ACADEMIC CLINICAL FELLOW IN GASTROENTEROLOGY (CT1, CT2 or ST3)

DEPARTMENT OF GASTROENTEROLOGY NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST

October 2016

Further details can be obtained from the website of the National Coordinating Centre for Research Capacity Development (NCCRD)

NIHR website
Job Description for the post of Academic Clinical Fellow in the Department of Gastroenterology

THE NORFOLK AND NORWICH UNIVERSITY HOSPITALS NHS FOUNDATION TRUST

The Trust was first established on 8 February 1994 and was authorised as an NHS Foundation Trust on 1 May 2008. It comprises the Norfolk and Norwich University Hospital and Cromer Hospital. Traditionally it has provided acute services to an area of approximately 1,200 square miles from Wells-next-the-Sea on the north coast of the county to Thetford in the south and from Fakenham in the west to Acle in the east.

This is an acute teaching Trust providing comprehensive general and specialist services for a population of up to 750,000 on two sites; the 987-bed Norfolk and Norwich University Hospital (NNUH) and Cromer Hospital on the north Norfolk coast. The Trust's annual income in 2008/09 was £331M. In the year 2008/09, the Trust treated 131,184 in-patients and day patients, 454,732 out-patients and 85,483 A&E patients.

Management arrangements within the Trust are based on the clinical directorate model. There are currently 20 clinical directorates and three support directorates split within four Divisions.

Norfolk and Norwich 21st Century Healthcare

The Norfolk and Norwich University Hospital became operational in late 2001 and the new teaching hospital and state-of-the-art health care facilities it offers have attracted a great deal of attention, locally nationally and internationally. Delegations from around the globe have come to Norwich to study how to design and run a modern, flexible, state-of-the-art hospital. Our visitors have come from health services as far afield as Japan, China, Malaysia, Canada, Netherlands, Norway, Sweden and Estonia.

That growing international recognition of what is being in acute healthcare services for the people of Norfolk has been mirrored by recognition within the UK of the modernising steps being taken within the Trust. The Norfolk and Norwich University Hospital has consistently been named as one of the country’s top-performing hospitals by healthcare analysts Dr Foster and enjoys very positive patient feedback through the Healthcare Commission patient surveys.

The story of the Norfolk and Norwich University Hospitals NHS Foundation Trust is the story of an expanding, innovative NHS; committed to reform and improvement in a modern hospital environment that benefits both patients and hospital staff.

But we stand for more than just a busy, modern teaching hospital. We firmly believe in caring as best we can for our patients, not just treating them, and we believe in developing our staff throughout their careers in order to increase their skills, knowledge and job satisfaction. After all, it is our staff who every year treat more than 600,000 patients drawn from Norfolk, surrounding counties and other parts of the country, and without our staff, none of the progress we are making would be possible.

Cromer Hospital remains a vital part of the Norfolk and Norwich University Hospital NHS Foundation Trust and provides North Norfolk residents with expanding services including outpatient clinics, day procedures, pre-admission clinics, endoscopy services and a minor
injuries unit. Originally founded in 1932, the Hospital continues to enjoy a reputation for providing excellent care for our patients, who appreciate the warm and friendly atmosphere of their local hospital. This will be maintained within plans for the new £16 million Cromer Hospital which is due to be completed in 2012.

We also have staff/services operating from a number of other sites e.g. Rouen Road and the Cotman Centre.

