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| **THE UNIVERSITY OF NOTTINGHAM**  **RECRUITMENT ROLE PROFILE** |

**Job Title:** Clinical Associate Professor in Hand Surgery with accreditation in either Trauma and Orthopaedic or Plastic Surgery.

**School/Department:** School of Medicine, Division of Rheumatology, Orthopaedics and Dermatologyand the Nottingham Clinical Trials Unit

**Salary:** £74,249 - £101,451 per annum, depending on seniority

**Job family and Level:** Clinical Academic, Clinical Associate Professor

**Contract Status:** This post is available immediately and will be offered on a fixed term contract for a period of 5 years

**Hours of work:** Full-time

**Location:** The University of Nottingham and Nottingham University Hospitals NHS Trust, Nottingham

**Responsible to:** Head of Academic Orthopaedics, Trauma and Sports Medicine (Professor Brigitte Scammell)

**Job outline:**

The University of Nottingham seeks applications for a full-time Clinical Associate Professor in Hand Surgery to lead a clinical research programme relevant to hand conditions commonly seen by hand surgeons. The successful applicant will already have a successful track record of clinical research and will primarily be expected to develop a programme of pragmatic multicentre trials in hand surgery. They will work with the multidisciplinary team within the Nottingham Clinical Trials Unit, the Division of Rheumatology, Orthopaedics and Dermatology, the Healing Foundation and the British Society for Surgery of the Hand, to set up a Centre of Evidence Based Hand Surgery Research in Nottingham, based on the principles of the highly successful Centre of Evidence Based Dermatology. The academic portion of the post will be jointly based in the Nottingham Clinical Trials Unit and the Division of Rheumatology, Orthopaedics and Dermatology and both will provide mentorship and career guidance. A full description of the Hand Surgery research program may be seen at [www.nottingham.ac.uk/medicine/about/rod](http://www.nottingham.ac.uk/medicine/about/rod).

The successful applicant will be expected to become actively involved with the British Society for Surgery of the Hand and the success of the research program will be appraised annually by an external advisory group led by the Healing Foundation to which representatives of this Society will be invited to attend.

The post combines academic responsibilities with clinical duties at Nottingham University Hospitals NHS Trust and the successful applicant will be offered a contract as Honorary Consultant Trauma and Orthopaedic surgeon at Nottingham University Hospitals NHS Trust.

**Timetable:**

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| --- | --- | --- | --- | --- | --- |
|  | Mon | Tues[[1]](#footnote-1) | Wed | Thurs | Fri |
| AM | Univ T&O Dept | Univ session  **or**  Holiday Cover for QMC T19 list | Fracture Clinic  Shared with JAO alternate weeks | NCTU | Theatre 18 list  **QMC** |
| PM | Univ T&O Dept | Univ session  **or**  Holiday Cover for QMC T19 list | Elective clinic QMC | NCTU | Pre-op assessment (13:10-14:30) QMC  SPA time |
| Evening |  |  | On-call with Plastic Surgery team – every other week.  Also on call 1 in 6 weekends[[2]](#footnote-2) |  |  |

It is the intention that all clinical duties will be based at the Queens Medical Centre, where the Nottingham Clinical Trials Unit and Academic Orthopaedics, Trauma and Sports Medicine are also located.

The Job Plan incorporates

1. University time - 5PAs
2. NHS time - Total DCC (5.25) + SPA (0.75) = Total session of 6/week for NUH.

The complete time table inclusive of academic sessions attracts a PA value of 11 (10 PAs and 1 APA).

Additional PAs may be available subject to negotiation and mutual agreement.

Note: The precise timings of these activities may change within the year but it is expected that the total time dedicated to each activity annually will be as described. Provision of reciprocal cover is expected for periods of leave. Any applicant who is unable, for personal reasons, to work full-time, will be eligible to be considered for the post on a part-time basis; if such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with the University, the Trust and with consultant colleagues. However, all appointees would be expected to have continuing responsibility for the care of patients in his/her charge to allow the proper functioning of the department

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|  | **Main Responsibilities** | **% time per year** |
| 1. | Academic time: Clinical hand surgery research to include teaching | 45% |
| 2. | Clinical time: to include on-call, CPD and teaching | 55% |
|  | You are expected to make a contribution to teaching that is in balance with wider contributions to research and other activities. |  |

**Other Duties as Agreed:**

The appointee may wish to take on other roles alongside their clinical role. Any positions offered by anyone outside the Trust, (eg Training Programme Director, Regional College Advisor, Royal College Representative etc,) must be discussed and agreed by the Head of School in advance of the position being accepted, so that its impact can be fully considered and any job plan amendments undertaken should the additional role be accepted.

