Appointment of Consultant in Acute Medicine

6 PAs available from August 2023

Advert Reference No. 180-CON-4482

Medical Staffing Department
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Cambridge University Hospitals NHS Foundation Trust
Cambridge Biomedical Campus
Hills Road, Cambridge
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CONTENTS

SECTION 1  Job Description – General Details

SECTION 2  Person Specification

SECTION 3  Responsibilities and Expectations of the Role

SECTION 4  Job Plan and Timetable

SECTION 5  The Department of Acute Medicine & General Medicine

SECTION 6  General Information

SECTION 7  General Conditions of Appointment

SECTION 8  Application Information
SECTION 1  **Job Description – General Details**

<table>
<thead>
<tr>
<th>Title:</th>
<th>Consultant Acute Medicine</th>
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<tbody>
<tr>
<td>Location:</td>
<td>Based at Addenbrooke’s Hospital, Cambridge</td>
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<tr>
<td>New or Replacement Post:</td>
<td>New</td>
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<td>Prime responsibility:</td>
<td>To support the team of Consultant Acute Physicians working in the departments of Acute and General Medicine at Addenbrooke’s Hospital</td>
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<td>Accountable to:</td>
<td>Medical Director, Dr Ashley Shaw</td>
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<td>Reports to:</td>
<td>Divisional Director for Division C, Dr Stephen Wallis and Clinical Director for Acute Medicine, Dr Sian Coggle</td>
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<td>Works with:</td>
<td>Consultants in Acute and General Medicine, Operations Manager and other members of the Departments of Acute and General Medicine Other Consultant colleagues and the senior management of the hospital</td>
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| Key tasks:           | • Maintenance of the highest clinical standards in the management of emergency medical patients and any other patients referred to Acute Medicine  
                       • To share with colleagues responsibility for the day-to-day management of patients under the care of Acute Medicine  
                       • Teaching and training of junior staff and medical students  
                       • 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