### DESCRIPTION OF THE POST

<table>
<thead>
<tr>
<th>Title</th>
<th>Academic Clinical Fellow in Gastroenterology</th>
</tr>
</thead>
</table>
| Location | **Clinical Training:** will be based at the Department of Gastroenterology, Norfolk and Norwich University Hospital, Norwich.  
**Clinical Programme lead for Health Education England East of England:** Dr Bill Griffiths, Addenbrookes Hospital contact bill.griffiths@addenbrookes.nhs.uk  
**Academic Training:** will be based at the Norwich Medical School, University of East Anglia.  
**Academic Programme lead:** Professor Alastair Watson contact alastair.watson@uea.ac.uk |
| Origin of Post | This is a new post funded by the National Institute for Health Research. This post attracts an Academic National Training Number NTN(A) |
| Duration of Post | A maximum of 3 years. At the end of the post the post-holder will undertake a research fellowship or if unsuccessful in obtaining funding continue standard ST training in gastroenterology and general medicine |
| Main responsibilities | 1. Clinical training in Medicine (75%)  
2. Training in clinical research in Gastroenterology (25%)  
3. Complete and submit competitive funding applications for higher degree (normally PhD) with relevance to medicine, predominantly Gastroenterology |
| Protected Research Time | Protected research time will average 25% of working time over the 3 years maximum duration of the post. The remaining 75% of working time will be devoted to clinical training in general internal medicine. This is will be in either block release or day release depending on local timetabling requirements.  
Training in the first year will provide grounding in clinical research. Training in subsequent years will concentrate on forming plans for a competitive grant funding application supervised by a senior member of the Norwich Medical School.  
ACFs have the opportunity to take a part-time MSc in Health Research. |
<p>| Clinical Programme Lead | Dr Arun Shankar, Consultant Gastroenterologist, Norfolk and Norwich University Hospital, <a href="mailto:arun.shankar@nnuh.nhs.uk">arun.shankar@nnuh.nhs.uk</a> |</p>
<table>
<thead>
<tr>
<th>Academic Supervisors</th>
<th>Professor Alastair Watson, Professor of Translational Medicine, University of East Anglia, <a href="mailto:Alastair.watson@uea.ac.uk">Alastair.watson@uea.ac.uk</a></th>
</tr>
</thead>
</table>
This post represents a collaboration between the Norwich Medical School, University of East Anglia and the Division of Internal Medicine and the Department of Gastroenterology at the Norfolk and Norwich University Hospital, as part of the overall strategy to future clinical academics. The NIHR integrated Academic Training Programme in Norwich is overseen by the Norwich Academic Training Programme (Head: Professor Watson). The success of this programme is a major strategic objective of the Norwich Medical School and NNUH who invest significant time and effort in supporting ACFs.

ACFs in Norwich become well-versed in different research techniques, from basic science to epidemiology to clinical trials. ACFs develop a better grasp of how evidence for best practice is derived and how to interpret different types of evidence. Furthermore they develop skills required in designing, developing and carrying out a research project are transferable to any field of medicine and will allow you to demonstrate effective organisational, leadership and team-working abilities. The experience gained applying for grants, presenting at conferences and publishing research allows ACFs to develop the confidence to critically analyse Their work and defend it during peer review, which is central to modern science and is a crucial skill for any NHS consultant. A particular feature of integrated Academic Training in Norwich is that ACFs have the opportunity of taking a part-time Masters in Degree in Health Research which gives them a qualification if even the ACF decides not to pursue an academic career in the long term. There is a detailed website with more information about Academic clinical training Norwich at: https://www.uea.ac.uk/medicine/academic-clinical-training

Health Education East of England and the UEA Faculty of Health (FoH) invite applications for two posts of Academic Clinical Fellow in Gastroenterology to take up appointment as soon as possible. The posts are part of the NIHR Integrated Academic Training initiative and offer trainees of outstanding potential an excellent research and clinical environment to embark upon an academic career.

The post involves clinical training in core Medicine (GIM) (75% of time) and research (25% of time). The Fellow will undertake an independent research project on the Norwich Research Park Campus, most likely within the Integrated Biology of the Gastrointestinal Tract Research Programme that is based in laboratories within the Biomedical Research Centre at UEA and laboratories of the BBSRC-sponsored Institute of Food Research. Clinical training will be undertaken at the Norfolk and Norwich University Hospital (NNUH). The Clinical training will be undertaken in the various GIM sub-specialities providing experience and teaching and training leading to the passing of the MRCP PACES exam.

Entry to the post will be at CT1 or ST3 level and the clinical training during the first 2 years will rotate along with the other CMT trainees. The post carries “run-through status” post ST3 level and a comes with a guaranteed ST3 post and subsequent training in a GIM speciality. Should the post holder fail to gain a fellowship for a higher degree, run-through training in East of England will be provided. It is hoped, although not guaranteed, that this will be in the post holder’s 1st choice speciality.

