NIHR ACADEMIC CLINICAL FELLOWSHIP

in

OPHTHALMOLOGY

To start August 2018
APPOINTMENT OF:

Academic Clinical Fellow in Ophthalmology (ACF) based at Addenbrooke's Hospital, Cambridge / East Anglia Deanery and the Departments of Ophthalmology and Clinical Neurosciences, University of Cambridge. This post attracts an Academic National Training Number (NTN (A)).

Applications for entry at all Specialty Trainee levels will be considered.

AIM OF THE POST:

This post is offered by the Eye Department of Addenbrooke’s Hospital and the University Department of Clinical Neurosciences to aid the development and career progression of trainees with the ambition and potential to become outstanding clinician-scientist ophthalmologists.

Ophthalmology as a specialty is currently developing extremely rapidly, with previously untreatable conditions now amenable to new treatment approaches translated from basic laboratory research. As examples, some forms of age-related macular degeneration can now be treated effectively with biological therapies and stem cell treatments for macular degeneration will likely be in clinical use in the near future. Clinical trials of gene therapy for inherited eye disease are also currently underway. Further progress requires a critical mass of well-trained clinician scientist ophthalmologists to translate new advances into new treatments in the clinic. This ACF in Ophthalmology offers an opportunity to help address this need.

ACADEMIC COMPONENT (ACF Academic Lead: Professor Keith Martin)

A particular problem for early career ophthalmology trainees interested in a career as clinician scientists is that they may have limited experience of the techniques of modern neuroscience and therefore it can be difficult to persuade leading laboratories to take them on as MD / PhD students, the gateway to an academic career. For trainees with research interests who are further advanced in their training it can be difficult to find time in busy clinical schedules to develop the research ideas and skills necessary to be competitive for Research Training Fellowships. In Cambridge, we have the advantage that the Ophthalmology Research Group, lead by Professor Keith Martin, is embedded within the University of Cambridge Centre for Brain Repair (BRC), a leading neuroscience centre focused on understanding and treating neurodegenerative diseases of the brain and eye. Prof Martin's research group currently consists of 2 post doctoral scientists and 3 PhD students working on mechanisms of neurodegeneration in eye disease and new treatment approaches. The group, and the wider BRC community, is an ideal environment to accommodate and train talented individuals in basic neuroscience techniques and principles relevant to ophthalmic research. Prof Martin is also Academic Lead for Ophthalmology at Addenbrooke's Hospital and so is ideally positioned to ensure that ACF trainees are well looked after both clinically and in the research lab.

Though we wish to remain flexible to the needs of individuals, we propose that trainees would spend 25% of their time on research under the supervision of Keith Martin or another PI if appropriate. The aim would be to learn techniques, experience experimental design methods and acquire skills to allow the individual to write a competitive proposal for their own research project or to take up a PhD studentship or post doctoral position in a leading centre. For those more interested in clinical research, multiple other clinical trials are ongoing within the Eye Department.

Progress will be monitored, and in the event that an individual is unsuccessful in obtaining a research training fellowship/place on an educational training programme within three years, s/he will join a standard clinical training programme.
DUTIES OF THE ACADEMIC CLINICAL FELLOW

The ACF will be involved in the outpatient and inpatient care of patients and for dealing with ophthalmic emergencies when on call. The postholder will also be required to participate in teaching of medical students and junior medical staff and undertake audit. 25% of time (approximately 1.5 days) is allocated for research and the postholder will be expected to work towards the submission of a successful application for a Research Degree or a nationally competitive Research Training Fellowship. Research time may be used flexibly, for example as longer blocks of research time with corresponding periods of clinical activity, with the agreement of the Academic and Clinical Leads.

CLINICAL COMPONENT (ACF Clinical Lead : Miss Humma Shahid)

THE DEPARTMENT OF OPHTHALMOLOGY AT ADDENBROOKE’S HOSPITAL

The staff of the Department currently includes:

