



Appointment of Specialist Grade In Cardiology

Post Reference No. 180-SG-4571

Medical Staffing Department

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Cambridge University Hospitals NHS Foundation Trust

Cambridge Biomedical Campus

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SECTION 1 Job Description – General Details

Title:	Specialist Grade in Cardiology Full-time: 10 PAs
Location:	Based at Addenbrooke's Hospital, Cambridge
New or Replacement Post:	New Post
Prime responsibility:	Oversight of Cardiology Inpatient Outreach Service Provision of Advice & Guidance to GPs
Accountable to:	Medical Director; Dr Ashley Shaw
Reports to:	Divisional Director for Division D; Miss Sarah Benyon and Clinical Director for CDG-MODEL; Dr Vishakha Bansiya
Works with:	Consultants in Cardiology, Middle Grades in Cardiology, Clinical and Operational Managers and other members of the Cardiology Department
Key tasks:	<ul style="list-style-type: none"> • Maintenance of the highest clinical standards in the management of Cardiology • To share with colleagues responsibility for the day-to-day management of the Cardiology service • Teaching and training of junior staff and medical students in Cardiology • To actively participate in both departmental and Trust matters concerning Clinical Governance and audit. • To have responsibility for ensuring active participation in continuing medical education (CME)

SECTION 2 Person Specification

Entry Criteria	Essential	Desirable	Assess by
Qualifications	<ul style="list-style-type: none"> • Full Registration and a Licence to Practice with the General Medical Council • MRCP 	<ul style="list-style-type: none"> • Research experience / interest in research 	A
Clinical Experience	<ul style="list-style-type: none"> • Completed a minimum of 12 years' medical work (either continuous period or in aggregate) since obtaining a primary medical qualification of which a minimum of six years should have been in a relevant specialty in the Specialty Doctor and/or closed SAS grades. Equivalent years' experience in a relevant specialty from other medical grades including from overseas will also be accepted. 		A, I
Management and Administrative Experience	<ul style="list-style-type: none"> • Ability to organise and manage unpredictable clinical workload. e.g. outpatient priorities • Ability to manage and lead a multidisciplinary team • Experience of audit management • Ability and willingness to work within the Trust and NHS performance framework and targets 		A, I
Teaching Experience	<ul style="list-style-type: none"> • Experience of supervising trainee medical / dental staff • Ability to teach clinical skills • Ability to supervise postgraduate research 	<ul style="list-style-type: none"> • Experience of teaching basic clinical skills to undergraduates 	A, I
Research Experience	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical problems 	<ul style="list-style-type: none"> • Publications in peer reviewed journals 	A, I
Other Attributes	<ul style="list-style-type: none"> • Ability to work in a team • Good interpersonal skills • Enquiring, critical approach to work • Caring attitude to patients • Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies • Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit • Willingness to undertake additional professional responsibilities at local, regional or national levels 		A, I

Entry Criteria	Essential	Desirable	Assess by
Language Requirements	<p>The applicant must have demonstrable skills in listening, reading, writing and speaking in English that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2013).</p> <p>If the Primary Medical Qualification including clinical contact was not carried out using English, applicants must either:</p> <ul style="list-style-type: none"> • Have an academic IELTS score of at least 7.5 in each domain and overall, or demonstrate equivalence by providing evidence of English language skills. or • Complete the Occupational English Test (OET) and achieve grade B in each of the four domains tested in the OET to meet the GMC's requirements. 		A, I

SECTION 3 Duties of the post

3.1 Duties & responsibilities of the Post

- (a) Provision with Consultant colleagues of a service to Addenbrooke's Hospital, with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department
- (b) Cover for colleagues' annual leave and other authorised absences
- (c) Any responsibility, which relates to a special interest
- (d) Professional supervision and management of junior medical staff
- (e) Responsibilities for carrying out teaching, examination and accreditation duties as required and for contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally
- (f) Participating in medical audit, the Trust's Clinical Governance processes and in CPD
- (g) Involvement in research
- (h) Managerial, including budgetary, responsibilities where appropriate
- (i) The post holder must at all times carry out his/her duties with due regard to the Trust's Equal Opportunities Policy
- (j) It is the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff
- (k) It is the responsibility of the post holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work
- (l) All staff who have access to or transfer data are responsible for that data and must respect confidentiality and comply with the requirement of the Data Protection Act 1998, in line with the Trust's policies
- (m) The post holder 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
- (n) Staff are required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust Policy
- (o) Any other duties, which may be required from time to time