All employees who have responsibility for other staff need to ensure that individual performance is reviewed and a personal development plan is jointly agreed, at least annually. Managers and Supervisors will work jointly with their staff to ensure all developmental actions that are agreed during the review take place and are evaluated during the following year.

**Residence:**

The Clinical Associate Professor is not expected to be resident on-call. You will be required to be available within a reasonable limit when on-call but not in the hospital. You are required to ensure you are on time for all clinical commitments and that you are satisfied with the out of hours care provision for your patients.

**Knowledge, Skills, Qualifications and Experience:**

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| **Attainments** | **Essential For The Post** | **Desirable For The Post** |
| GMC Registration | Full registration with GMC with a licence to practise |  |
| Specialist Register: | Registration on Specialist Register as Orthopaedic or Plastic Surgeon *or*  Within 3 months of CST in Trauma and Orthopaedics or Plastic Surgery at interview date. |  |
| Professional qualifications: | MBBS or equivalent  MRCS or equivalent  FRCS (T&O), FRCS (Plast) or equivalent | Master’s degree in research methods, clinical trials, epidemiology or related discipline |
| Higher degree: | PhD/ MD by research/ DM or equivalent | High level of academic achievement in the form of awards/ prizes  PhD/MD in a topic relevant to randomised trials |
| Clinical Skills | Extensive experience and advanced surgical skills in Hand Surgery.  Fellowship training in Hand Surgery. | Having had experience of consultant role.  Advanced skills in an area of special interest within hand surgery. |
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| **Attainments** | **Essential For The Post** | **Desirable For The Post** |
| Management, Audit & Clinical Governance | Evidence of management skills  Evidence of necessary skills to manage a consultant case load  Evidence of participation in clinical audit  Evidence of understanding of clinical governance issues  Evidence of ability to assess and apply evidence based research into everyday clinical practice  Commitment to continuing professional development and revalidation | Formal management training  Previous experience in NHS management role  Appraisal and assessment training and skills  Formal audit training  Evidence of authorship of evidence based guidelines  Evidence of commitment to development of, and adherence to, departmental guidelines and protocols |
| Personal Skills/Qualities | Adherence to GMC ‘Good Medical Practice’  Ability to demonstrate a good manner with patients/parents, being sensitive to their needs and fears  Ability to take overall responsibility for patients  Leadership qualities and skills  Ability to work effectively within a multidisciplinary team  Ability to develop good working relationships and willingness to share responsibilities as part of a team  Good organisational skills  Good oral and written communication skills in English  Ability to supervise and train junior staff effectively | Previous experience of Educational Supervisor role within RCS structure |
| Teaching | Evidence of excellent presentational skills  Experience of formal role in undergraduate and postgraduate teaching  Willingness to undertake formal training in teaching and learning skills, if required | Postgraduate teaching qualification  Evidence of training in teaching and learning skills |
| **Attainments** | **Essential For The Post** | **Desirable For The Post** |
| Research | Evidence of authorship – original publications in high impact factor journals of the speciality and/or significant contribution to the authorship of high quality randomised trials  Evidence of ability to attract research funding for randomised trials  Evidence of high quality presentations at national and international conferences, and learned societies  Evidence of attendance at hand surgery scientific meetings  Evidence of leadership of clinical research  Evidence of supervision of successful research projects at undergraduate and/or postgraduate level  Experience of Research Leadership | Member of Hand Surgery learned societies / national bodies  Experience of working with MCRN and/or CLRN and/or NIHR  Formal training in Research Leadership  Experience of working with a clinical trials unit on the design and conduct of a multicentre randomised trial |
| Other | Ability and willingness to travel between City Hospital and Queen’s Medical Centre campuses  Computing / IT skills  Willingness to adopt the Ethos and Principles of the School of Medicine to improve the student experience |  |
| Statutory/Legal | Satisfactory enhanced disclosure from the Disclosure and Barring Service |  |

**This post cannot be taken up until satisfactory enhanced disclosure from the Disclosure and Barring Service has been received.** If once employed, an employee receives a conviction, they are required to inform the University and the Trust.

**Decision Making**

i) taken independently by the role holder

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| As an honorary consultant, clinical decisions will be taken independently. This academic post is part of a multidisciplinary team and therefore some research decisions will be taken independently, but usually in collaboration with others. |

ii) taken in collaboration with others

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| Complex cases will be discussed with the other consultants in the team, as per normal clinical practice. Research decisions, particularly those involving strategic direction, will usually be taken in collaboration with the wider team. |

iii) referred to the appropriate line manager (please name) by the role holder

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| Major changes in strategy will be discussed with Professor Tim Davis, who will be the initial Director of the new Centre for Evidence Based Hand Surgery Research, with Professor Brigitte Scammell as the post holder’s line manager, and with the Nottingham CTU. |