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<tr>
<th>NHS Consultants</th>
<th>University (Honorary Consultants)</th>
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<tr>
<td>Miss Humma Shahid (glaucoma)</td>
<td>Professor Keith Martin (Glaucoma, Academic Lead for Ophthalmology)</td>
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<tr>
<td>Miss Louise Allen, (paeds/genetics)</td>
<td>Mr Patrick Yu Wai Man (University Lecturer, Neuro-ophthalmology)</td>
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<td>Mr Madhavan Rajan (anterior segment/corneal)</td>
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<td>Dr Erika Damato (medical ophthalmology)</td>
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<tr>
<td>Miss Brinda Muthusamy (paeds/neuro)</td>
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<td>Mr Douglas Newman (VR and Medical retina)</td>
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<td>Mr Jong Ong (Medical Retina)</td>
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<td>Miss Arabella Poulson (VR)</td>
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<td>Mr Nick Sarkies (glaucoma and neuro)</td>
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<td>Mr Martin Sneed (VR and Stickler syndrome)</td>
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<td>Mr Cornelius Rene (oculoplastics and orbits)</td>
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<td>Mr Tony Vivian (adult oculomotility)</td>
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<td>Mr Simon Woodruff (oculoplastics and lacrimal)</td>
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<td>Mr Phillip Alexander (VR)</td>
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<th>Other Medical Staff</th>
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<td>Specialty Doctors</td>
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<td>Clinical Assistants</td>
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<th>Trainee Medical Staff</th>
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<td>Specialist Registrars/Specialty Trainees</td>
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<td>ST1’s/ST2’s</td>
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<td>Foundation House Officer 1’s and 2’s</td>
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DESCRIPTION OF THE DEPARTMENT

The Ophthalmology Department at Addenbrooke’s Hospital is renowned as a centre of excellence in sub-speciality ophthalmology. All ophthalmic sub-specialities are represented except ocular oncology. We accept tertiary referrals from across the region for vitreo-retinal surgery, paediatric ophthalmology and inherited eye disease, medical ophthalmology and specialised glaucoma surgery. In addition to the sub-specialty services offered to the region we provide a quality core ophthalmology service to our local
patients. We see approximately 45,000 patients a year in our out patient clinics and this number is expected to grow as new residential areas are created in Cambridgeshire.

The department is currently receiving significant investment in space and staffing. The Cambridge Eye Unit opened in March 2009 which comprises a daycase and ambulatory eye surgery unit with parallel dedicated theatres. A new Eye Clinic opened in April 2012 which provides 12 consulting rooms with a retinal imaging suite and dedicated outpatient treatment room for intravitreal injections. Further development of the outpatient and theatre facilities is planned.

TEACHING
Medical Student Teaching
The Department has strong links with the Medical School and provides a structured course for medical students. Consultants lead this teaching assisted by trainees as necessary. The postholder will be expected to contribute to the medical student teaching programme.

Postgraduate Teaching
The Department has a defined teaching programme for trainees. There is a whole day of regional postgraduate ophthalmology teaching monthly. This includes clinical governance issues, journal club, Consultant lecture, SpR/StR lecture, neuroradiology, clinico-pathology and regular guest speakers. There is no service commitment on the teaching days and all juniors are expected to attend and contribute. There is a weekly Wednesday morning meeting at 0800 hours throughout the year. A case orientated topic is chosen by a trainee in rotation and presented to all members of the department. There is a regular Wednesday morning clinico-pathological meeting which replaces the case orientated topic eight times a year.

There is a weekly surgical retina meeting for postgraduate teaching in all aspects of vitreoretinal surgery.

In addition to the formal teaching programme, there is a strong commitment on the part of the consultants to informal teaching in the clinics and the operating theatres.

AUDIT
Audit is strongly encouraged and will form a part of the monthly clinical governance meetings. The Vitreoretinal Unit holds monthly Audit Meetings.

RESEARCH
There is a strong commitment to research within the department, led by Professor Martin, and there are a number of clinical and laboratory research projects being undertaken both within the department and elsewhere in the University in collaboration with other university departments. Clinical research is actively encouraged and there superb opportunities and facilities for both clinical and laboratory research.
## ADDENBROOKE'S HOSPITAL
### PERSON SPECIFICATION