<table>
<thead>
<tr>
<th>Entry Criteria</th>
<th>Essential</th>
<th>Desirable</th>
<th>Assess by</th>
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<tbody>
<tr>
<td>Qualifications</td>
<td>• Entry on GMC Specialist Register; Eligible for entry on Register or within six months of receipt of Certificate of Completion of training (CCT) at time of interview&lt;br&gt;• Success in Intercollegiate Specialty Examination or equivalent</td>
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<tr>
<td>Standards</td>
<td>• Thorough knowledge and understanding of GMC standards in <em>Good Medical Practice</em> including:&lt;br&gt;• Good clinical care&lt;br&gt;• Maintaining good medical practice&lt;br&gt;• Good relationships and communication with patients&lt;br&gt;• Good working relationships with colleagues&lt;br&gt;• Good teaching and training&lt;br&gt;• Professional behaviour and probity&lt;br&gt;• Delivery of good acute clinical care</td>
<td></td>
<td>A, I, R</td>
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<tr>
<td>Professionalism</td>
<td><strong>Professional integrity and respect for others:</strong>&lt;br&gt;• Capacity to take responsibility for own actions and adopts a supportive approach towards others; capacity to adopt a corporate approach even if this is against personal views or preference&lt;br&gt;• Displays honesty, integrity, awareness of confidentiality and ethical issues</td>
<td></td>
<td>A, I, R</td>
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<tr>
<td>Clinical skills</td>
<td>• Clinical training and experience equivalent to that required for gaining UK CCT in Acute Medicine or General Internal Medicine&lt;br&gt;• Ability to offer expert clinical opinion on a range of medical problems&lt;br&gt;• Ability to take full and independent responsibility for clinical care of patients</td>
<td></td>
<td>A, C, I, R</td>
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<tr>
<td>Specialty specific skills related to the post</td>
<td>• Ability to advise on efficient and smooth running of the medical take&lt;br&gt;• Ability to organise and manage the emergency medical take, the in-patient care of the acute medical patients, medical SDEC and other outpatient work&lt;br&gt;• Ability to provide ongoing consultant led care on the general medical wards&lt;br&gt;• Experience of audit management&lt;br&gt;• Ability and willingness to work within the Trust and NHS performance framework and targets</td>
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<td>A, C, I, R</td>
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<td>Entry Criteria</td>
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<tr>
<td>Commitment to clinical governance / improving quality of patient care</td>
<td><strong>Clinical governance:</strong> Demonstrates awareness of good decision making. Awareness of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors</td>
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<td>A, I</td>
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<td></td>
<td><strong>Audit:</strong> Experience of audit</td>
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<td></td>
<td><strong>Teaching:</strong> Experience of supervising undergraduates, junior doctors and other staff; ability to teach clinical skills</td>
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<td></td>
<td><strong>Research:</strong> Ability to apply research outcomes to clinical problems; Ability to critically appraise published evidence</td>
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<td>Communication skills</td>
<td><strong>Effective communication skills:</strong> Ability to communicate effectively (written and oral) with colleagues, patients, relatives, GPs, nurses and other agencies</td>
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<td></td>
<td><strong>Empathy and sensitivity:</strong> Ability to listen and take in others’ perspectives; caring approach to patients</td>
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<td>Personal skills</td>
<td><strong>Supports CUH values:</strong> Evidence of work behaviour that demonstrate CUH values of kind, safe and excellent</td>
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<td><strong>Team working:</strong> Ability to develop effective working relationships on an individual and multi-disciplinary basis with all levels of staff; an awareness of own limitations and when to ask for help; receptive to appropriate challenge</td>
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<td><strong>Corporate responsibility:</strong> Ability and willingness to work within the Trust and NHS performance framework and targets.; a corporate player who can work effectively with those who may express strong opposing views</td>
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<td><strong>Leadership:</strong> Ability to take responsibility and demonstrate leadership when appropriate. An understanding of and ability to demonstrate your ability to:</td>
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<td></td>
<td>• Empower others</td>
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<td>• Lead through change</td>
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<td>• Influence strategically</td>
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<td>• Demonstrate innovation and problem solving abilities</td>
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<td><strong>Organisation &amp; planning:</strong> Ability to cope with and effectively organise the workload of a Consultant</td>
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<td><strong>Coping with pressure:</strong> Ability to work effectively under pressure and cope with setbacks; ability to maintain composure and set high standards of</td>
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<td>Entry Criteria</td>
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<tr>
<td><strong>Essential</strong></td>
<td>behaviour when under pressure</td>
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<td>Problem solving:</td>
<td>Evidence of an enquiring and critical approach to solving work problems</td>
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<td>Service improvement:</td>
<td>Ability and drive to use information and experience to improve the clinical service; ability to adapt and respond to changing circumstances to improve patient care</td>
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<td>Equality and diversity:</td>
<td>Promotes equality and values diversity</td>
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<td><strong>Desirable</strong></td>
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<td>Good knowledge of the structures and culture of the NHS. Roles, responsibilities and relationships across the MDT and the multi-professional team</td>
<td></td>
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<tr>
<td>Learning and personal development:</td>
<td>Demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job (see notes).</td>
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<td>Demonstrates engagement in appraisal. Self-awareness and ability to accept and learn from feedback.</td>
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</table>

**Key:**

A=application form/CV; I=interview; C=other documented evidence e.g. certificate/exam; R=references

All candidates must have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues.

If the Primary Medical Qualification including clinical contact was not carried out using English, applicants must either:

- Have an academic IELTS score of at least 7.0 in each domain and an overall score of 7.5 within the same test to meet the GMC’s requirements

or

- Complete the medical Occupational English Test (OET) and achieve grade B in each of the four domains tested to meet the GMC’s requirements

If applicants believe that they have adequate communication skills but are unable to demonstrate this by one of the examples listed in the bullet points above, alternative evidence must be provided.
SECTION 3 Responsibilities and Expectations of the Role

3.1 Clinical
(a) Provision with Consultant colleagues of a service to Cambridge University Hospitals (CUH), with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department;
(b) Out-of-hours responsibilities, including participation in Consultant on-call rota where applicable;
(c) Cover for colleagues' annual leave and other authorised absences;
(d) Participating in medical audit, the Trust's Clinical Governance processes and in CPD;
(e) Where it is agreed between the parties, work on behalf of CUH such as domiciliary consultations, or services provided by the Trust for other agencies, e.g. the prison service. (This excludes work done under direct arrangements between an individual Consultant and a third party, e.g. Category 2).

