



Appointment of Clinical Fellow (Higher ST6+/Senior) in Transplant Surgery

To commence from January 2025 'potentially sooner' for 12 months

Post Reference No. 180-CFH-4771

Medical Staffing Department

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Cambridge University Hospitals NHS Foundation Trust
Cambridge Biomedical Campus
Hills Road, Cambridge
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The Cambridge Transplant Unit

The Cambridge Transplant Unit is a nationally designated Transplant Unit for liver, pancreas and Intestinal transplantation based at Addenbrooke's Hospital, part of Cambridge University Hospitals NHS Foundation Trust (CUH). We are an internationally renowned Transplant Unit carrying out over 300 organ transplants annually. It is the only hospital in the UK which transplants all abdominal organs in adults. The live donor kidney transplant programme contributes around 40 transplants each year to the total performed, the donor nephrectomies are almost exclusively laparoscopic procedures.

The unit is at the forefront of adopting machine perfusion technologies both for research and in clinical practice.

The transplant unit is very closely aligned with Cambridge University Department of Surgery which has a very active research programme in transplantation surgery, including transplant immunology and organ preservation techniques. The Consultant Transplant Surgeons within the Department of Surgery's interests extend to HPB surgery, vascular access surgery and complex hernia surgery, in addition to transplant surgery. There are dedicated theatres for transplantation on all days. The Transplant Unit has a designated ward with its own High Dependency Unit.

The transplant unit also provides one of the seven abdominal NORS teams (National Organ Retrieval Service). These teams perform organ retrieval from deceased donors in the UK and the Cambridge Team attends over 200 donors annually, mostly in the East of England, but potentially anywhere in the UK. We also provide the UK's busiest Normothermic Regional Perfusion (NRP) service, attending over 50 NRP retrievals a year.

Staffing: NHS and Academic

NHS Consultants	University (Honorary Consultants)
Transplant Surgeons:	
Mr N Russell (Clinical Lead - Transplant Surgery)	Mr A Butler
Miss I Amin	Mr P Gibbs
Mr S Harper	Mr V Kosmoliaptsis
Mr E Huguet	Prof M Nicholson
Mr A Jah (Clinical Director - Transplantation)	Prof G Pettigrew
Mr R Praseedom	Prof K Saeb-Parsy
Mr R Gaurav	
Mr D Summers	
Mr J Martin	
Nephrologists:	
Prof J Bradley	Prof M Clatworthy
Dr A Chalisey (Clinical Lead – Nephrology)	Dr T Hiemstra
Dr N Torpey	Prof D Jayne
Dr J Firth	Prof E McKinney
Dr A Fry	Prof D Thomas
Dr R Jones	
Dr E Jolly	
Dr S Ojha	
Dr N Pritchard	
Dr N Torpey	

Hepatologists:	
Dr M Allison	
Dr W Gelson	
Dr B Griffiths (Clinical Lead – Hepatology)	
Dr N Hansi	
Dr M Hoare	
Dr G Mells	
Dr F Sampaziotis	
Dr V Snowdon	
Dr G Webb	
Gastroenterologists:	
Dr D Massey	
Dr C Rutter	
Dr J Woodward	
Trainee Medical Staff/Clinical Fellows	
Deanery Specialty Registrar (Snr) (Transplant)	5
Senior Clinical Fellow (Transplant)	7
Junior Clinical Research Fellow (Transplant)	4
Core Surgical Trainees	2
Internal Medical Trainees	4
Foundation House Office II	2

Duties of this post

The Transplant Unit in Cambridge performs over 300 organ transplants a year. It is unique in the UK as the only centre to perform Adult Kidney, Liver, Pancreas and Multivisceral Transplants. The post holder will have opportunities to assist in and get training in (where experience allows) performing all organ transplants.

The NORS team consists of a Senior Surgeon (usually a Senior Trainee or Trust Fellow), a Junior Assistant (typically at CT level), and a Scrub Nurse. On-call commitments will be 1:6, and on that day, the post holder will be expected to lead the NORS team and attend donor hospitals as directed by NHS-BT. As a member of the abdominal retrieval team, the post holder is expected to become proficient in retrieval of liver, pancreas and kidney organs from brain-dead and circulatory dead organ donors. Initially the post holder will be supervised by more experienced Trainees or Consultants, but it is anticipated that they will be competent to perform the retrieval operation unsupervised after six months. Appointments will therefore be for a minimum of one year, but with a preference to appoint for two years. Multi-visceral and small bowel retrievals also include a Consultant or Senior StR who has experience of such retrievals in addition to the usual NORS team. NRP retrievals are attended by either a Senior Fellow proficient in NRP or a Consultant.