The clinical post will be based at NNUH NHS Trust; the post attracts an NTN(A). Clinical training will be in accordance with the Health Education England East of England Core Medical Training Scheme.

The Gastroenterology Department combines a very strong regional endoscopy training centre with an active biomedical and clinical sciences academic department, covering a range of different areas of research. The Fellow will have the opportunity to contribute to an internationally competitive research programme focused on the pathogenesis of IBD, clinical nutrition and liver disease that involves research groups at the different institutes on the
Norwich Research Park. The appointment will be for three years with the expectation that the candidate will then undertake a PhD or MD.

The post will provide the successful candidate with training towards their MRCP PACES and training for a research career. The candidate will usually choose to pursue a particular research interest from within Gastroenterology. Full MRCP PACES will be required to progress to ST3.

RESEARCH TRAINING (25% time)

Gastroenterology Research There is a thriving research programme in gastroenterology and hepatology led by Professor Alastair Watson and Professor Alastair Forbes University of East Anglia and Norwich Medical School. Both hold honorary consultant positions in the directorate of Gastroenterology. NNUH is on the Norwich Research Park (NRP) which provides a unique juxtaposition of high quality clinicians, life science and bio-medical researchers located within six partner institutions: UEA, Institute of Food Research, John Innes Centre, The Genome Analysis Centre, the Sainsbury Laboratory and NNUH. Our vision is to establish NRP, including NNUH, as a world-leading research centre to deliver Research Council UK’s strategic goals on the prevention and treatment of disease and healthy ageing through understanding gut and liver function, nutrition and gut microbiota. Collectively these research programmes train a large number of postgraduate students undertaking UK research council-funded PhD programmes and clinical fellows on sponsored MD and PhD programmes.

The objective: to provide the training in skills needed to conduct independent research resulting in completion and submission of competitive funding applications (e.g. to national charities or the National Institute for Health Research) for a higher degree (normally a PhD).

Progress expected Year 1 – Completion of laboratory technique training and substantial progress in course work

Progress expected Year 2 – Substantial progress in obtaining preliminary data for Fellowship PhD application

Progress expected Year 3 – Completion of Fellowship PhD application

Depending on the research project undertaken, the Fellow will take his/her research time either in blocks of time, or as a proportion of each week.

Research supervisors:
- Professor Alastair Watson – Gastroenterology, IBD and epithelial biology
- Professor Alastair Forbes – IBD and Clinical nutrition
- Dr Ian Beales – Peptic ulcer disease and clinical trials
- Dr Andy Hart – Gastroenterology and clinical epidemiology
- Dr Lindsay Hall – Microbiome research
- Dr Simon Rushbrook – Sclerosing cholangitis and clinical trials
- Dr Mark Tremelling – IBD and clinical trials
- Professor Simon Carding – Mucosal Immunology
- Professor Claudio Nicoletti – Mucosal Immunology

Mentorship: will be provided by a named academic supervisor who will jointly meet with the Fellow to monitor progress against academic milestones. There will also be joint academic and clinical appraisal according to Follett principles with assessment, according to College and Health Education England East of England recommendations for ACFs. The appraisals will take account of the routine postgraduate appraisal system, which is well established at UEA that ensures access to central university training options.
MSc in Research Methods: Commended by the NIHR Dean for Training as "Excellent", UEA's research training programme has the following objectives:

1. To provide a structured and co-ordinated generic academic training programme which will fulfil the requirements and standards set by the NIHR MSc (120 credits) level equivalent research taught programme with option to register to MSc (Res) degree

2. To provide nurturing learning environment to accommodate the academic fellows’ individual needs

The programme will allow trainees to obtain either MSc degree (optional) or a total of 120 credits over 2-3 years. It consists of 4 core modules (four out of five by choosing either further quantitative or qualitative research methods module) and 2 optional modules (out of 5).