3.2 Education and Training
(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) All Consultant staffs are encouraged to undertake a formal “Training the Trainers” course.

3.3 Research
(a) Involvement in research, please refer to Section 5.5 for further information about research within the Department.

3.4 Leadership/Management
(a) To act in a professional manner and as a role model to other staff members;
(b) To perform your duties to the highest standard with particular regard to efficient and effective use of resources, maintaining quality and commitment to drive improvements;
(c) All Consultants attend the Consultant Development Programme within a year of joining the Trust – to help hone the leadership and management skills they need to succeed at CUH.

3.5 Professional
(a) To accept personal accountability for own clinical practice and to work at all times within the GMC’s Good Medical Practice and Leadership and Management for all doctors;
(b) To promote and adhere, at all times, to CUH policies and procedures;
(c) To work within the Trust’s policies and procedures, accepting that the resources available to the Trust are finite and that all changes in clinical practice, workload or
developments requiring additional resources must have prior agreement with the Trust;

(d) To accept corporate responsibility to work effectively and positively within the Trust performance framework to meet Trust targets;

(e) 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;

(f) A willingness to undertake additional professional responsibilities at local, regional or national levels.

3.6 General Compliance

(a) To comply with all Trust Policies and Procedures, with particular regard to:
   - Risk Management
   - Health & Safety
   - Information Governance
   - Confidentiality
   - Data Quality
   - Freedom of Information
   - Equal Opportunities

(b) All staff have a responsibility to comply with the current infection prevention and control policies, procedures and standards and ensure they have received an annual update on infection prevention and control issues including hand hygiene. All staff should practice and encourage appropriate hand hygiene and act professionally to ensure the hospital environment is clean, safe and tidy;

(c) To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements;

(d) To follow all the Trust Security policies and procedures and be vigilant to ensure the safety and secure environment for care;

(e) All staff that have access to or transfers any data are responsible for those data, it must be kept secure and they must comply with the requirements of the Data Protection Act 1998 and the common law on confidentiality. All data must be kept in line with the Trust’s policies and procedures. Data includes all types of data i.e. patient, employee, financial, electronic, hard copies of printed data or handwritten data etc;

(f) 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;

(g) The Trust is committed to carefully screening all staff who work with children and vulnerable adults. This appointment is therefore subject to a satisfactory Disclosure and Barring Service Disclosure of the appropriate Level if required;

(h) All staff will receive training on Child Protection - Safeguarding Children Policies and Procedures as part of Induction and annual updates, this will equip the post holder with the knowledge of what you will need to do if you have concerns about the welfare of a child/young person under aged 18;

(i) Participate in an annual Job Planning and Appraisal for Consultant and medical staff;

(j) To uphold the Trust Values and Behaviour standards;

(k) Perform any other duties that may be required from time to time.
Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.
SECTION 4  Job Plan and Timetable

4.1  Job Plan

A formal job plan will be agreed between the appointee and their Divisional Director or agreed delegate, on behalf of the Medical Director, three months after the commencement date of the appointee and will be effective from the commencement date of the appointment.

The job plan for the first three months will be based on the provisional timetable shown below.

The job plan will then be reviewed annually. The job plan will be a prospective agreement that sets out a consultant’s duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfil the job plan and the objectives.

4.2  Provisional Timetable

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Divisional Director or agreed delegate with regard to the scheduling of all other activities, including the Supporting Professional Activities.

**Acute Medicine Ward Cover (EAU5 and EAU4)**

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<td>PM</td>
<td>Admissions</td>
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<td>Ward Round/ Patient Review</td>
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**Acute Medicine Assessment Unit Cover (Acute Physician in Charge or APIC) – usually only a couple of shifts a week fitted around other activities**

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<td>PM</td>
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**Acute Medicine SDEC Care Cover – usually only a couple of shifts a week fitted around other activities**

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<td>AM</td>
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**Medical GP advice line**

As we came out of the COVID 19 pandemic we saw an increase in the number of medical patients attending the ED. A large part of this is the chronic illness which was put on hold due to the pandemic.