The post holder will also be expected to be involved in the delivery of the vascular access for the dialysis population, both attend clinics and operating lists. There will also be access to general surgery clinics and operating lists.

In addition to the surgical middle grade staff, there are Hepatology, Nephrology and Gastroenterology StR's/Fellows covering the Transplant Ward. The Senior Clinical Fellow will be expected to play a role in the care of transplant patients on the wards. There are a combined surgical/medical Consultant ward rounds every day and organ specific multidisciplinary meetings with input from Radiologists, Pathologists, Co-ordinators and Tissue Typing departments.

Educational Opportunities

EDUCATIONAL OPPORTUNITIES AVAILABLE IN THE DEPARTMENT:

- There are regular Transplant assessment and Transplant follow-up clinics at CUH, all of which are open to Clinical Fellows to attend and both observe and see patients independently.
- Clinical Fellows will also attend General Surgery clinics.
- There are daily StR and Consultant led ward rounds.
- Elective theatre lists include living donor nephrectomy and transplantation, vascular access surgery and elective general surgery (mainly standard and complex hernia repairs), all of which are available to attend. More than 300 deceased donor transplants take place each year.
- There are weekly MDTs in, liver, kidney & pancreas and multi-visceral which all Clinical Fellows are encouraged to attend. These MDTs are excellent learning opportunities with regard to Consultant review of patients.
- Fellows have the opportunity to observe kidney Transplant biopsies (performed on the ward) and liver Transplant biopsies (performed in Radiology).
- Handover takes place each morning prior to the morning ward round, and then to the evening and night cover, supervised by StR.

LOCAL / REGIONAL TEACHING:

- There are weekly Nephrology (Tuesday 12:30), Hepatology (Thursday 13:00), and Transplant Surgery (Thursday 08:00) teaching meetings.
- There is a weekly medical Grand Round (Wednesday 13:00), and access to programmed teaching for CMT or BST as appropriate.

QUALITY IMPROVEMENT / AUDIT:

- All Fellows are encouraged to participate in a quality improvement or audit project and there are opportunities in each of the organ specialities with Consultant supervision.
- There are monthly morbidity and mortality meetings for both kidney (Wednesday PM) and liver (Monday PM) transplantation and Fellows are encouraged to attend and to present cases.
- There are quarterly Nephrology, Hepatology and Transplant Surgery governance and audit meetings, with the opportunity for Fellows to present the results of any projects undertaken.

DEPARTMENTAL/LOCAL INDUCTION:

- Induction is provided at the beginning of the post – either as a group with other junior medical staff or individually. The Induction Lead is Miss I Amin. There is a written induction pack and clear departmental protocols.

RESEARCH:

- There is an extensive research portfolio within the Transplant Unit supported by the University Departments of Surgery and Medicine.
- Particular interests include Transplant immunology, histocompatibility and immunogenetics, organ preservation and perfusion, donor organ assessment, and vascular access.
- There is the opportunity to participate in clinical trials.

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: www.ice.cam.ac.uk/ClinMed

Study and Research

You are eligible for up to 30 days study leave per annum, pro-rata in agreement with your Clinical Lead. Study leave allowance is £300 per annum, pro-rata.

Arrangements for Leave

The annual leave entitlement for a full-time Clinical Fellow is based on a standard working week of five days:

- a. On first appointment to the NHS: 27 days
- b. After five years' completed NHS service: 32 days.

Arrangements for booking leave are departmental and will be confirmed as part of local induction.