**Post: Academic Clinical Fellowship in Ophthalmology**

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<th>ESSENTIAL CRITERIA</th>
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| **Education/ Qualifications** | MBBS or equivalent                                                                   | Other relevant qualifications.  
Part 1 MRCOphth or equivalent  
Basic microsurgical skills course |
| **Clinical Experience**  | Appropriate to the ST level applied for (see guidelines)                             | 6 months previous experience in related specialties e.g. General Medicine, A&E, Neurology, Neurosurgery. |
| **Skills/ Ability/ Knowledge** | Academic aptitude and commitment to an academic career in Ophthalmology  
Potential for excellence as a Clinician Scientist Ophthalmologist  
Evidence of manual dexterity.  
Understanding of principles of clinical audit and its relevance to medical practice.  
Understanding of the role of research in ophthalmology and familiarity with evidence-based medicine.  
Understanding of the concept of clinical governance.  
Ability to work under pressure. | IT skills  
High impact publications in scientific / medical journals  
Personal involvement in clinical audit  
Prior relevant research experience  
Computer skill  
Presentations skills |
| **Qualities/ Attributes**  | High academic achievement  
Enthusiasm and interest in Ophthalmology  
Good interpersonal skills  
Ability to work in a team  
Caring attitude to patients  
Conscientious  
Communication skills – To have language competency and communication skills necessary to do the job safely and effectively  
Ability to work under pressure | Ability to motivate others |
| **Other Requirements** | Registration with the GMC  
Hepatitis B immune | Outside interests |
Addenbrooke’s Hospital
Addenbrooke’s is a thriving, modern NHS hospital based in Cambridge England, with more than 7,000 members of staff, 1,110 beds and a budget of £353 million.

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.

Addenbrooke’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 other major scientific and charitable organisations, and bidding to become The Cambridge Biomedical Campus, an enhanced biomedical centre for research and scientific development.

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. Building is currently underway on the University of Cambridge Hutchison/Cancer Research UK (CRUK) Cancer Centre, which will house 30 research groups using the latest techniques to target cancer.

Addenbrooke’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. 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.

Addenbrooke’s 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. The Trust also includes the Rosie Hospital, which provides a full range of women’s and maternity services.

The hospital has 24 operating theatres, five intensive care units, 14 clinics and 42 wards. Last year 55,168 men, women and children were treated as inpatients, 59,208 people attended accident and emergency, and there were 369,491 visits to outpatient clinics.

Addenbrooke’s 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.

Cambridgeshire is one of the fastest growing counties in the UK. 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.
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.

There is continuing significant growth in research of international excellence in cancer, diabetes, heart disease, neurosciences and mental health. Two new cancer research buildings are planned, which together will house more than 450 scientists in cell and molecular biology, and a new centre will study the interaction between genes and environment in the cause of cancer and how this might be applied to screening and prevention. Addenbrooke's Clinical Research Centre was opened in 1999 and provides dedicated facilities for clinical investigation. Over the next 20 years the hospital site will develop as The Cambridge Biomedical Campus, an enhanced international biomedical centre for research and scientific development.

The Addenbrooke's campus covers 66 acres. Over the next 20 years the site will double in size, creating an international biomedical campus.

School of Clinical Medicine

The School of Clinical Medicine at the University of Cambridge ('the Clinical School') is one of the UK's leading medical schools. There are approximately 2200 staff and 750 medical and postgraduate students in the School. The University has recently taken the decision to expand medical student numbers by providing places for all successful pre-medical students. Annual research grant income is circa £110 million per annum.

The University of Cambridge School of Clinical Medicine aims to provide leadership in education, discovery and healthcare. The School will achieve this through: inspirational teaching and training, outstanding basic and clinical research and integration of these to improve medical practice for both individual patients and the population.

The School will:

- **through inspirational teaching and training, educate individuals who:**
  - will become exceptional doctors or biomedical scientists
  - combine a depth of scientific understanding with outstanding clinical and communication skills
  - demonstrate a caring, compassionate and professional approach to patients and the public and
  - are equipped to become future international leaders of their profession.

- **through its commitment to the pursuit of excellence, support scientists of international standing in basic and clinical research aiming to:**
  - understand fundamental biology and thereby the mechanisms underlying disease
  - integrate basic and clinical research
  - apply a rigorous mechanism-based approach to clinical problems and
  - innovate to solve the health challenges of our society.
The School's core values are:

- to uphold the rights of the individual to freedom of thought, freedom of expression, access to education and access to appropriate healthcare
- to respect the diversity of our students, academics, non-academic staff, patients and volunteers and value their different expertise and contributions to the life of the School
- to instil in our graduates, staff and alumni a life-long passion for the pursuit of excellence in the service of society and an understanding of their responsibility to engage with the public about their research.