In April 2021 we piloted a four-week trial followed by a 6 month extension of having a Consultant led GP liaison service. The project highlighted the reduction in ED medical attendances and increased clinic 5 (SDEC) reviews.

We are now offering this service from Monday to Friday, 9am to 5pm.

Consultants will be able to provide advice, admission avoidance guidance, alternative admission pathways and clinic 5 reviews. This is for medical patients and all other specialties have in place advice lines which should be the first point of contact.

If this is an area of interest after discussion with the service lead we can look at incorporating this into the regular job plan.

### 4.3 On Call Availability

This post contains on-call commitments for providing an out of hours emergency service on a shared basis with other Consultants within the department.
SECTION 5  The Department of Acute Medicine & General Medicine

5.1 Introduction

Division C includes the 3 clinical directorates of Acute Service, Transplant and Inflammation & Infection. The Acute Medicine clinical directorate includes the Acute Medicine service together with DME, ED, Clinical Pharmacology and Palliative Care.

Acute Medicine Service Delivery Unit

The provision of acute medical care has undergone significant change since the COVID pandemic with the opening of the N2 assessment unit in March 2020 and the EAU-4 assessment unit in July 2020. This has reduced crowding in the Emergency Department which previously functioned as an integrated unit where acute medical, surgical and emergency medical staff worked alongside each other in the provision of emergency care. In the coming months we hope to consolidate our learning to further improve patient flow and patient outcomes.

GP liaison

This is an expanding service which operates a dedicated phone line for GP calls. This allows direct advice and the ability to stream the patient to the most appropriate area for ongoing care.

SDEC & Follow-up Clinics

The Acute Medicine team run a medical SDEC Unit which takes referrals from the Emergency Department and directly from GPs via a GP-liaison service. The unit is supported by dedicated nursing staff and has direct access to a comprehensive range of investigative and diagnostic modalities. Ambulatory clinics are run jointly by a Consultant and a Registrar / Senior Clinical Fellow. We also provide a Friday morning Medicine Follow-up Clinic, which are currently being held virtually.

EAU4 – Medical Assessment Unit

The 26 trolleyed EAU-4 Medical Assessment Unit (10 SDEC beds and 14 short stay beds) accepts patients from the Emergency Department or directly from GP referrals who do not need isolation for infection control reasons. The Acute Medical take team is situated on the unit and accepts appropriate patients for medical assessment. The Unit is also supported during the week by a Consultant Geriatrician, as the expanding frailty at the front door team.

N2 – Medical Assessment Unit (for patients requiring a side room for infection or query infection)

The N2 Medical Assessment Unit accepts patients both from the Emergency Department and direct referrals from the Ambulance Service or GP liaison. The Unit has 22 side rooms and accepts patients who require isolation for infection control reasons. During COVID surges it operates as the hospital’s COVID assessment unit. The Unit is supported seven days a week by a Respiratory Medicine Consultant.

Medical Short-Stay Emergency Unit (EAU5)

EAU5 (Level 5, EAU Block) is the acute medicine ward. We currently employ a single team based approach comprising of 1 Consultant, 1 StR, and 2 junior trainees. The daily routine
includes a multi-disciplinary meeting (board round) at 08:45 on EAU5 which is attended by the Consultant.

**General Medicine Department**

A new General Medicine service has recently been established in order to separate general medical patients from specialty services. The new ward base for General Medicine is currently being established as part of the reconfiguration of the hospital post COVID-19, and with new capacity/wards coming on-stream in November 2022.

New appointees to this post may be expected to contribute to the provision of General Medicine.

**5.2 Staffing: NHS and Academic**

The current senior staff within Acute Medicine comprises Consultant Physicians with a range of specialist interests and clinical responsibilities.

