, education and research became one of the government’s new academic health science centres, forming an alliance called Cambridge University Health Partners
2009  CUH was named by Dr Foster as one of the country's best performing trusts for patient safety
2012  CUH is now the designated level 1 Major Trauma Centre for the East of England region

Positioning for the future

Cambridgeshire is one of the fastest growing counties in the UK and it is estimated that the number of people over 45 years of age will rise by 55% over the next 20 years, and the county will see the continued expansion of research, business and high-tech industries.

Planning is already well advanced for additional capacity to meet this growing local demand. But it is not just a matter of providing extra beds and recruiting extra staff. The hospital needs to ensure high standards of patient care by supporting training and education for staff, and work closely with NHS partners and others to ensure that care is tailored to the needs and expectations of users. This is likely to involve developing some alternatives to hospital-based care.

Another challenge will be to ensure that improvements in clinical facilities keep up with the rapid pace of research investment, and that processes and governance support this growing research activity, some of which involves sensitive ethical, legal and social issues.

CUH contributes to the economic strength of the greater Cambridge area as a major employer and, with our research partners, to the biotechnology sector. As a public benefit corporation, the new NHS Foundation Trust will work in partnership with other local bodies, primarily local authorities and education providers, to support sustainable economic development in the locality.
Research and development - working for tomorrow's medicine

Cambridge medical research enjoys an international reputation for excellence, a reputation that extends from the laboratory to the bedside.

A great deal of research is carried out within the hospital. Over 1,000 projects and 400 clinical trials are run by Addenbrooke’s staff. Much of the research is clinical and translational, turning basic science into new drugs and new therapies to improve patient care.

The Cambridge Biomedical Campus combines world-class biomedical research, patient care and education on a single site. Now undergoing a major expansion that includes the colocation of companies alongside the existing 12,000-strong community of healthcare professionals and research scientists, the Campus is on track to becoming one of the leading biomedical centres in the world by 2020.

Research activity is supported by the Cambridge NHS Research and Development Consortium consisting of Addenbrooke's Hospital, Papworth Hospital, the Cambridgeshire Mental Health Partnership NHS Trust and Primary Care Trusts, with representation from the Institute of Public Health.

University of Cambridge School of Medicine

The University Of Cambridge School of Clinical Medicine is a major centre for biomedical research and education of world leading quality. In the most recent University Funding Council Research Selectivity Exercise Cambridge shared the highest score for any Medical School in the country. Whilst the University of Cambridge has granted medical degrees since at least 1363, the university could not offer undergraduate clinical education until the Clinical School was formally established in 1975 with purpose built accommodation at Addenbrooke's. In addition to these facilities comprising lecture theatres, seminar rooms and first class medical library, a postgraduate education centre was opened in the Clinical School building in 1980. The most recent HEFC teaching quality assessment of the undergraduate clinical education judged the learning facilities and the teaching in the clinical school to be of the highest quality.

Cambridge University Health Partners, the academic health sciences centre, in conjunction with the Institute of Continuing Education at The University of Cambridge are pleased to offer a one year Postgraduate Certificate in Clinical Medicine to all clinicians employed in Cambridge. Further details and registration: http://www.ice.cam.ac.uk/mst-clinical-medicine

General Information

Cambridge is one of Britain’s smallest cities but also one of the fastest growing. The Arts Theatre within Cambridge is thriving and there are many musical activities to enjoy. The Fitzwilliam Museum is world famous.

For those with children of school age, there is a full range of public and private education institutions covering all age groups.

Cambridge is served by the national motorway network and regular train services to London King's Cross or London Liverpool Street have a journey time of less than one hour.

Within CUH, the main concourse offers excellent shopping facilities; an advice centre; Bank; cafés; clothes boutique; dry cleaners; financial advisory services; hairdressing salon; Marks
and Spencer Simply Food; newsagent; The Body Shop; gift shop; solicitor and travel agents. There is a Food Court which offers “fast-food”, as well as conventional options 24 hours a day.