Core modules are (1) Introduction to Research Methodology, (2) Further Quantitative Research Methods or Further Qualitative Research Methods; (3) Research Governance and Ethics, and (4) Writing Grants and Refereeing Papers. The trainee can choose two modules which will be most relevant to him/her out of five optional modules including self-directed literature review, systematic review/research synthesis, advanced statistical methods, and health economics modules. The trainee can complete a dissertation in the third year of the programme if an MSc degree is desired.

Additional training days and courses are also provided which are designed to facilitate the learning opportunities for other transferable skills essential for researchers/clinical academics. These will provide generic skills only and provision of specialty specific research training will be arranged by academic supervisors based on the individual trainee’s requirement to suit the nature of the trainee’s academic field.

IT, Library and Clinical Research Facilities: trainees will have access to the computing and library facilities most appropriate to their field of research. There is a team of four computing technicians who install and maintain the Faculty's IT provision and there is a wide range of epidemiological, social and medical databases, 300+ directly subscribed health care journals available electronically with 200+ print titles also available via UEA and local Trust libraries. In addition, there are dedicated research facilities available to staff and students who undertake biomedical research (through a bespoke £16.5M Biomedical Research Centre part funded by the Wellcome Trust) and a £3.5M Clinical Trials Research Unit managed in collaboration with the Norfolk and Norwich University Hospital Trust which has been awarded Provisional Registration status by the UKCRN. There is also leading medical statistics and health economics expertise within the Faculty who support the development of proposals and take an active role in funded projects.

This is a 3 year post that in itself will not lead to a CCT.

CLINICAL TRAINING (75% time)

Clinical training programme: This post is a new Academic Clinical Fellow post joining the existing comprehensive Training Programme in GIM and is based at the Department of Medicine, Norfolk and Norwich University Hospital NHS Trust.

Clinical Supervisors:
- Dr Martin Phillips – hepatology, endoscopic ultrasound, therapeutic endoscopy, ERCP
- Dr Ian Beales (UEA senior lecturer) – GI bleeding, IBD, GI infections including H pylori and C difficile, medical education and endoscopy training
Dr Ian Fellows – nutrition, medical education, IBD, ERCP
Prof Andrew Hart – epidemiology of GI disease, medical education
Dr Simon Chan – IBD, colonoscopy
Dr Alison Prior (part-time) – IBS, IBD, colonoscopy
Dr Richard Tighe – screening colonoscopy, endoscopy training, therapeutic endoscopy, IBD, ERCP
Dr Syed Alam – Liver disease
Dr Simon Rushbrook (Clinical Director) Liver disease
Dr Arun Shankar – Liver disease
Professor Alastair Watson, IBD, UEA Professor of Translational Medicine

Educational Supervisor: The trainee will have a named Educational Supervisor who will assist the trainee in developing a personal training programme and annual training plan.

Induction: Mandatory and departmental induction will be provided.

Training Agreement: An annual training agreement will be drawn up by the trainee (based on individual needs) for discussion and approval by the educational supervisor. This training agreement is an important part of the documentation for appraisals.

Appraisal: Individual appraisal for trainees is provided to provide broader professional development of the trainee.

Timetable of Educational Events: The trainee will spend 25% in research and 75% in clinical training. The timetable will be based on the curriculum for specialist training in core medical training for GIM. The timetable may vary according to the needs and level of experience of the trainee.

Year 1: The Fellow will spend the first year in clinical and practical research training.

Year 2: The majority of the second year the Fellow will be working on a research project investigating the gastrointestinal disease that will form the basis of a PhD programme and application for an independent clinical training fellowship to the Medical Research Council or major biomedical research charity (e.g. The Wellcome Trust).

Year 3: The final third year will be spent in clinical training.

This plan is however flexible depending on the candidate and progress made on the research project and obtaining support to undertake a PhD programme. Thus, they will have achieved at 27 months clinical training towards their CCT in this 36 month post. All core medical curriculum competencies must be acquired within the post.

Curriculum: General Internal Medicine.

On-call arrangements: The post will include on-call consultant supervised cover for GIM specialities dependent on the relevant speciality.

