



Appointment of the International Fellowship in Oncoplastic & Reconstructive Surgery of the Breast



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International Fellowship in Oncoplastic & Reconstructive Surgery of the Breast



“Mr Guidubaldo Querci della Rovere”

Overview of the Fellowship:

This International Fellowship has been established in memory of Mr Guidubaldo Querci della Rovere FRCS, Comm. OMRI who trained and worked at the Surrey branch of the Royal Marsden Hospital (RMH) in London. In 1986 he was appointed Clinical Assistant in the Breast Unit at St Margaret’s Hospital in Epping (Essex) and was instrumental in setting up one of the first breast screening units in the UK. In 1994 he was appointed as Consultant Surgeon at the Royal Marsden Hospital where he subsequently pioneered many novel techniques in Oncoplastic and Reconstructive Surgery of the Breast. He dedicated the final years of his career to providing support and training for young doctors who wish to specialize in the field of Breast and Oncoplastic Surgery.

He died in 2009 after a long illness borne with great courage and dignity.

This International Fellowship will continue this initiative and provide a 14 months residency in three of the leading units in Europe and the premier unit in the United States involved in the comprehensive diagnosis and **management of breast cancer**.

Duties of this post

This is a 14 month rotation consisting of four attachments in separate institutions starting in Cambridge in October 2020 and finishing in the USA in November 2021. Two of these attachments will be of six months duration each and involve substantial clinical duties whilst the other two will be sequential supernumerary attachments each of one month duration.

An observership of eight weeks duration will be funded by **G.R.E.T.A.** (Group for Reconstructive and Therapeutic advancements) with a grant amounting to 8.000 Euro as the final component of the International Fellowship. The first part (four weeks) will be based in Milan at the Fondazione IRCCS Istituto Nazionale dei Tumori (S.C.Chirurgia Generale Indirizzo Oncologico 3 Senologia) under the direction of Dr Secondo Folli.

After the completion of this attachment, the successful candidate will join the Breast and Plastic Surgery Service at Memorial Sloan - Kettering Cancer Center in New York for a further four weeks.

Official recognition of these observerships is conditional upon fulfilling the internal regulations pertaining to the two host institutions.

G.RE.T.A. is an international non-profit organization dedicated to the development of skills and research in Oncoplastic and Reconstructive Breast Surgery funded by Prof Maurizio Nava.

This post is intended for Breast Surgical Trainees who wish to dedicate further time to training in specialist Breast Reconstruction and Oncoplastic procedures.

07 October 2020 - Cambridge University Hospitals NHS Foundation Trust (CUH), Cambridge, UK

The Oncoplastic Fellow will usually start in the UK at CUH in Cambridge and will join a highly motivated multidisciplinary breast cancer team committed to high quality care. The Trainee will be involved in all aspects of surgical and oncological breast cancer management in a Consultant-led Service. The Unit manages almost 500 breast cancers annually, providing an excellent training opportunity. This will include pre - and post-operative multidisciplinary decisions and discussions of difficult and complex cases.

The Unit is progressive and has been involved in several pioneering developments, most recently in the field of sentinel lymph node biopsy, fat grafting and free flap breast reconstruction. The unit is highly focused on clinical outcomes and reports 8 – year overall survival of 83.5% with low levels of local recurrence following breast conservation surgery (1.13%) and mastectomy 1.4% for invasive breast cancer.

The postholder will carry out clinical activities under the supervision of: Cambridge University Hospitals NHS Foundation Trust, Cambridge: Professor John Benson (Educational Supervisor), Mr Parto Forouhi, Mr Amit Agrawal, Miss Ellie Kleidi, Professor Charles Malata, Mr Michael Irwin, and Miss Sarah Benyon.

07 April 2021 - Royal Marsden Hospital, London, UK (RMH)

The RMH is a Tertiary specialist Cancer Centre based on two geographical sites with independent Breast Units and multidisciplinary teams working to joint protocols and standards. The Oncoplastic Fellow will be based at the Chelsea site but there will be cross-site educational and training opportunities.

The RMH has the largest Breast Unit in the UK treating over 1200 new cancers per annum. Oncoplastic Services are delivered by the Oncoplastic MDT, an effective partnership between Plastic and Breast Surgeons which allows provision of a broad range of expertise and techniques. As a Tertiary Centre, the RMH specializes in complex revisional surgery as well as risk-reducing surgery for a large cohort of BRCA patients. The Oncoplastic workload is high with a post-mastectomy reconstruction rate of almost 50% and 40-60 therapeutic or symmetrizing mammoplasties a year. The majority of breast reconstruction is autologous (DIEP flap) or implant based (fixed volume, ADM, and a well-established pre-pectoral practice).