In addition the Frank Lee Leisure and Fitness club provides comprehensive facilities for swimming, racquet sports, a multi-sports hall, a floodlit outdoor multi-sports facility, gym and bar facilities.

The Cambridge University Postgraduate Medical Centre has catering facilities as well as the library, lecture theatres and seminar rooms.

Within the University of Cambridge, there is an unrivalled range of educational facilities, diverse cultural, sporting and other leisure activities.
# Our Trust values and behaviours

<table>
<thead>
<tr>
<th>Values</th>
<th>Behaviours</th>
<th>Love to see</th>
<th>Expect to see</th>
<th>Don’t want to see</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safe</td>
<td>Safety</td>
<td>Shares lessons learned to help others to improve safety.</td>
<td>Always follows agreed safety and wellbeing procedures. Learns from mistakes and asks for help if they need it.</td>
<td>Shows a lack of focus on safety and wellbeing in their day-to-day work.</td>
</tr>
<tr>
<td></td>
<td>Raising concerns</td>
<td>Encourages others to raise concerns about safety or attitude.</td>
<td>Speaks up every time standards on safety, care or dignity are not met. Welcomes feedback.</td>
<td>Keeps concerns to themselves, and rejects feedback about their own behaviour.</td>
</tr>
<tr>
<td></td>
<td>Communication</td>
<td>Seeks ways to enhance understanding of information being communicated to meet people’s needs.</td>
<td>Keeps people informed and gives clear explanations in ways people can understand.</td>
<td>Doesn’t give people the information they need. Uses jargon inappropriately.</td>
</tr>
<tr>
<td></td>
<td>Teamwork</td>
<td>Encourage others to contribute and demonstrates better ways of working within and across teams.</td>
<td>Works as part of a team. Co-operates and communicates with colleagues. Values other people’s views.</td>
<td>Excludes others and works in isolation.</td>
</tr>
<tr>
<td></td>
<td>Reassuringly professional</td>
<td>Is constantly aware that what they say and does affect how safe other people feel.</td>
<td>Is calm, patient and puts people at ease. Takes pride in their own appearance and our environment.</td>
<td>Passes on their negativity/stress. Is critical of other teams or colleagues in front of others. Displays unprofessional appearance.</td>
</tr>
<tr>
<td>Kind</td>
<td>Welcoming</td>
<td>Goes out of their way to make people feel welcome.</td>
<td>Is polite, friendly, makes eye contact, smiles where appropriate and introduces themselves. ‘Hello my name is…’</td>
<td>Ignores or avoids people. Is rude or abrupt, appears unapproachable/moody.</td>
</tr>
<tr>
<td></td>
<td>Respectful</td>
<td>Applies a broader understanding of the diverse needs of patients/colleagues. Supports others to be themselves.</td>
<td>Treats everyone as an equal and valued individual. Acts to protect people’s dignity.</td>
<td>Ignores people’s feelings or pain. Makes people feel bullied, belittled or judged.</td>
</tr>
<tr>
<td></td>
<td>Listen</td>
<td>Makes time to listen to people even when busy.</td>
<td>Listens to people in an attentive and responsive manner.</td>
<td>Disinterested, dismissive or talks over people.</td>
</tr>
<tr>
<td></td>
<td>Appreciate</td>
<td>Goes out of their way to make people feel valued for their efforts and achievements.</td>
<td>Encourages people’s efforts. Notices when people live up to our values, says thank you.</td>
<td>Doesn’t notice or appreciate people’s efforts.</td>
</tr>
<tr>
<td>Excellent</td>
<td>Aiming high</td>
<td>Their positive attitude inspires others to achieve the highest levels of quality.</td>
<td>Always aims to achieve the best results.</td>
<td>Accepts mediocrity or means without looking for solutions.</td>
</tr>
<tr>
<td></td>
<td>Improving</td>
<td>Helps others to find creative solutions to problems and shares good practice.</td>
<td>Suggests ideas for better ways of doing things and looks for opportunities to learn.</td>
<td>Resists change: ‘we’ve always done it this way’.</td>
</tr>
<tr>
<td></td>
<td>Responsible</td>
<td>Shows enthusiasm and energy to achieve excellent results.</td>
<td>Takes responsibility and has a positive attitude.</td>
<td>Avoids responsibility. Blames or criticises others.</td>
</tr>
<tr>
<td></td>
<td>Timely</td>
<td>Always respects the value of other people’s time.</td>
<td>Is on time, efficient, organised and tidy. Apologies and explains if people are kept waiting.</td>
<td>Misses deadlines or keeps people waiting, without explanation/apology.</td>
</tr>
<tr>
<td></td>
<td>Makes connections</td>
<td>Helps others to understand how services connect.</td>
<td>Thinks beyond their own job and team to make things easier for people.</td>
<td>Focuses on their own department needs to the detriment of the people they serve.</td>
</tr>
</tbody>
</table>
1. This appointment shall be governed by the Terms and Conditions of Service for Hospital Medical and Dental Staff, as amended from time to time, and adhere to Trusts policies and procedures as appropriate.