Study Leave Entitlement: Details of study leave allowances are provided in the Health Education England East of England’s Study Leave Guidelines for Trainees. There is usually a maximum of 30 days study leave. Funding for study leave is limited.

Objectives and Targets: A nominated Consultant will supervise training and act as a mentor (usually the educational supervisor). Routine service delivery forms an important part of the training and is an essential basis for learning. Specific training objectives will be agreed
between the educational supervisor and trainee according to the trainee’s previous experience and future needs. This agreement will be used by the trainee in drawing up an individual training programme on an annual basis.

ABOUT THE DEPARTMENT
The Norfolk and Norwich University Hospital serves a population of 750,000. In 2014/2015 we provided 9979 gastroscopies, 5867 colonoscopies, 8602 flexible sigmoidoscopies, 488 ERCPs, and 345 EUS procedures. These numbers are rising rapidly and access times have fallen dramatically most recently as a result of the 18 weeks targets.

The endoscopy unit is due to be replaced in 2017 with a new department within a new £75M research institute in collaboration with the Institute for Food Research. This exciting joint venture will include a 10 procedure room state of the art endoscopy unit and will facilitate both excellent clinical endoscopy and patient enrolment in research projects across the NRP. This will provide major opportunities for clinicians to work closely with scientists on joint research projects. It is funded by grants from BBSRC, UEA and NNUH. The current endoscopy unit is already modern and well equipped with 5 dedicated endoscopy rooms including one X-ray screening room. We provide the full range of diagnostic and therapeutic endoscopy including therapeutic gastroscopy, upper GI stenting, ERCP, radial and linear endoscopic ultrasound, enteroscopy, PEG insertion, PEC insertion, colonic stenting and capsule endoscopy. We have 5 nurse endoscopists. Within the hospital interventional radiology is also well established.

We have an active inflammatory bowel disease interest. We run a large weekly specialist IBD clinic. We have weekly joint gastroenterology and radiology x-ray meetings, a dedicated monthly IBD MDT, a monthly virtual biologics clinic, a monthly histopathology meeting and a joint surgical IBD clinic. We provide a regional service for complex IBD patients. 3 specialist nurses arrange biologic therapy, intravenous iron infusions and man an IBD helpline. We actively recruit patients for both interventional and observational clinical research projects and have strong research links to academics at the adjacent University of East Anglia.

The department has a dedicated multidisciplinary clinical nutrition service. An out-patient nutrition clinic occurs weekly on Wednesday morning and is attended by all disciplines except the pharmacist. All out-patient referrals for PEG/RIG are seen here prior to booking their procedures. Home care support and tuition are delivered before PEG/RIG, to minimise the length of hospital stay. At present, 20 patients on Home Parenteral Nutrition are managed and have dedicated admission to the specialist ward (Guist) if in-patient care is needed. This service is provided to patients from Norwich and also to those in the catchment areas of Queen Elizabeth Hospital, King’s Lynn, James Paget Hospital, Great Yarmouth and the Ipswich Hospital (total population1.5 million). This service was peer-reviewed by the National Commissioners for HPN/Intestinal Surgery in September, 2012, with initial positive feedback. A full report is expected imminently. The team provides extensive educational support to patients and other health care professionals. The team has a close relationship with the local branch of PINNT and Dr Fellows is Treasurer of the Anglia Nutrition network. Dr Fellows and Mrs J McGovern (specialist nurse) have both served on BAPEN Council.

The department has been at the forefront of the national colorectal cancer screening program. We were in the first wave of centres to start the programme in 2006 and were also first to pilot the extension of this programme to the 70-75 year old age group in July 2008. We were also in the first wave of centres performing bowel cancer screening flexible sigmoidoscopy in 2013. We are a leading national endoscopy training centre with courses every month. These include foundation endoscopy, intermediate colonoscopy and teaching the teachers courses.