3.2 Principal Responsibility

The main purpose of this post is to provide daily senior oversight of the Inpatient Cardiology Outreach Service and facilitate timely, senior decision making for patients with cardiac problems in non-Cardiology wards and, at times of high demand, the Emergency Department (ED) and assessment areas.

The post holder will also oversee and develop the Cardiology Advice and Guidance service to GPs and deliver outpatient clinics and triage of outpatient referrals.

3.3 Timetable

The timetable below is provisional and will be agreed on appointment to the post. For example, the timetable can be modified to include more outpatient clinic work if that is the post holder's preference.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Outpatient triage (2hrs) Cardiology inpatients (2hrs)	Advice & Guidance (2hrs) Cardiology inpatients (2hrs)	Outpatient triage (2hrs) Cardiology inpatients (2hrs)	Advice & Guidance (3hrs) Cardiology inpatients (2hrs)	Outpatient triage (2hrs) Cardiology inpatients (2hrs)
PM	Advice & Guidance (2hrs) Clinic admin (2hrs)	Clinic admin (2hrs) SPA (2hrs)	SPA	General Cardiology outpatient clinic (3hrs)	General Cardiology outpatient clinic

SECTION 4 The Department of Cardiology

4.1 Introduction

Whilst this post is based solely within Addenbrooke's Hospital, Addenbrooke's and Royal Papworth Hospital now both operate on the Cambridge Biomedical Campus. The Cardiology services at each organisation are working closely together and a comprehensive programme of work is underway to develop a single Cambridge Cardiology service across the campus.

The Cambridge Cardiology Service provides high quality cardiac care to the population of Cambridgeshire and beyond. In addition, it includes provision of a tertiary cardiology service to East of England. The following services are provided across both hospitals with opportunity for structured training in all of these areas within Addenbrooke's.

- Inpatient care: 10-bed Coronary Care Unit, with 21 bed step down / general cardiology ward
- Outpatients: Chest pain clinic, heart failure service, arrhythmia and AF clinics, valve clinic, cardiac genetics clinic, obstetric cardiology clinic
- Invasive: Angiography, permanent pacing, implantation of CRT and ICD devices
- Non-invasive: Exercise testing, electrocardiography, echocardiography (transthoracic, transoesophageal, stress echo) and Holter and event recording. In 2019, the Department achieved re-accreditation with BSE
- Cardiac Radiology: Nuclear cardiology, cardiac CT, cardiac MRI, PET

The Department of Cardiology works closely with all departments within the Trust to provide inpatient care for patients with cardiovascular disease admitted under other teams. There is a daily morning report at which patients admitted acutely under the general physicians are discussed with the on-call cardiologist and care transferred as appropriate (arrangements have been suspended during the pandemic).

4.2 Staffing: NHS and Academic

The present medical staff establishment comprises:

NHS Consultants (Addenbrooke's)	NHS Consultants (Papworth)
Dr Mark Belham	Dr Sharad Agarwal
Dr Catriona Bhagra	Dr David Begley (Clinical Director)
Dr Mun Cheang	Dr Sai Bhagra
Dr Unni Krishnan	Dr Patrick Calvert
Dr Peter Pugh (Specialty Lead)	Dr Sarah Clarke
Dr Rosemary Rusk	Dr Charis Costopoulos
Dr Elena Zambon	Dr Cameron Densem
Dr John McGowan	Dr Will Davies
Dr Anna Chousou	Dr Simon Fynn
	Dr Madalina Garbi
Honorary Consultants (Addenbrooke's)	Dr Andrew Grace
Prof Martin Bennett	Dr Patrick Heck
Dr James Rudd	Dr Steve Hoole
Dr Sanjay Sinha	Dr Anna Kydd
Dr Emma Yu	Dr Clive Lewis
Dr Jason Tarkin	Dr Stephen Pettit
	Dr Len Shapiro

	Dr Mohan Virdee
	Dr Lynne Williams

Trainee Medical Staff	
Specialty Registrars	4 (Addenbrooke's), 9 (Papworth)
IMT3s	3
Clinical Lecturers	3
Core Trainees	6
Foundation House Officer 1's	1

Other Medical Staff	
Research Fellows	4
Clinical Fellow (Cardiology / GIM)	3
Inherited Cardiac Disease Fellow	1

4.3 Teaching and Training

The post holder would be encouraged to undertake a formal "Training the Trainers" course.