Person Specification

Entry Criteria	Essential	Desirable
Qualifications	<p>MRCS or equivalent qualification</p> <p>Full Registration and a Licence to Practice with the General Medical Council at point of commencement</p>	<p>CCrISP</p> <p>Presentations/Publications</p>
Experience	<p>Completion of a Core Surgical Training Programme or equivalent</p> <p>Completed Specialty Registrar training to ST6 level or above, passing the associated competencies in the UK or equivalent</p> <p>Previous experience of Transplantation Surgery</p> <p>Able to deal with general emergency admissions</p> <p>Logbook indicating validated experience of appropriate range and number of clinical procedures</p>	<p>To be eligible for appointment at the Senior level within this role you are required to have completed Specialty Registrar training in Surgery with CCT (or equivalent) , including 2 years within Transplant Surgery</p> <p>Experience of attachments in other surgical specialties</p>
Skills / Ability / Knowledge	<p>Basic surgical skills and patient care</p> <p>Competence in pre-operative and post-operative management of surgical patients</p> <p>Evidence of being able to establish good professional relationships with patients and colleagues</p> <p>Good organisation</p> <p>Ability to organise own learning and time</p>	<p>Basic computer skills including Microsoft word and Outlook</p>
Qualities / Attributes	<p>Enthusiastic commitment to specialty</p> <p>Punctual, reliable, honest and caring</p> <p>Potential to cope with stressful situations and undertake responsibility</p> <p>Ability to work as part of a team</p> <p>Ability to keep good medical records and communicate with other hospital departments and primary care</p> <p>Ability to understand and communicate with patients and colleagues</p>	<p>Ability to undertake research projects and audit</p> <p>Show interest in investigative, audit and research work outside immediate clinical responsibility</p>

Entry Criteria	Essential	Desirable
Language Requirements	<p>The applicant must have demonstrable skills in listening, reading, writing and speaking in English that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2014)</p> <p>If the Primary Medical Qualification including clinical contact was not carried out using English, applicants must either:</p> <ul style="list-style-type: none"> • Have an academic IELTS score of at least 7.5 in each domain and overall, or demonstrate equivalence by providing evidence of English language skills or • Complete the Occupational English Test (OET) and achieve grade B in each of the four domains tested in the OET to meet the GMC's requirements 	

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 Royal Papworth Hospital relocated to the Campus in April 2019 and a new global R&D Centre and Corporate HQ for AstraZeneca opened in 2021.

In December 2018 it was announced that The Cambridge Children's Hospital will be added to the campus with enabling work beginning this year and main building work due to commence in 2026. The Children's 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.

In addition, the Cambridge Cancer Research Hospital (CCRH) will be a new, purpose-built, specialist cancer research hospital. The new building will include additional beds that are needed to accommodate increasing numbers of patients and more single rooms that are suitable for novel therapies and reduce the risk of hospital-acquired infections. It will also deliver additional capacity for day treatment and clinical trials and an expanded emergency assessment unit for cancer patients. Specifically, it will include wards for Oncology, Haematology, Bone Marrow Transplant and a Young Adult Cancer ward, an outpatient department and diagnostic suites, day units for Oncology and Haematology and a Breast Unit. Groundworks are beginning in 2024 with main building work due to commence in 2025.

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 develop professionally and personally.

Cambridge University Hospitals - Board of Directors

Chair and Chief Executive:

Dr Mike More – Chair
Roland Sinker – Chief Executive
Nicola Ayton – Deputy Chief Executive

Non-Executive Directors:

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

Executive Directors:

Dr Sue Broster – Director of Innovation, Digital and Improvement
Mike Keech – Chief Finance Officer
Jon Scott – Interim Chief Operating 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 57,626 men, women and children were treated as inpatients, 137,827 people attended accident and emergency, and there were 862,874 visits to outpatient clinics (2022/2023 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 12,700 staff of which approx. 2,500 are medical and dental staff
- 5,445 births per year
- 198,721 admissions including inpatients, day cases and births (2022/2023 figures)

During the 2022/23 year we saw a slight increase in total admissions of 1.67% compared to the same period in 2021/22. This was the net result of an increase in day cases and in-patient elective admissions offset against lower maternity and emergency admissions (for under 85's) in addition to a lower number of births. During 2022/23 the Trust continued to manage high levels of infectious illness including COVID and Respiratory syncytial virus (RSV), with influenza levels rising significantly during December 2022. There were high levels of occupancy across the period.

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
- 2021 Global R&D Centre and Corporate HQ for AstraZeneca opened
- 2023 Cambridge Movement Surgical Hub opened

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.

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

world-leading investigators and represented the UK's primary academic resource in biomedical research.