The hepatology service is expanding rapidly. We are treating around 70 cases of chronic hepatitis C per year (including protease inhibitor based therapy) as well as a similar number of chronic hepatitis B cases. Close links with Addenbrooke’s Hospital Liver Unit facilitate joint clinics in
Norwich every 2 months seeing post-liver transplant patients and assess patients requiring liver transplantation or complex hepatology cases. There are 3 hepatology specialist nurses. Virology, histopathology and interventional radiology support are excellent. There is an excellent hepatobiliary surgeon at the Trust with expertise in laparoscopic liver resection. Percutaneous biliary and duodenal stents, embolization procedures and transjugular liver biopsies are available. Trans-arterial chemoembolization, intra-lesional ethanol injection and radiofrequency ablation therapy are all available for hepatocellular carcinoma cases. We are aiming to commence a TIPSS service imminently.

Candidates seeking further information about the post should contact Prof Alastair Watson alastair.watson@uea.ac.uk or Dr Arun Shankar arun.shankar@nnuh.nhs.uk, Educational Lead for Gastroenterology and East of England Training Programme Director for Gastroenterology.

TERMS AND CONDITIONS

The appointment shall be subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and the General Council Conditions of Service as amended from time to time. Copies of the latest editions and amendments issued from time to time may be seen in the Medical Recruitment Office.

Protection Of Children - DHS Circular HC(88)9: Within the terms of the above circular, and in view of the substantial access to children, you are required when applying for this post to disclose any record of convictions, bind-over orders or cautions against you as an appendix to accompany this application form.

Language Competency: All applicants are required to demonstrate their competence to communicate in English and communication skills as being at a level necessary to do the job safely and effectively, in accordance with HSC 1999/137.

Salary: The salary is within the scale for the post appointed to and intensity payments. Payment for internal locum cover is at the standard rate if such cover is agreed.

Professional Registration and Insurance: The appointee must have current full registration with the General Medical Council with a licence to practise and continued basic membership of a recognised Medical Defence Organisation is advised.

Accommodation: Single and married accommodation may be available on request if required.

Occupational Health: The appointment will be subject to the completion of a satisfactory health questionnaire. All appointees will be required to attend Occupational Health within a month of taking up the post.

Circular HSG (93) 40 - Protection of Health Care Workers & Patients from Hepatitis B.

Within the guidelines of the above circular it is a contractual commitment of all medical staff to appointments involving Exposure Prone Procedures at this Hospital that you undergo a medical screening programme at the Occupational Health Department of this hospital prior to confirmation of appointment, or provide written evidence of recent successful vaccination.

You are required to produce official documentary evidence (from a GP/Occupational Health Department/laboratory in the UK or Eire) of either:-

1. A satisfactory Hepatitis B Immunity (anti Hbs 100 miu/ml or greater);
2. Evidence of naturally acquired immunity (Anti-HBc Pos & HBsAg neg)

OR

3. Evidence within the last 6 months that you are not a carrier of Hepatitis B e antigen (HBeAg positive). This can be demonstrated by:-

   3.1 Assessment of Hepatitis B surface antigen (HBsAg) if negative - not a carrier and may undertake Exposure Prone Procedures if positive - assess Hepatitis B e antigen status.

   3.2 Assessment of Hepatitis B e antigen (HBeAg) if negative - not a high risk carrier and may undertake Exposure Prone Procedures if positive - may not undertake Exposure Prone Procedures (seek local treatment and occupational advice)

You are required to satisfy these criteria to undertake Exposure Prone Procedures before appointment can be made by the Trust.

All blood reports provided from other Trusts must be ID verified.

GENERAL CONDITIONS OF APPOINTMENT

1. All staff must safeguard the integrity, confidentiality and availability of sensitive information at all times. This includes information relating to patients, individual staff records and contract price and terms. Employees of the Trust are required to comply with the Trust’s Principles of Data Quality (see current Data Quality Strategy).

   Employee’s responsibilities in relation to handling patient information are detailed in the Trust’s Code of Conduct on Patient Identifiable Information. In line with official guidance from the Department of Health, the Code specifies six principles, which staff should follow at all times. These are detailed below:

   i. Justify the purpose
   ii. Use patient identity only where absolutely necessary
   iii. Use the minimum patient-identifiable information
   iv. Access to patient-identifiable information should be on a strict ‘need to know’ basis
   v. All staff should be aware of their responsibilities
   vi. Every use must be lawful

2. Employees of the Trust are required to participate in a system of appraisal and performance review to identify training and development needs.