Particular responsibilities include:

- a) Professional supervision and management of junior medical staff;
- b) Responsibilities for carrying out teaching, examination and accreditation duties as required and for contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally;
- c) If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers;
- d) Senior staffs are encouraged to undertake a formal "Training the Trainers" course.

4.4 Study and Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity.

4.5 Research

Cardiovascular disease is a huge and increasing burden to healthcare systems around the world. It is expected to become the most common cause of death globally in the near future, and it is already the number one killer in the UK. It is clear that diagnosis, prevention and treatment of cardiovascular disease within our aging populations will be among the challenges in this century.

The Cambridge Biomedical Campus is almost unique in the UK as a single site for a diverse range of cardiovascular scientists co-located with a major teaching hospital and industry. Our goal is to successfully integrate high quality preclinical cardiovascular science with a world-leading clinical trials organisation, operating in a University/Hospital partnership. This is aided greatly by the re-location of Royal Papworth Hospital – one of UK's premier cardiothoracic hospitals to the Cambridge Biomedical Campus, and the subsequent foundation of a Heart and Lung Research Institute. Further information can be obtained at <http://www.cardiovascular.cam.ac.uk>.

4.6 Accommodation

Office accommodation with computer link to the hospital network will be available and there will be access to secretarial and allied services within the Department.

4.7 Arrangement for Leave

This is arranged by mutual agreement with your Line Manager and approval of the Clinical Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.

SECTION 5 General Information

Cambridge University Hospitals NHS Foundation Trust (CUH) in profile

We are one of the largest and best known acute hospital trusts in the country. The 'local' hospital for our community, delivering care through Addenbrooke's and the Rosie, CUH is also a leading regional and national centre for specialist treatment.

The hospital fulfils a number of important functions; its three main core activities are clinical care, research and teaching. It is the local hospital for people living in the Cambridge area, providing emergency, surgical, medical and maternity care but as well as delivering care, it is also:

- A leading national centre for specialist treatment for rare or complex conditions such as organ transplantation, cancer, neurosciences and paediatrics. (For further information about clinical services www.cuh.nhs.uk/services-0)
- A government-designed biomedical research centre and part of the National Institute for Health Research (NIHR)
- One of six academic health science centres in the UK
- A university teaching hospital with a worldwide reputation
- A partner in the development of the Cambridge Biomedical Campus.

Our vision is to improve people's quality of life through innovative and sustainable healthcare.

Our **CUH Together** Strategy has been developed with staff, patients and partners. Patients are central to everything we do and we want to ensure that CUH is an exciting and supportive place to work. Our vision is to improve people's quality of life through innovative and sustainable healthcare. We will deliver our vision in a way that is consistent with our values of **Together – Safe | Kind | Excellent**, and the associated behaviours that define how we care for our patients and work with our colleagues and partners.

Our strategy has four key priorities:

- Improving patient journeys
- Working with our communities
- Strengthening the organisation
- Contributing nationally and internationally

We share our 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 and The Medical Research Council's facility to house the Laboratory of Molecular Biology. The most recent addition is Royal Papworth Hospital which relocated to the Campus in April 2019. Building is currently underway on a new global R&D Centre and Corporate HQ for AstraZeneca.

In December 2018 it was announced that The Cambridge Childrens Hospitals will be added to the campus with construction due to start in 2024. The Childrens Hospital vision is to treat the whole child, not just the illness or condition.