Remit Statement

The University of Cambridge School of Clinical Medicine aspires to change the practice of medicine and improve biological understanding in a wide range of clinical specialties and scientific disciplines. Collaborative research, both within biomedicine and crossing the boundaries to the mathematical, physical and social sciences, is key to our approach. The School also supports key enabling technologies and facilities in imaging, bioinformatics and biological systems. The main areas of research interest are:

- Cancer Research
- Cardio-Respiratory Medicine
- Cellular mechanisms of disease
- Diabetes, Endocrinology and Metabolism
- Epidemiology, Public Health and Primary Care
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stem Cells and Regenerative Medicine

Organisation of the School

The School of Clinical Medicine is headed by the Regius Professor of Physic comprises 12 Academic Departments of the University (Clinical Biochemistry, Haematology, Medical Genetics, Medicine – including Anaesthesia, Obstetrics and Gynaecology, Oncology, Paediatrics, Public Health and Primary Care, Psychiatry, Radiology, Surgery, Clinical Neurosciences which map onto service delivery within the University Hospital and undergraduate and postgraduate clinical teaching requirements. The MRC Epidemiology Unit, CRUK Cambridge Institute and the MRC Cancer Unit transferred into the Clinical School during 2013 and augment the classical Departmental structure as research departments in their own right.

Alongside departments, the School maintains a number of cross-departmental institutes to bring together researchers with cognate interests. At present, there are three institutes: Cambridge Institute for Medical Research, Institute of Metabolic Sciences, and Institute of Public Health, with a fourth planned in Cardio-Respiratory Medical Research. The Cambridge Cancer Centre, supported by CRUK Core Award also provides cross-departmental leadership in cancer research. The School office provides centralised professional services for the School, located on the campus, in addition to departmentally based support.
Excellence in Partnership

The Clinical School is a member of Cambridge University Health Partners (CUHP). CUHP is one of only five Academic Health Science Centres in England recognised by the Department of Health as internationally competitive centres of excellence in the integrated delivery of health care, health research and the education of health professionals. CUHP is a partnership between the University of Cambridge, Cambridge University Hospitals NHS Foundation Trust (the main acute trust for Cambridge), Papworth Hospital NHS Foundation Trust (a specialist Cardio-Thoracic Trust) and the Cambridgeshire and Peterborough NHS Foundation Trust (the regional Trust responsible for Mental Health).

The Campus is also home to the Medical Research Council's Laboratory of Molecular Biology (10 Nobel Prizes) and other smaller intramural units and the GlaxoSmithKline Clinical Research Facility. Astra Zeneca will be re-locating its Headquarters to the Campus in 2015-17 Together, the partners are intending to double the size of the Cambridge Biomedical Campus by 2020.

Notwithstanding the exciting opportunities arising from the expansion of the Campus and being part of an internationally leading University, the School prides itself on being a supportive and collaborative place to work. We are committed to helping to develop the careers of our staff and students and strive though our Athena Swan Initiative to be particularly attentive to equalities of opportunity.

Cambridge University Health Partners is based on the Cambridge Biomedical Campus at Addenbrooke’s Hospital. This campus hosts activities from all four of the partners and is the main physical site for two of them. It also hosts institutes and units run by other bodies which make major contributions to the richness of the environment. These include the Medical Research Council, Cancer Research UK and GlaxoSmithKline. Together, the partners are intending to double the size of the Cambridge Biomedical Campus by 2020. New developments will include additional clinical space to accommodate expansion and improvement of healthcare; including the relocation of Papworth Hospital, new research space associated with the clinical developments and a commercial biomedical science park.

Cambridge University Hospitals NHS Foundation Trust (CUHNFT)

CUHNFT comprises approximately 1100 beds and provides local and regional services across all specialties (apart from cardiothoracic surgery which is located at Papworth Hospital, 15 miles northwest of Cambridge). Clinical care and clinical research within the hospital are provided by a mix of NHS and University employed senior clinical staff working together. There are seven divisions responsible for delivering clinical service: each has a Divisional Director (positions for which academic clinical staff are fully eligible) and a deputy Divisional Director with lead responsibility for education and research (usually the relevant academic Head of Department). Much of the University Medical School accommodation is embedded within the hospital and a significant number of NHS senior staff pursue research in association with University colleagues in University Departments.

The Addenbrooke’s Centre for Clinical Investigation contains the Wellcome Trust Millennia! Clinical Research Facility (one of 5 awarded in the UK by the Wellcome Trust in 1999) and the Clinical Investigation Ward, together with the Clinical Research Unit of GlaxoSmithKline. This highly successful clinical research facility allows integration between University and Hospital investigators and pharmaceutical industry investigators.

The great majority of University staff involved in basic biomedical research hold honorary NHS contracts with the Trust.

In 2007 the Hospital Trust and University Clinical School in partnership were one of five UK academic health centres awarded one of the new National Institute for Health Research Comprehensive Biomedical Research Centres - bringing £13.5M per annum of NHS R&D funding for translational research.