**DESCRIPTIONS OF “UNITS”**

**Nottingham Clinical Trials Unit**

The Nottingham Clinical Trials Unit (NCTU) is a UK Clinical Research Collaboration registered clinical trials unit. It is supported by both the University of Nottingham and Nottingham University Hospitals NHS Trust, and is based in the School of Medicine at the University of Nottingham. The unit is located in Nottingham Health Science Partners at the Queens’ Medical Centre. The unit has extensive expertise in the design and conduct of high quality randomised trials, collaborating with clinicians and researchers to design and conduct a broad range of trials, including trials of investigational medicinal products (CTIMPs), trials of medical devices, and trials of complex interventions (including surgery). The current programme of work includes over 20 trials across a range of clinical topics, including: hand surgery, eyes, injuries and accidents, musculoskeletal, neurological, pregnancy and childbirth, and skin and wound healing.

**Senior Academics in the Nottingham Clinical Trials Unit**

Professor Lelia Duley NCTU Director, Professor of Clinical Trials Research

Professor Alan Montgomery NCTU Deputy Director, Professor of Medical Statistics and Clinical Trials

The unit is also host to an NIHR Clinician Scientist Fellowship, an NIHR Clinical Trials Unit Fellowship, and an NIHR Research Methods Fellowship in Medical Statistics.

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**Division of Rheumatology, Orthopaedics and Dermatology**

# Division of Rheumatology, Orthopaedics and Dermatology (ROD) is part of the School of Medicine, Faculty of Medicine and Health Sciences. Academic Orthopaedics, Trauma and Sports Medicine is led by Professor Scammell. <http://www.nottingham.ac.uk/medicine/about/rod/index.aspx>

# Academic Orthopaedics encompasses disciplines in acute and specialty trauma and orthopaedics and has an international reputation for research and innovation as well as a breadth of experience in academic and clinical training. Academic Orthopaedics is located adjacent to the trauma wards, theatres and Adult Intensive Care Unit, in the Queen’s Medical Centre. It comprises offices, state-of-the-art biology laboratories, teaching, meeting and computer rooms. Office accommodation for the successful applicant will be provided by the University in the Division, as will a PC with email and internet access including e-library access to an extensive range of publications. Clinical secretarial support will be provided from existing resources within Nottingham University Hospitals NHS Trust’s trauma and orthopaedic services.

# Senior Academics in Orthopaedic and Accident Surgery

Professor Brigitte Scammell Clinical Professor of Orthopaedic Sciences, Head

Professor Angus Wallace Clinical Professor of Orthopaedic and Accident Surgery

Professor Roger Bayston Professor of Surgical Infection

Dr Kim Edwards Associate Professor of Sports and Exercise Medicine

In addition, senior academics in the Division supervise PhD students, NIHR academic clinical fellows, clinical research fellows, post-doctoral research fellows and research assistants.

**Honorary Positions in Academic Orthopaedics, Trauma and Sports Medicine**

Mr Robert Ashford Honorary Consultant Lecturer

Professor Mark Batt Honorary Professor in Sports Medicine

Mr Bronek Boszczyk Honorary Associate Professor in Spinal Surgery

Professor Tim Davis Honorary Professor in Hand Surgery

Mr Daren Forward Honorary Consultant Lecturer

Professor Chris Moran Honorary Professor in Trauma

Mr Ben Ollivere Honorary Associate Professor in Trauma

Mr Nas Qurashi Honorary Associate Professor in Spinal Surgery

Mr Khosrow Sehat Honorary Consultant Lecturer

1. **Research**

The Division has wide ranging research interests, all of which address clinical problems. Our main areas of research are in osteoarthritis (OA), pain, sports and exercise medicine, hand surgery, implant-related infection and shoulder implant design. We have active collaborations with clinical colleagues within the NHS specifically in trauma and orthopaedics, rheumatology, radiology, ENT, urology and diabetology; and researchers in Pharmacy, Neurosciences, Engineering, Chemistry and Clinical Psychology.

Current areas of research interest include:

* Arthritis pain and new therapeutic targets for pain
* Osteoporosis
* Antimicrobial biomaterials: bone graft substitutes, middle ear infections and urinary catheters
* Skin disinfectants
* Risk assessment and injury prevention in sport
* Implant design and shoulder surgery
* Sports injuries, exercise and osteoarthritis
* Dupuytren’s disease, fractures of the distal radius, scaphoid fractures

In 2009 Nottingham was awarded the status of the Arthritis Research UK Centre of Excellence for Pain in Arthritis. The Centre opened in June 2010 and a linked series of basic and applied research that focuses on osteoarthritis pain is now underway in collaboration with other departments within the University, nationally and internationally. The post-holder will be a member of the Pain Centre, thus benefiting from the networking opportunities this affords. Academic Orthopaedics co-locates with the Arthritis Research UK Centre of Excellence for Sports Injury, Exercise and Osteoarthritis, which is led from a Nottingham and Oxford axis, and opened in 2013.