- Dr S Coggle – Clinical Director Acute Services/Acute Medicine/Infectious Diseases
- Dr TJ Burton – Service Lead General Medicine/Clinical Pharmacology / Elderly Care
- Dr K Patel – Service Lead Acute Medicine/Acute Medicine/Intensive Care Medicine
- Dr PD Flynn – Acute Medicine / Metabolic Medicine
- Dr FA Mir – Clinical Pharmacology / Cardiovascular Medicine
- Dr J Preller – Acute Medicine/Intensive Care Medicine
- Dr A Fry – Acute Medicine / Renal Medicine
- Dr Z Fritz – Acute Medicine/Medical Ethics
- Dr J Graggaber – Acute Medicine / Endocrinology/Clinical Pharmacology
- Dr C Adcock – Acute Medicine / Pre-hospital Emergency Care
- Dr J Cheriyian – Clinical Pharmacology
- Dr T Krieg – Clinical Pharmacology
- Dr C Lebus – Acute Medicine/Stroke
- Dr E Banham-Hall – Acute Medicine/Pharmaceutical Industry
- Dr M Kostapanos – Acute Medicine/Pharmaceutical Industry
- Dr E Jolly – Acute Medicine/Renal Medicine
- Dr J Waters – Acute Medicine/Renal Medicine
- Dr M Cranston – Acute Medicine
- Dr O Mukhtar – Acute Medicine
- Dr HP Mok – Acute Medicine/Infectious Diseases
- Dr D Chandrasena – Acute Medicine/Stroke
- Dr Aki Inaba – Acute Medicine/Renal Medicine
- Dr Marie Fisk – Acute Medicine/Respiratory Medicine

The Consultant staff provide a direct point of contact for GP’s with the medical GP liaison line and associated advice and guidance. They have a strong front door presence on the EAU4 medical assessment unit, the N2 medical assessment unit, SDEC (recently moved to Clinic 5) and the cover of inpatients on the Medical Short Stay Emergency Unit (EAU5). EAU5 is a 26 bedded facility that admits patients with an acute medical problem, likely to require less than a 72 hour in patient stay. The unit has access to a range of investigations and dedicated therapists. The latter work as part of a proactive discharge planning team.

Medicine operates a policy of direct triage of medical patients to the appropriate specialty team. This is in part accomplished by appropriate ward placement of patients to dedicated specialty or general medical wards.

Middle grade support at Registrar level is provided by high quality staff training in acute medicine in the Eastern region and Specialty Registrars from other medical specialties who are seconded for periods of acute /GIM experience. Dedicated FY juniors and IMT trainees
(from both core medical training and acute care common stem) provide the junior medical staff of the acute medical ward and staff the acute medical take. In addition a team of Advanced Clinical Practitioners support Acute Medicine service areas.

5.3 Accommodation

IT and secretarial support will be made available for the post-holder.

5.4 Research

The existing Consultants within Acute Medicine have active clinical and laboratory based research programmes.

Academic and clinical facilities are available by negotiation with the Clinical School and the relevant University Department, in consultation with the Trust’s Director of Research and Development.
SECTION 6 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](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