The ‘2020 Vision’ exemplifies the research partnership between the University Hospital, University Medical School and Medical Research Council: it plans to double the size of the Cambridge Biomedical Campus through the acquisition and development of an additional 70 acres of land on the western edge.
of the campus. This will allow the rebuilding of the MRC LMB (already commenced), and the relocation of Papworth Hospital to the campus - in association with which the School has plans to develop a new integrated Cardio-Respiratory Research Institute.

Cambridge University Health Partners: An Academic Health Sciences Centre for Cambridge
The University of Cambridge, Cambridge University Hospitals NHS Foundation Trust, Cambridgeshire & Peterborough NHS Foundation Trust and Papworth Hospital NHS Foundation Trust have agreed to the establishment of a partnership that has now been formally designated by the Department of Health as an 'Academic Health Science Centre'- one of five UK centres to receive this designation from the Department in March 2009 as the result of a competitive process judged by an international panel.

The partnership will bind the member organisations together in pursuit of outstanding excellence in clinical care, clinical education and health research so as to improve services to patients and population health. The partners will work together to accelerate the translation of new discoveries into improved disease prevention, diagnosis and treatment, and the partnership will also generate wider economic and social benefits in the Greater Cambridge area. A new legal entity has been created from October 2009, known as Cambridge University Health Partners (CUHP), which has as its objectives the integration of clinical care, clinical education and health research. Powers necessary to achieve these objectives identified and agreed by a board that includes representation from all the parties under an independent chair, will be delegated to CUHP. CUHP has now led a successful bid, in the recent DoH competition for Health Innovation and Education Clusters (HIECs), for a Regional Innovation and Education Cluster together with regional associates from the NHS, higher education and industry sectors.

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 ages, there is a full range of public and private education institutions covering all age groups.

Communications with the rest of England have much improved in recent years. 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 Addenbrooke’s, the main concourse offers excellent shopping facilities; an advice centre; Bank; café; clothes boutique; dry cleaners; financial advisory services; florist; hairdressing salon; mini-market; 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 Centre provides comprehensive facilities for swimming, squash, a multi-sports hall, a floodlit outdoor multi-sports facility and the Profiles Fitness Suite.

The Cambridge University Postgraduate Medical Centre has catering and bar 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.

STUDY AND TRAINING
This post is recognised by the Royal College of Ophthalmologists for all their examinations including the Final MRCOphth. It is also recognised for the Final FRCS Ed. in Ophthalmology.
There is a Postgraduate Medical Centre situated in the Clinical School at Addenbrooke's Hospital, Hills Road, Cambridge.

The Clinical School also houses the Cambridge University Medical Library, which offers excellent facilities.

Study Leave will be granted in accordance with paragraphs 250-254 of the Terms and Conditions of Service for Hospital Medical and Dental Staff, subject to local conditions as agreed by the Hospital Study Leave Committee. It should be noted that there are currently no funds available to cover the costs of attending any specialty-specific courses which the Colleges regard as mandatory, and which exceed maximum payment of expenses in any financial year.

There are ample opportunities for clinical or laboratory research.

Teaching and lecturing: There is a weekly in-house teaching session to which all junior staff are expected to contribute. Additionally, there is a weekly vitreo-retinal teaching session and the monthly regional teaching days. There are also regular regional study days which rotate through various centres in East Anglia.
GENERAL CONDITIONS OF APPOINTMENT FOR ACADEMIC CLINICAL FELLOWS

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. The postholder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust’s activities.

4. Addenbrooke’s Hospital 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.

5. As an employee of a NHS 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.

6. 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.

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

8. The post is based on a whole time appointment, the salary scale is determined by previous experience.

9. 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.

10. 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%.

11. 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 registration, immigration status and all medical qualification.

12. 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.

13. 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.

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

15. This post is recognised for training by the Royal College of Ophthalmologists. The Postgraduate Dean confirms that this placement and/or programme has the required educational and Dean's approval.

16. Removal expenses will be available to successful applicants within the limits of the Trust policy.
KEY CONTACTS FOR FURTHER INFORMATION

Academic Supervisor
Professor Keith Martin
Professor of Ophthalmology, University of Cambridge
Eye Dept Box 41, Addenbrooke's Hospital, Cambridge CB2 0QQ
Tel: 01223-216427, Email: krgm2@cam.ac.uk

For further information please contact: Health Education East of England, 2-4 Victoria House, Capital Park, Fulbourn, Cambridge, CB21 5XB recruitment.eoe@hee.nhs.uk

Alternatively, please visit the NIHR website: https://www.nihr.ac.uk/funding-and-support/