The successful applicant would be expected to continue to play a lead role in building on the Division’s existing track record of NIHR and research council funding with high quality clinical research related to clinical Hand Surgery, resulting in successful grant applications and publications in high impact factor peer reviewed journals. He/she would also be expected to lead the Centre for Evidence Based Hand Surgery with Professor Davis as the first Director of the Centre, with a view to taking on this role in the near future.

1. **Teaching**

The successful applicant will be expected to have undertaken formal training in teaching methods and will play a full role in delivering undergraduate teaching in trauma and orthopaedics including the Musculoskeletal Disorders and Disability undergraduate module, speciality lectures, undergraduate tutorials and special study modules in their clinical area. The appointee will also support clinical and academic orthopaedic staff in designing, delivering and supervising the 3rd year 16 week medical student research project for the BMedSci Honours degree. In teaching, the post-holder’s main role will be to participate actively in supervising postgraduate students in research. There is also an opportunity to deliver teaching in the MSc in Sport and Exercise Medicine.

As a member of the senior academic staff of the Academic Division, the Clinical Associate Professor will be expected to participate in the training and mentoring of Academic Clinical Fellows, ‘in programme’ orthopaedic trainees during research training attachments and clinical academic trainees in Trauma and Orthopaedics.

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**The Musculoskeletal and Neurosciences (MSKN) Directorate at NUH**

**Clinical work: Hand Surgery**

The Elective and Trauma Hand Surgery Services are provided by the departments of Trauma and Orthopaedics and Plastic Surgery at the Nottingham University Hospitals. The successful applicant will join this service which covers most aspects of hand surgery. The consultants who contribute to the Hand Service are:

* Mr Ian Starley Plastic Surgery
* Mr John Oni Trauma and Orthopaedic Surgery
* Mr Nicholas Downing Trauma and Orthopaedic Surgery
* Professor Tim Davis Trauma and Orthopaedic Surgery

There is a separate on call-rota for hand surgery which is shared by the Trauma and Orthopaedic (Monday and Tuesday) and Plastic Surgery (Wednesday and Thursday) Departments.

The Musculoskeletal and Neurosciences Directorate has 33 consultant orthopaedic surgeons in Trauma and Orthopaedics covering every sub-speciality apart from primary musculoskeletal tumours which are referred for treatment regionally. In 2012, the Major Trauma Unit opened at NUHT and the first 9 month outcomes showed a 20% improvement in survival of our most seriously injured patients.

**Trauma & Orthopaedic Unit Consultants:**

* Mr Philip Radford Lower Limb
* Mr Paul Manning Shoulder & Elbow
* Mr James Hunter Trauma / Paediatrics
* Professor Christopher Moran Trauma / Reconstruction
* Mr Andrew Taylor Trauma / Foot & Ankle (Head of Service – Trauma)
* Mr Peter James Lower limb (Head Of Service – Elective)
* Mr Paul Szypryt Lower limb
* Mr Andrew Manktelow Hip surgery / Revision Hip
* Mr David Hahn Trauma / Knee surgery
* Mr Mark Hatton Trauma / Lower limb
* Mr Nitin Badhe Trauma / Lower limb
* Mr Nicholas Downing Hand Surgery
* Mr John Oni Hand Surgery
* Professor Tim Davis Hand surgery
* Mr Sunil Dhar Paediatrics / Foot & Ankle
* Mr Julian Chell Paediatrics / Foot & Ankle
* Mr Alan Broodryk Lower limb arthroplasty / Revision hip
* Professor Brigitte Scammell Lower limb / Head of University Dept.
* Professor Angus Wallace Shoulder & Elbow
* Professor Mark Batt Sports Medicine / Soft Tissue
* Mr Tony Westbrook Trauma / Lower Limb
* Mr Kosrow Sehat Trauma / Lower Limb
* Mr Daren Forward Trauma / Reconstruction
* Mr John Geoghegan Trauma / Upper Limb
* Miss Kathrine Price Paediatric orthopaedics
* Mr Lawniczak Paediatric orthopaedics
* Mr Dan Deakin Trauma

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**Further information**

Due to the requirements of the UK Border and Immigration Agency, applicants who are not UK or EEA nationals and whose immigration status entitles them to work without restriction in the UK will be considered on an equal basis with UK and EEA nationals.  Other non-UK or non-EEA nationals whose employment will require permission to work subject to a resident labour market test may only be considered if there are no suitable UK or EEA national candidates for the post.  Please visit <http://www.ukba.homeoffice.gov.uk/> for more information.

Informal enquiries may be addresses to Professor Brigitte Scammell, Clinical Professor in Orthopaedic Sciences, Email: [b.scammell@nottingham.ac.uk](mailto:b.scammell@nottingham.ac.uk).