3. Employees of the Trust are required to comply with all relevant policies both Trust-wide and departmental policies – any queries should be addressed to your Line Manager or Head of Department.

4. Employees of the Trust are required to attend mandatory training covering Risk Management, Health and Safety, Infection Control, Fire Safety and Manual Handling

5. Employees of the Trust have a responsibility to actively identify areas of risk in both clinical and non-clinical settings, using the Trust’s risk assessment and incident reporting systems as a framework in which to identify, analyse and control risks.
6. Under the conditions of the Health and Safety at Work Act 1974, staff have legal duties as follows:

   i. To co-operate with their employer, to enable the Trust to fulfil its duties under the Act
   ii. Not to endanger themselves or others by their acts and omissions
   iii. Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety
   iv. Familiarise themselves with and comply with the requirements of the Trust Health and Safety Management System, the policies and procedures contained within and the Trust's Incident Reporting Procedure
   v. Understand that the Trust actively encourages staff to raise health and safety issues and bring to the immediate attention of your line manager any hazard or control measure, which is failing to protect against any hazard.

7. Bring to the attention of your Line Manager and/or safety representative any other issue relating to health and safety.

8. Co-operate with management on ways to improve health and safety.

9. Participate actively in all programmes being implemented to improve health and safety.

10. It is required 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.

11. 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.

12. Employees are expected to be aware of and carry out their duties in accordance with the standards in the Trust Equality and Diversity and Dignity at Work policies

13. The Trust operates a “Smoke Free Policy” across all sites

This job description indicates the main responsibilities of the post. It is not a complete list and may be amended and developed as necessary.

Revised: January 2010

THE CITY OF NORWICH

Norwich is the capital city in the county of Norfolk and the largest city in East Anglia. The City is well connected by road and rail to London. Trains run every 30 minutes from Norwich via Colchester with an average journey time of 1 hour to Colchester and 1 hour 50 minutes to Liverpool Street, London. Rail services also extend to Cambridge and the Midlands. Norwich airport offers travel to many UK destinations and over 70 European as well as 100 worldwide destinations via Schipol/Amsterdam. One of the major London airports (Stansted Airport) is 1 hours and 45 minutes drive from Norwich.

The Norfolk and Norwich University Hospital (NNUH) is situated four miles from the centre of Norwich, close to the University of East Anglia (UEA), to the South West of Norwich and off the A47 and A11. There is public transport by bus from the train station, city centre and several park and ride car parks.
The City of Norwich has a cultural and historic heritage. There are many medieval streets and historic buildings such as the Cathedral dating from the 11th century and the Norman Castle. Norwich is also a vibrant, modern city with new developments, numerous cultural and sporting activities, shopping, theatres and restaurants. There is a new River Leisure Complex designated for entertainment including theatres, cinemas (including 14-screen display and a 6-screen multiplex), night clubs, pubs, bowling alley and fitness centres. Norwich attracts many visitors every year because of its cultural events including music and arts festivals as well as exhibitions run by the Sainsbury Centre for Visual Arts. The Norfolk countryside is famous for its beautiful coastline, network of lakes, rivers and waterways known as ‘The Norfolk Broads’. The nature reserves are ideal for bird watching, sailing or just enjoyment of the peace and tranquillity.

THE UNIVERSITY OF EAST ANGLIA

At UEA our aim is to provide the highest quality environment for research and study. Since our foundation we have established a reputation for academic excellence and rigour within a supportive ethos. It is a reputation that we intend to maintain. Our campus lies in 320 acres of parkland on the outskirts of the medieval city of Norwich – the historical capital of East Anglia. This outstanding location, with its striking modern campus, enthusiastic atmosphere and willingness to explore new ideas make UEA a special place to work.