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

University of Cambridge School of Medicine

The University of Cambridge School of Clinical Medicine is a major centre for biomedical research and education of world leading quality. In the most recent University Funding Council Research Selectivity Exercise Cambridge shared the highest score for any Medical School in the country. Whilst the University of Cambridge has granted medical degrees since at least 1363, the university could not offer undergraduate clinical education until the Clinical School was formally established in 1975 with purpose built accommodation at Addenbrooke's. In addition to these facilities comprising lecture theatres, seminar rooms and first class medical library, a postgraduate education centre was opened in the Clinical School building in 1980. The most recent HEFC teaching quality assessment of the undergraduate clinical education judged the learning facilities and the teaching in the clinical school to be of the highest quality.

Cambridge University Health Partners, the academic health sciences centre, in conjunction with the Institute of Continuing Education at The University of Cambridge are pleased to offer a one year Postgraduate Certificate in Clinical Medicine to all clinicians employed in Cambridge. Further details and registration: <http://www.ice.cam.ac.uk/mst-clinical-medicine>

General Information

Cambridge is a city in the East of England, home to the University of Cambridge and one of the fastest growing technology hubs in the UK. The Arts Theatre within Cambridge is thriving and there are many musical activities to enjoy. The Fitzwilliam Museum is world famous. For those with children of school age, there is a full range of public and private education institutions covering all age groups. Cambridge is also 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; cafés; clothes boutique; financial advisory services; Marks and Spencer Simply Food; newsagent; The Body Shop; gift shop and on site solicitors. There is a Food Court which offers "fast-food", as well as conventional options 24 hours a day. In addition the Frank Lee Leisure and Fitness club provides comprehensive facilities for swimming, racquet sports, a multi-sports hall, a floodlit outdoor multi-sports facility, gym and bar facilities.

The Cambridge University Postgraduate Medical Centre has catering facilities as well as the library, lecture theatres and seminar rooms. Within the University of Cambridge, there is an unrivalled range of educational facilities, diverse cultural, sporting and other leisure activities.



Our Trust values and behaviours

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

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

General Conditions of Appointment

1. This appointment shall be governed by the **Terms and Conditions of Service for Clinical Fellows at Cambridge University Hospitals 2018**, as amended from time to time, and adhere to Trusts policies and procedures as appropriate.
2. All matters relating to patient's health and personal affairs and matters of a commercial interest to the Trust are strictly confidential and under no circumstances is such information to be divulged to any unauthorised person. Breach of Trust policy may result in disciplinary action in accordance with the Trust's disciplinary procedure. A summary of the Trust's Confidentiality Policy, Data Protection and IM & T Security Policy are provided in the Staff Handbook.
3. Cambridge University Hospitals NHS Foundation Trust is committed to a policy of Equal Opportunities in Employment. A summary is detailed in the staff handbook. Any act of discrimination or harassment against staff, patients, service users or other members of the public will be subject to disciplinary proceedings which could include dismissal.
4. As an employee of a Trust, you are expected to develop the IT skills necessary to support the tasks included in your post. You will therefore be required to undertake any necessary training to support this. As a user of Trust computer facilities you must comply with the Trust's IM & T Security Policy at all times.
5. You are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. However, in certain circumstances (especially in services for which you receive a separate fee) you may not be covered by the indemnity. The Health Departments therefore advise that you maintain membership of your medical defence organisation.
6. The Trust will ensure compliance with the Health and Safety at Work Act 1974.
7. The post is based on a whole time appointment calculated on an average of 40 hours work per week; the salary for this appointment at Clinical Fellow Higher (ST6+) equivalent is £63,152 per annum (April 2023 figures), and at Senior Clinical Fellow equivalent is £63,527 per annum (April 2023 figures). This is a fixed nodal pay point and does not increase incrementally.
8. In addition weekend and on-call allowances will be paid where appropriate for agreed hours of duty within the working pattern.
9. This post is superannuable and you will be subject to the NHS Superannuation Scheme unless you chose to opt out.
10. The successful candidate will be expected to complete a medical questionnaire and attend the Cambridge Centre for Occupational Health at Addenbrooke's for clearance of the form.
11. The Trust requires the successful candidate to have and maintain registration and a license to practice with the General Medical Council and to fulfill the duties and responsibilities of a doctor as set out by the GMC.
12. With the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of

Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

13. The appointment is conditional upon the following being received prior to the commencement of employment; full occupational health clearance, satisfactory references, evidence of GMC/GDC registration, immigration status and all medical qualification.
14. This post is not recognised for training.
15. Removal expenses will be available to successful applicants within the limits of the Trust policy.