An open day for prospective applicants will be held on 12th May 2015. Applicants will then have the opportunity to meet members of the academic staff of the School of Medicine, the Nottingham Clinical Trials Unit and the Division of Rheumatology, Orthopaedics and Dermatology**.**

Interviews will be on 1st June 2015.

**Appendix 1**

**The University of Nottingham**

The University of Nottingham is a global-leading, research-intensive university with campuses in the UK, Malaysia and China. Our reputation for world-class research has yielded major scientific breakthroughs such as Nobel-winning MRI techniques, drug discovery, food technologies and engineering solutions for future economic, social and cultural progress.

Already ranked among the UK’s elite universities and global polls for research excellence, our reputation for world-class research has been further enhanced with the 2014 results of the Research Excellence Framework (REF).

In addition to scoring highly in quality rankings covering major disciplines in science, engineering, the social sciences, medicine, business and the arts, it is Nottingham’s research power rankings which demonstrate the impressive volume of excellent research which is carried out. We are now ranked 8th in the UK on a measure of ‘research power’ which takes into account both the quality of research and the number of research-active staff who made REF returns, confirming Nottingham’s place in the top tier of the world’s elite higher education institutions.

The main University campus is set beside a lake, in an extensive belt of woodland, parks and playing fields. The 330 acre University Park Campus is the focus of life for more than 32,000 students and houses the majority of the University’s academic schools and many of the central Services. The Jubilee campus is situated 2 miles away from the University Park, and provides extra capacity. The University Medical School is situated next to the University Park. Together with the University Hospital, it forms the Queen’s Medical Centre (QMC).

**University of Nottingham Medical School**

Nottingham has a strong reputation for both clinical medicine and teaching. As one of the most popular medical schools in the country, it is able to select excellent students and produce and attract good junior doctors.

**The School of Medicine** was formed following Faculty reconfiguration on August 1st 2013. The new School of Medicine comprises the Divisions of Cancer and Stem Cell Sciences, Child Health, Obstetrics and Gynaecology; Clinical Neuroscience; Epidemiology and Public Health; Primary Care; Psychiatry and Applied Psychology; Rehabilitation and Ageing; Medical Sciences and Graduate Entry Medicine; Respiratory Medicine; Rheumatology, Orthopaedics and Dermatology and the Nottingham Digestive Diseases Centre. The School also hosts the Medical Education Centre, the Centre for Interprofessional Education and Learning, the Clinical Research Facility, the Clinical Skills Centre, NIHR design Service East Midlands, Nottingham Clinical Trials Unit, PRIMIS and Medical Imaging Unit.

The new School of Medicine brings together in one School staff undertaking research for the benefit of the health of patients. It includes all primary care and hospital-based medical and surgical disciplines, principally in the Queen’s Medical Centre and City Hospital Nottingham Campuses, Royal Derby Hospitals NHS Foundation Trust and also at the University’s main campus and at the King’s Meadow and Jubilee Campuses. Most of our School’s Senior Researchers and Teachers are also clinicians who dedicate 50% of their time to patient care within the Nottingham University Hospitals NHS Trust & Royal Derby Hospitals NHS Trust. This close juxtaposition brings cutting-edge clinical care to our patients and clinical relevance to our research and teaching. We are closely integrated with our full time NHS clinical colleagues, many of whom are themselves leaders in research and teaching and who work closely with the University and this increases the mutual benefit from integration between the University and NHS.

Mission:

Our mission is to improve human health and quality of life locally, nationally and internationally through outstanding education, research and patient care.

Priorities:

1. **Teaching and learning**, particularly training tomorrow’s doctors and teaching specialised postgraduates
2. **Research and research training:** We will perform and support the highest quality “big” research which impacts on human health and disease
3. **Partnership with the NHS** and other healthcare providers
4. **Visibility and profile of the School of Medicine:** We will do what we do better, and we will tell others about it

Ethos and principles:

1. **Having people and patients at the heart of all we do**: our teaching and learning, our research and our patient care
2. **Contribution within the School of** **Medicine and to society** beyond our immediate roles; helpfulness and service
3. **Openness and fairness**, with particular emphasis on communication (both internal and external) and on equality and diversity among students and staff
4. **Personal and group responsibility** for all aspects of our work, within a culture of opportunity and reward

Our research spans 11 major themes, ranging from cancer to vascular medicine. We work closely with industry and the NHS. Our world-leading research ranges from basic and translational science through to clinical trials, epidemiology, and health services research. Our clear theme is improving human health, underpinning a vibrant postgraduate research training programme leading to PhD or DM. Many of our academics are clinicians, using their expertise to provide cutting edge specialised treatment to NHS patients; reflecting our ethos that patients are at the heart of all we do.