2. All matters relating to patient's health and personal affairs and matters of a commercial interest to the Trust are strictly confidential and under no circumstances is such information to be divulged to any unauthorised person. Breach of Trust policy may result in disciplinary action in accordance with the Trust's disciplinary procedure. A summary of the Trust’s Confidentiality Policy, Data Protection and IM & T Security Policy are provided in the Staff Handbook.

3. Addenbrooke's NHS Foundation Trust is committed to a policy of Equal Opportunities in Employment. A summary is detailed in the staff handbook. Any act of discrimination or harassment against staff, patients, service users or other members of the public will be subject to disciplinary proceedings which could include dismissal.

4. As an employee of a Trust, you are expected to develop the IT skills necessary to support the tasks included in your post. You will therefore be required to undertake any necessary training to support this. As a user of Trust computer facilities you must comply with the Trust’s IM & T Security Policy at all times.

5. You are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. However, in certain circumstances (especially in services for which you receive a separate fee) you may not be covered by the indemnity. The Health Departments therefore advise that you maintain membership of your medical defence organisation.

6. The Trust will ensure compliance with the Health and Safety at Work Act 1974.

7. The post is based on a whole time appointment; the salary scale for this appointment is £… to £… per annum (April … figures). Position on the incremental scale is determined by previous experience.

8. In addition a supplement will be paid for agreed hours of duty within the working pattern as per HSC 2000/031 “Modernising Pay and Contracts for Hospital Doctors and Dentists in Training.”
   The Trust is contractually obliged to monitor junior doctors' New Deal compliance and the application of the banding system, through robust local monitoring arrangements supported by national guidance. You are contractually obliged to co-operate with those monitoring arrangements.

9. This post is superannuable and you will be subject to the NHS Superannuation Scheme unless you chose to opt out. The current rate of contribution is 6.5%.

10. The successful candidate will be expected to complete a medical questionnaire and attend the Cambridge Centre for Occupational Health at Addenbrooke’s for clearance of the form. The appointment is conditional upon the following being received prior to the commencement of employment; full occupational health clearance, satisfactory references, evidence of GMC/GDC registration, immigration status and all medical qualification.
11. The Trust requires the successful candidate to have and maintain registration with the General Medical Council and to fulfill the duties and responsibilities of a doctor as set out by the GMC.

12. With the Terms of DHSS Circular (HC)(88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a ‘disclosure’ check.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing 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 in relation to an application for positions to which the Order applies.

13. The appointment is conditional upon the following being received prior to the commencement of employment; full occupational health clearance, satisfactory references, evidence of GMC/GDC registration, immigration status and all medical qualification.

14. This post is recognised for training by the Royal College of Pathologists (The Postgraduate Dean confirms that this placement and/or programme has the required educational and Dean’s approval).

15. Removal expenses will be available to successful applicants within the limits of the Trust policy.