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

Together - Safe | Kind | Excellent

Addenbrooke’s Hospital | Rosie Hospital
## Leadership behaviours

<table>
<thead>
<tr>
<th>Safe</th>
<th>For example</th>
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</thead>
<tbody>
<tr>
<td>Involve, don’t micromanage</td>
<td>• Being clear with your team members, by setting clear performance goals and quality indicators.</td>
</tr>
<tr>
<td></td>
<td>• Focusing on explaining the outcome and its relevance to CUH. Avoiding deciding how things have to be done.</td>
</tr>
<tr>
<td></td>
<td>• Involving and trusting individuals and demonstrating that their contributions and ideas are valued and important for delivering patient care.</td>
</tr>
<tr>
<td>Hold to account, don’t turn a blind eye</td>
<td>• Ensuring everyone knows what is expected of them and helping them to resolve and learn from their mistakes.</td>
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<tr>
<td></td>
<td>• Constructively challenging others (including your peers) when their behaviour does not meet the standards that CUH expects.</td>
</tr>
<tr>
<td></td>
<td>• Taking time to ensure that your team members have all the knowledge, skills &amp; support required to do their job so that they understand what they are accountable for.</td>
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<tr>
<td>Support others to speak up</td>
<td>• Creating an environment where individuals feel able to speak up knowing that you will take their concerns seriously and take appropriate action.</td>
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<tr>
<td></td>
<td>• Providing a caring and safe environment to enable everyone to do their jobs effectively.</td>
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<tr>
<td></td>
<td>• Having transparent processes and systems to reach agreement about priorities, allocation of resources or approaches to service delivery.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Kind</th>
<th>For example</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seek to understand, don’t jump to conclusions</td>
<td>• Using questioning techniques to make sure you have all the relevant information and facts before making decisions.</td>
</tr>
<tr>
<td></td>
<td>• Being fair and consistent in your management style.</td>
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<tr>
<td></td>
<td>• Understanding people come from varied backgrounds; challenging bias, prejudice &amp; intolerance.</td>
</tr>
<tr>
<td>Encourage, don’t criticise</td>
<td>• Seeking opportunities for your team members to broaden their skills, experience and knowledge – seeking opportunities where possible for them to be involved in internal and external initiatives.</td>
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<tr>
<td></td>
<td>• Looking for opportunities to thank and praise good performance. Making sure your team members know that you value the contribution that they make.</td>
</tr>
<tr>
<td></td>
<td>• Giving people permission to put their ideas into practice.</td>
</tr>
<tr>
<td>Appreciate, don’t blame</td>
<td>• Making time to listen to people even when busy.</td>
</tr>
<tr>
<td></td>
<td>• Listening to people in an attentive and responsive manner.</td>
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<td></td>
<td>• Ensuring that you do not appear disinterested or dismissive or talk over people.</td>
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</table>

<table>
<thead>
<tr>
<th>Excellent</th>
<th>For example</th>
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</thead>
<tbody>
<tr>
<td>Inspire, don’t disengage</td>
<td>• Communicating a compelling and credible vision of the future in a way that makes it feel achievable and exciting.</td>
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<tr>
<td></td>
<td>• Seeking to be the best, learn from others and share ideas through participation, networking and collaboration.</td>
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<tr>
<td></td>
<td>• Identifying how to have a positive impact on other people. Creating a positive environment where people want to stay and develop their careers and do the best that they can for patients.</td>
</tr>
<tr>
<td>Be visible</td>
<td>• Building your ‘presence’, not just by being present but by actively listening and then following through on actions.</td>
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<tr>
<td></td>
<td>• Managing your time to ensure you are regularly available to your teams and individuals.</td>
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<tr>
<td></td>
<td>• Ensuring you are accessible to your team, avoiding giving them signs you are too busy to listen.</td>
</tr>
<tr>
<td>Develop others, don’t hold people back</td>
<td>• Ensuring CUH has the best, most capable people.</td>
</tr>
<tr>
<td></td>
<td>• Acting as a role model and being a steward for your staff’s careers.</td>
</tr>
<tr>
<td></td>
<td>• Helping individuals understand how they can improve and develop using a range of experiences.</td>
</tr>
</tbody>
</table>

Look at the new Leaders and Managers link on the Home page of Connect for a range of resources to support you.

Addenbrooke’s Hospital | Rosie Hospital
7.1 General Conditions of Appointment

This appointee will be employed on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

(a) The successful candidate will be required to live within 15 miles of Addenbrooke’s Hospital, or 30 minutes travelling time when on call;

(b) 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 Divisional 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;

(c) The Trust requires the successful candidate to have and maintain full registration and a Licence to Practise with the General Medical Council; to be on the GMC Specialist Register at commencement and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council;

(d) All appointments are subject to satisfactory Occupational Health Clearance being obtained;

(e) 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;

(f) 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.
SECTION 8 Application Information

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Closing date for receipt of applications: 11 July 2023

Visits

Visiting the Department should be arranged through the secretary to Dr Sian Coggle, through her PA, Lindsey Farrow 01223 348342 or lindsey.farrow@nhs.net
Or
Dr Kamal Patel, Specialty Lead for Acute medicine kamal.patel4@nhs.net

Please note:

Expenses of short-listed candidates will be reimbursed at rates equivalent to those listed in the Terms and Conditions of Service for Hospital Medical and Dental Staff.