In the 2014 Research Excellence Framework the four Units of Assessment included in the School of Medicine were among the six most improved in the whole University since RAE 2008: 82% of our research in 2014 was graded as world-leading or internationally excellent. Our research spans 11 major themes and ranges from basic and translational science through to clinical trials, epidemiology, and health services research. We work closely with industry and the NHS. Our research is underpinned by a strong postgraduate research training programme leading to PhD or DM. Our major research themes are in Cancer and Stem Cells; Child Health, Obstetrics & Gynaecology; Clinical Neurosciences; Dermatology; Digestive Diseases; Epidemiology and Public Health; Mental Health; Musculoskeletal physiology and disease; Primary Care; Rehabilitation and Ageing; Respiratory Medicine; and Renal MedicineThe School of Medicine trains tomorrow’s doctors on a vibrant undergraduate medical course with a unique intercalated BMedSci, as well in a specialised graduate-entry programme built around clinical problem solving. We teach medicine and related disciplines at both undergraduate and postgraduate level. We have a dedicated clinical academic training programme and are committed to training PhD and doctoral research students and to supporting postdoctoral clinicians and scientists in their research.

The School of Medicine holds a Bronze Athena SWAN award in recognition of our commitment to advance the representation of women in science, technology, engineering, medicine and mathematics (STEMM). The award reflects our commitment to promoting equality and diversity. Please see <http://www.nottingham.ac.uk/medicine/about/athena-swan.aspx>.

Professor John Atherton is Dean of the School of Medicine.

For further information, please see our website <http://www.nottingham.ac.uk/medicine>

**Nottingham**

Central within the East Midlands, Nottingham is a vibrant and prosperous city with something to offer everyone. It is one of the UK’s leading retail centres and has a huge variety of restaurants, bars and nightclubs which attract people from all over the UK. Culturally, it has good theatres, an arena which attracts both national and international performers and a range of historical interests relating to subjects such as the lace industry, Lord Byron and DH Lawrence. Nottingham is also known for sport, being the home of Trent Bridge Cricket Ground, Nottingham Forest and Notts County Football Clubs, the National Water Sports Centre and the Nottingham Tennis Centre. There is a good network of roads with easy access to the M1 and the A1, a fast frequent rail service to London and other major cities. Nottingham East Midlands Airport is only eighteen miles away.

The city is set within a county of outstanding natural beauty which includes Sherwood Forest, Wollaton Park, lively market towns and wonderful historic buildings. Housing is relatively inexpensive and, in addition to the two Universities, there are excellent schools and colleges available.

**To find out more about Nottingham, use the following links:**

Nottingham County Council – Tourism <http://www.experiencenottinghamshire.com/>

University of Nottingham <http://www.nottingham.ac.uk>

Zoopla (Guide to local properties) <http://www.zoopla.co.uk/>

**My Nottingham** (information on schools, term dates, school transport etc.)

<http://www.nottinghamcity.gov.uk/index.aspx?articleid=8524>

**Appendix 2**

**Nottingham University Hospitals NHS Trust**

##### VISION

Nottingham University Hospitals seeks to become the best acute teaching Trust in the country by 2016. We will strive to give each patient the same care and attention that we would wish for members of our own family.  We believe that our patients, their families and the public we serve deserve nothing less.

We will continue to provide general hospital services of the highest calibre, and build on our established strengths in stroke and heart attack services, cancer, and trauma. We will develop a workforce and facilities that deliver reliable, safe, compassionate care, with excellent outcomes. Everything we do needs to be characterised by responsiveness and flexibility, and by an unwavering focus on our patients and their needs.

We will demonstrate progress in by delivering excellence in six key domains:

* Patient experience
* Clinical outcomes
* Teaching and training
* Research
* Staff satisfaction
* Value for Money

##### WHO WE ARE

Nottingham University Hospitals NHS Trust (NUH) is the country’s fourth largest acute teaching trust. It was established on 1 April 2006 following the merger of Nottingham City Hospital and the Queen's Medical Centre.

We provide acute and specialist services to 2.5 million people within Nottingham and surrounding communities from the Queen’s Medical Centre (QMC) and the City Hospital campuses. We have an annual budget in excess of £682m of public sector funding and employ over 13,000 staff.

The Trust is the principal provider of acute general, specialist and tertiary hospital care to the population of Nottingham, receiving 98 per cent of all elective and urgent referrals from primary care trusts in Nottinghamshire. We currently have 2,100 hospital beds.

Our activities include general hospital services for the local population and a wide range of specialist services, many for patients across the East Midlands and beyond. In 2008/09 we cared for around:

* 755,000 first and follow up outpatients
* 160,000 emergency attendances
* 90,000 non-elective admissions
* 90,000 day case and elective inpatient admissions.