The University has a strong heritage of distinctive academic thinking. Gaining Royal Charter in 1962 and admitting its first undergraduates in 1963, UEA was established as part of the post-war boom in higher education. The city donated the old Earlham municipal golf course and leading architect Denys Lasdun was tasked with producing a design which would reflect and complement an innovative inter-disciplinary structure. The result was an architecturally striking, close-knit campus community in which academics from all disciplines could work in close proximity.

The legacy of that design is an enduring one. UEA has led the way in the development of disciplines such as environmental science, development studies, American studies and creative writing because its founding ethos and physical environment encouraged the cross-fertilisation of traditional academic subjects. Today’s students follow in the footsteps of Nobel prize-winning scientist Professor Sir Paul Nurse, Booker Prize winning authors Ian McEwan and Kazuo Ishiguro, and comedy writer Paul Whitehouse.

The University’s Corporate Plan 2008-2012 summarises the UEA’s mission in three succinct statements:

**Understanding:**
- To advance understanding through research, scholarly communication and research-led teaching, underpinned by a commitment to excellence, interdisciplinarity and creativity.

**Empowerment:**
- To empower our students by providing an exceptional education – and a wider experience that is second to none – equipping them with marketable skills and preparing them for global citizenship.

**Action:**
- To respond to the grand challenges of the 21st century through the fruits of our research, the talents of our graduates, our engagement with policy-makers, businesses and communities and our undertaking to be sustainable.

UEA has an international reputation for top quality research and teaching in a wide variety of subject areas. A clear majority of the departments at UEA that have been government assessed
for teaching have achieved a rating of over 21 points, (including a number with the maximum score of 24 points). The 2008 Research Assessment Exercise (RAE) confirmed UEA's place as a top flight international research-led University, with over 50% of the University’s research activity deemed to be world leading or internationally excellent and 87% in total being of international standing. UEA’s research income for 2007/2008 was £27.6m. The University currently has a total annual income of £168.3 million.

The Norwich Medical School
Head of School: Professor Michael Frennaux

The Medical School at UEA was established in 2001 (Inaugural Head of School: Professor Sam Leinster) and has over 160 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, 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 in 2008 the Medical degree programme came sixth out of the 32 UK medical schools in the national Student Satisfaction Survey.

This is an exciting time for the medical school as it has opened a new £19M research and teaching building opposite the A&E department of NNUH. This building provides state of the art laboratory and office space and facilitate joint working between the medical school and the hospital. Furthermore new research institute, The Centre for Food and Health, is being established in a new building which will be adjacent to the new medical school building. This £75M building is at an advanced stage of planning and will open at the end of 2017. Gastroenterology, microbiology and nutrition will be major research themes in this new institute. Furthermore the endoscopy department of NNUH will be housed within the new building. This juxtaposition of gastroenterologists and with scientists researching topics relevant to GI disease will create a national centre for gastroenterology and nutrition research.

The School promotes interdisciplinary teaching and learning and offers a wide range of programmes including:

- an innovative and highly integrated five-year MB/BS programme commenced in 2002 with an initial intake of 110 students per year, now 168 students per year
- a one year research intensive Masters degree in Health Research (MRes) supplying research experience and transferrable skills
- the modular MSc programme in Health Sciences for the continuing professional development of a wide range of health care professionals (currently attracting over 100 registered students including GPs and junior hospital doctors)
- a Masters in Clinical Education (MClinEd) degree
- a doctoral programme (ClinPsyD) in clinical psychology (with over 60 postgraduate students on the programme)
- the degrees of PhD, MPhil and MD, awarded by thesis or by portfolio of published work.

There are a growing number of clinical academics in the areas of stroke and ageing; respiratory medicine; gastroenterology; clinical pharmacology; cardiology; surgery; primary care; public health and epidemiology; rheumatology; diabetes and orthopaedics. The Medical School has received an allocation of Walport academic training posts amounting to two new Academic Clinical Fellowships and one new clinical lectureships for each of the next three years. There are exciting possibilities for appointees to develop clinical trials within the Clinical Trials Unit as well as experimental medicine within the seven bed Clinical Research Facility (CRF). The School is committed to appropriate multi-disciplinary working and the post holder will find excellent on-going collaborations across a wide range of disciplines.