The children's hospital project will be delivered through an innovative joint proposal between ourselves, Cambridgeshire and Peterborough NHS Foundation Trust (CPFT), providing mental health services and the University of Cambridge, providing world-leading academic research. We are acutely aware that this hospital needs to provide support to develop and strengthen paediatrics across the whole region and we will be working with our networks to build a shared vision for this. The partnership is pioneering the full integration of physical and inpatient mental healthcare in the same setting, alongside ground breaking genomic science and mind and body

mental health research to find new ways of preventing and detecting childhood diseases. The hospital will provide a permanent and sustainable home for CPFT's inpatient children and young people's mental health services currently provided on the Ida Darwin site in Cambridge.

It is an exciting time for the city and the region. For us at CUH, being based at the heart of the Cambridge Biomedical Campus means we are perfectly situated to make the most of the opportunities that are arising.

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.

Cambridge University Hospitals - Board of Directors

Chair and Chief Executive:

Dr Mike More – Chair
Roland Sinker – Chief Executive

Non-Executive Directors:

Daniel Abrams
Adrian Chamberlain
Dr Annette Doherty
Professor Ian Jacobs
Ali Layne-Smith
Professor Patrick H Maxwell
Rohan Sivanandan
Professor Sharon Peacock

Executive Directors:

Nicola Ayton – Chief Operating Officer
Dr Sue Broster – Director of Innovation, Digital and Improvement
Mike Keech – Chief Finance Officer
Dr Ashley Shaw – Medical Director
Claire Stoneham – Director of Strategy and Major Projects
Lorraine Szeremeta – Chief Nurse
Ian Walker – Director of Corporate Affairs
David Wherrett – Director of Workforce

Cambridge University Hospitals NHS Foundation Trust in detail

Last year 58,086 men, women and children were treated as inpatients, 130,729 people attended accident and emergency, and there were 868,889 visits to outpatient clinics (2021/2022 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 11,000 staff of which approx. 2,000 are medical and dental staff
- 5,573 births per year
- Around 1,000 beds
- 195,455 admissions including inpatients, day cases and births (2021/2022 figures)

During 2021/22 we saw a substantial increase in overall activity compared to 2020/21. This was primarily due to the lower activity in 2020/21 which saw the largest fall across outpatients (-178,000) during the first and second waves of COVID. Compared to pre-COVID levels (2019/20) there was an increase for A&E attendances, outpatients, births and day cases. Over the same period, in-patient care reduced by up to 14%.

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
- 2014 Our new electronic patient record system (EPIC) was implemented at CUH making us the first hospital in the UK to go paperless
- 2019 The Royal Papworth Hospital was opened by Queen Elizabeth II

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

Cambridge medical research enjoys a world-wide reputation. More organisations and more individuals continue to be attracted to the city; working alongside each other they have created one of the richest pools of clinical and scientific knowledge and expertise not only in the country but in the world. At CUH this is reflected in clinical teams working in the hospital alongside world-class scientists from a wealth of internationally renowned organisations such as the Medical Research Council (MRC) which shares the hospital campus. Doctors and scientists collaborate across disciplines and specialties and it is this co-existence of experience and expertise that fosters translational research – turning basic science into new drugs and new therapies giving patients innovative and excellent care.

We work with many partners in other NHS organisations, universities, research councils, research charities and industry to provide infrastructure and networks to build research capacity and support clinical research.

With the University of Cambridge, CUH is a partner in the National Institute for Health Research (NIHR) Cambridge Biomedical Research Centre (CBRC). This partnership uses our combined strengths in biomedical science – the science that forms the basis of medicine including scientific laboratory-based knowledge and understanding – and translates them into clinical research. Established in 2007 the centre was recently awarded funding of £114.5m for 2012 to 2017. It was judged by the international selection panel as to have an outstanding breadth of world-leading investigators and represented the UK's primary academic resource in biomedical research.

Outstanding facilities for research exist in Addenbrooke's Clinical Research Facility (ACRC) which includes the Wellcome Trust Clinical Research Facility and the Clinical Investigation Ward. For example the CIW includes a research endoscopy suite and area dedicated to intravenous treatment including cancer chemotherapies.