During the year 2008/09 a proportion of outpatient and day case patient care was transferred to the NHS Treatment Centre operated by Nations Healthcare and based at the Queen’s Medical Centre campus. NUH staff have been seconded to provide a service to the organisation, but it operates independently of the Trust.

Nottingham is the only city in the country to secure three successful bids for prestigious biomedical research units. We are working with The University of Nottingham to help to translate research findings for stomach, bowel and liver disease, hearing and respiratory disease into better patient care.

**VALUES AND BEHAVIOURS**:

NUH has a set of values and behaviours to improve the experience for our patients and our staff (We are here for you). This means that in undertaking this role the post holder is expected at all times to behave is a way that demonstrates commitment to the delivery of thoughtful patient care and continuous improvement as detailed in the table below.

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| **Thoughtful Patient Care** | **Continuous Improvement** |
| **Caring and helpful**   * **Polite**, respect individuals, thoughtful, welcoming * **Helpful,** kind, supportive, don’t wait to be asked * **Listening,** informing, communicating | **Accountable and reliable**   * Reliable and happy to be **measured** * **Appreciative** of the contribution of others * Effective and supportive **team-working** |
| **Safe and vigilant**   * **Clean** hands and hospital so patients *are* safe * **Professional,** ensure patients *fee*l safe * **Honest,** will speak up if needed to *stay* safe | **Best use of time & resources**   * **Simplify processes,** to find more time to care * Eliminate **waste**, investing for patients * Making **best use of every pound** we spend |
| **Clinically excellent**   * Best outcomes through **evidence-led** clinical care * **Compassionate, gentle**, see whole person * **Value patients’ time** to minimise waiting | **Innovation for patients**   * Empowerment to act on **patient feedback** * Improvement led by **research** and **evidence** * **Teaching** the next generation |

The following two sections describe the services and facilities currently at the two campuses. However, there are ongoing discussions about the future development and location of clinical adult services, as a result of which some services or parts of adult services may relocate to the other campus.

1. **City Hospital Campus**

The City Hospital Campus offers a wide range of clinical services to the local population of greater Nottingham, plus a much larger population in such specialties as cardio-thoracic surgery, cancer, renal, breast services, clinical genetics and neonatology.

There is no Accident and Emergency department on the campus, although the hospital does take medical and surgical patients referred by GPs or from other acute hospitals.

The Nottingham City Hospital campus has a long association with the city of Nottingham. It first opened in 1903 and the buildings are a mixture of old and new, although services have recently benefited from huge investment in improving the facilities for patients. These developments include the purpose-built Endoscopy Centre, Nottingham Breast Institute, Nottingham Urology Centre, Trent Cardiac Centre, Short Stay Unit, Centre for Clinical Haematology and PET scanner. There are also new staff residences on site.

Research interests at the City campus include oncology, respiratory medicine, clinical haematology, rheumatology, diabetes/endocrinology, stroke medicine, urology and mineral metabolism. Professors in the following specialities are based on this site - Surgical Science, Respiratory Medicine, Microbial Diseases, Obstetrics and Gynaecology, Oncology, Medical Genetics and Stroke Medicine. In addition, there are academic departments of Haematology, Rheumatology, Continuing Care and Anaesthetics.

City Hospital is home to training centres in breast screening techniques and cardiac surgery and the Trust is a Cancer Centre, forming part of the Mid-Trent Cancer Network.

The City Hospital campus has a variety of facilities for the use of patients, visitors and staff. There is a restaurant, coffee bars selling hot and cold snacks, WRVS stalls and hospital shops. There is a cash machine located outside the main out-patients department.

1. **Queen’s Medical Centre Campus**

As well as the hospital, the QMC building, which opened in 1978, also houses the University of Nottingham Medical School and School of Nursing, Midwifery and Physiotherapy.

Clinical services provided within QMC include a very substantial emergency workload, particularly in medical admissions. Within the Medical Division services include the Emergency Department, Medicine, (including Cardiovascular, Respiratory, Gastroenterology, Diabetes and Endocrinology, Haematology, Rheumatology, Immunology, Palliative Care,) Dermatology, Intensive Care and Health Care of the Elderly. Within the Surgical Division services include Surgery, (including Vascular, Colorectal and Hepato pancreatic biliary,) ENT, Ophthalmology, Maxillofacial, Trauma & Orthopaedics, (including Spinal,) and Neurosciences. Within the Family Health Division, services include Obstetrics and Fetomaternal Medicine, Gynaecology, (including Fertility Services), Child Health (including Neonatology and Paediatric Surgery) and Occupational Health.

The QMC site has constantly developed the services it provides to enable it to meet the needs of its patients both now and for the future. Queen’s has the only Emergency Department for the city.