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 a city in the East of England, home to the University of Cambridge and one of the fastest growing technology hubs in the UK. 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 shopping facilities; an advice centre; Bank; cafés; clothes boutique; financial advisory services; hairdressing salon; Marks and Spencer Simply Food; newsagent; The Body Shop; gift shop and on site solicitors. 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

Values	Behaviours	Love to see	Expect to see	Don't want to see
Safe I never walk past, I always speak up	Safety	Shares lessons learned to help others to improve safety.	Always follows agreed safety and wellbeing procedures. Learns from mistakes and asks for help if they need it.	Shows a lack of focus on safety and wellbeing in their day-to-day work.
	Raising concerns	Encourages others to raise concerns about safety or attitude.	Speaks up every time standards on safety, care or dignity are not met. Welcomes feedback.	Keeps concerns to themselves, and rejects feedback about their own behaviour.
	Communication	Seeks ways to enhance understanding of information being communicated to meet people's needs.	Keeps people informed and gives clear explanations in ways people can understand.	Doesn't give people the information they need. Uses jargon inappropriately.
	Teamwork	Encourage others to contribute and demonstrates better ways of working within and across teams.	Works as part of a team. Co-operates and communicates with colleagues. Values other people's views.	Excludes others and works in isolation.
	Reassuringly professional	Is constantly aware that what they say and do affects how safe other people feel.	Is calm, patient and puts people at ease. Takes pride in their own appearance and our environment.	Passes on their negativity/stress. Is critical of other teams or colleagues in front of others. Displays unprofessional appearance.
Kind I always take care of the people around me	Welcoming	Goes out of their way to make people feel welcome.	Is polite, friendly, makes eye contact, smiles where appropriate and introduces themselves. 'Hello my name is...'	Ignores or avoids people. Is rude or abrupt, appears unapproachable/moody.
	Respectful	Applies a broader understanding of the diverse needs of patients/colleagues. Supports others to be themselves.	Treats everyone as an equal and valued individual. Acts to protect people's dignity.	Ignores people's feelings or pain. Makes people feel bullied, belittled or judged.
	Helpful	Thinks about the needs of others. Goes the 'extra mile' for other people.	Is attentive and compassionate, helps people who need help, or finds someone who can. Never walks by.	Makes people feel like a burden: 'It's not my patient / job / problem'.
	Listen	Makes time to listen to people even when busy.	Listens to people in an attentive and responsive manner.	Disinterested, dismissive or talks over people.
	Appreciate	Goes out of their way to make people feel valued for their efforts and achievements.	Encourages people's efforts. Notices when people live up to our values, says thank you.	Doesn't notice or appreciate people's efforts.
Excellent I'm always looking for a better way	Aiming high	Their positive attitude inspires others to achieve the highest levels of quality.	Always aims to achieve the best results.	Accepts mediocrity or moans without looking for solutions.
	Improving	Helps others to find creative solutions to problems and shares good practice.	Suggests ideas for better ways of doing things and looks for opportunities to learn.	Resists change: 'we've always done it this way'.
	Responsible	Shows enthusiasm and energy to achieve excellent results.	Takes responsibility and has a positive attitude.	Avoids responsibility. Blames or criticises others.
	Timely	Always respects the value of other people's time.	Is on time, efficient, organised and tidy. Apologises and explains if people are kept waiting.	Misses deadlines or keeps people waiting, without explanation/apology.
	Makes connections	Helps others to understand how services connect.	Thinks beyond their own job and team to make things easier for people.	Focuses on their own department needs to the detriment of the people they serve.

Together-**Safe** | **Kind** | **Excellent**

SECTION 6 General Conditions of Appointment

6.1 General Conditions of Appointment

The appointee will be employed on terms based on the nationally agreed Terms and Conditions of Service for Specialist Grade Doctors (England) 2021.

- i. The successful candidate will be required to live within 15 miles of Addenbrooke's Hospital, or 30 minutes travelling time when on call.
- ii. The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery. This includes all forms of leave.
- iii. The Trust requires the successful candidate to have and maintain full registration with the General Medical Council / registration with the General Dental Council as applicable.
- iv. All appointments are subject to satisfactory Occupational Health Clearance being obtained.
- v. 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.
- vi. 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 Protection of Children Act (POCA) check.