There are a number of facilities provided in QMC, including a Newsagent, Coffee shop/ /Sandwich bar, Clothes shop, Bank (National Westminster, open daily from 10.30 – 3.30pm) and a Pharmacy shop. There is a large dining area, Cyber Café, roof garden and an active Junior Doctors’ Mess with kitchen, PCs with Internet access, sitting room, billiard tables, and television.

# Clinical Management Arrangements in the Nottingham University Hospitals NHS Trust

The management of the Nottingham University Hospitals NHS Trust is organised via a structure of ten Directorates, which contain all the clinical departments. The Trauma and Orthopaedics department sits within the Musculoskeletal and Neurosciences (MSKN) Directorate. This directorate includes; trauma and orthopaedics, spinal surgery, neurosurgery, neurology, neuro rehab and clinical psychology. The directorate is led by a Clinical Director, supported by a General Manager and Clinical Lead. Each speciality is led by a consultant Head of Service, Assistant General Manager and a Matron.

**Conditions of Service and Governance**

The successful candidate will be offered an Honorary Contract with the Nottingham University Hospitals NHS Trust under the terms and conditions. When undertaking clinical duties on this basis within the Trust, the person appointed will be expected to adhere to local policies and procedures and to take note of the standing orders and financial instructions of the Trust.

Nottingham University Hospitals NHS Trust is committed to the development of Clinical Governance. The approach taken is to develop actions plans at a directorate level. Each member of the medical staff is expected to take an active role in clinical governance activities within their directorate and each directorate has a Consultant nominated as Clinical Governance lead. The activities include (but are not restricted to) audit, incident reporting, review of complaints, risk management, CPD and Evidence Based Practice.

**Professional Standards**

The Clinical Director (Dr Nigel Sturrock) is managerially responsible for all activity and personnel in the directorate in which the appointee will work. The Medical Director, Dr Stephen Fowlie, has overall responsibility for the professional performance of clinicians, including of those holding Honorary Contracts with NUH. All clinicians are expected to comply with management arrangements in place, to follow the guidelines on practice laid down by the General Medical Council’s “Maintaining Good Medical Practice”, and to be accountable to the Trust for their actions and the quality of their work. A yearly Joint Clinical and Academic Appraisal is carried out.

## Post-graduate facilities

Nottingham University Hospitals NHS Trust fully supports and recognises the importance of continuing professional development. The facilities available to support this include two large purpose-built Postgraduate Centres.

The Postgraduate Centre at the City Campus provides an excellent educational environment for multidisciplinary conferences and seminars, postgraduate medical education and continuing medical education. It also provides a base for the Nottingham Vocational Training Scheme for General Practice, as well as teaching facilities and common room for undergraduate students of Nottingham University Medical School and a brand new Clinical Skills Centre.

The Postgraduate Centre at Queen’s Medical Centre Campus contains eleven meeting rooms of varying sizes and audio-visual equipment including video-conferencing.

The Greenfield Medical library is situated in the Medical School within QMC. This has an excellent retrieval service and arranges inter-library loans. All members of the hospital medical and dental staff have free access and borrowing rights. Audio Visual services are provided from the Medical Photography department located in the Medical School which has photographic, medical illustration and video recording facilities as well as a service in support of presentation materials.

**The Trent Simulation and Clinical Skills Centre** opened in April 2004 and is a state of the art simulation centre and clinical skills facility. It is a two-storey extension to the Postgraduate Education Centre and the regional centre within Trent for advanced human patient simulation training offering a range of specialty specific and inter-professional courses.

The high fidelity adult and paediatric simulators use sophisticated computers to create a life like medical environment allowing realistic scenarios to be reproduced and enacted. The patient simulator can be used to provide an extensive range of educational modules including events /scenarios involving the cardiovascular, metabolic, pulmonary, neurological and renal systems as well as trauma and airway events. In addition to normal physiology, a variety of pathological states can be superimposed to provide realistic, potentially life threatening scenarios and thereby challenge participants using complex clinical situations. The control room operator guides the simulation in real time thereby modelling patient responses to unfolding events. The simulation is recorded on video to enable a thorough analysis and debriefing to take place.

Due to the requirements of the UK Border and Immigration Agency, applicants who are not UK or EEA nationals and whose immigration status entitles them to work without restriction in the UK will be considered on an equal basis with UK and EEA nationals.  Other non-UK or non-EEA nationals whose employment will require permission to work subject to a resident labour market test may only be considered if there are no suitable UK or EEA national candidates for the post.  Please visit <http://www.ukba.homeoffice.gov.uk/> for more information.

1. Will cover T19 am **or** pm list provided given 6 weeks’ notice. Will never cover both the morning and afternoon lists on the same day so there will always be a half-day of University work. [↑](#footnote-ref-1)
2. On-call with Plastic surgery junior staff but admitting to QMC beds and utilising Queens Trauma Admission Lounge or equivalent. [↑](#footnote-ref-2)