Oncoplastic Breast Surgeons: Mr Gerald Gui, Miss Fiona MacNeill and Miss Jennifer Rusby. The Breast Surgeons work as two firms and the candidate will work for either Miss Fiona MacNeill or Mr Gerald Gui and Miss Jennifer Rusby. The provisional timetable below will vary depending to which firm the candidate is allocated.

Plastic Surgeons: Mr Stuart James, Mr Kelvin Ramsay, Mr Kieran Power and Mr Theo Nanidis.

07 October 2021 - Fondazione I.R.C.C.S Istituto Nazionale dei Tumori in Milan, Italy

The “Fondazione I.R.C.C.S. Istituto Nazionale dei Tumori - Milano” is the largest comprehensive Cancer Centre in Italy. During a one month period the Fellow will be exposed to advanced techniques in breast reconstruction including two-stage reconstruction with implants, one stage DTI reconstructions, fat grafting and free flaps with microsurgical techniques. Extensive exposure to oncoplastic style resection of breast tumors will be provided (level II).

The post holder will be attached to the service of Dr Secondo Folli (Direttore s.c. Chirurgia Generale Indirizzo Oncologico 3 Senologia). There will be opportunity to attend theatre and outpatient sessions but no direct clinical interaction with patients is permitted unless the post holder speaks fluent Italian.

There is an active programme of research with evaluation of clinical and patient reported outcomes for breast reconstruction patients. The post holder will be encouraged to participate in these projects that often lead to publications in high profile journals such as *JPRAS*. In addition to the attachment in Milan, the post holder will be able to visit the Breast Unit at Azienda Ospedaliera Cannizzaro, Catania, Sicily and observe some of the latest developments for shared decision making, pre-operative oncoplastic planning, evaluation of outcomes, and oncoplastic de-escalation (Dr Giuseppe Catanuto).

04 November 2021 Breast Service and Plastic Surgery Service, Memorial Sloan-Kettering Cancer Centre, NY, USA

This attachment will offer the Fellow further experience in both implant and flap -based whole breast reconstruction together with techniques for partial breast reconstruction.

The post holder will be attached to the service of Dr Peter Cordeiro, one of the world’s leading Breast Reconstructive Surgeons. They will have the opportunity to attend two full days of operating per week and observe a variety of surgical procedures (no ‘scrubbing in’), particularly two-stage implant based reconstruction with full muscle coverage.

Post holders can sit in on two clinics per week and discuss management decisions during these consultations. In addition, there is a weekly multidisciplinary meeting that is attended by other Breast Plastic Surgeons and Breast Surgical Oncologists (attachment to other Surgeons at MSKCC can be made on an individual basis (Dr Virgilio Sacchini, Dr Monica Morrow and Dr Kimberley Van Zee).

A second placement would start 6 months later (07 April 2021) in Cambridge and follow through the same 4 attachments.

The posts in Italy and the United States are observerships and funded through a charitable organisation called ‘G.RE.T.A.’ which has been set up by colleagues in Italy.

Key Tasks and Responsibilities

Duties of the Post in the UK:

The successful candidate will be a member of our multidisciplinary breast team based at one of the host institutions and will assist the Consultant/Specialist Surgeons in the provision of Breast Services including:

Clinics

The Fellow will support/lead new rapid diagnostic and follow-up breast clinics, and gain experience in more complex cases and provision of second opinions.

In Italy the Fellow is expected to carry on with their activities in clinics in close cooperation with the permanent members of staff under the direct care of the Director of the Unit.

Ward Work

The Fellow will support the junior staff in providing in-patient care, and this includes a Core Surgical Trainee, a Clinical Fellow (Core) and a Specialty Registrar at CUH and Junior Fellows and a Specialty Registrar (ST5/6) at the RMH.

Theatres

To assist in routine and elective breast surgery and reconstruction cases and be able to work independently when appropriate.

In Italy the Fellow will **not** be permitted to perform clinical activities independently, but under the direct care of the first Surgeon.

By the end of the Fellowship the post holder will have acquired a high level of competency in the surgical management of patients undergoing breast reconstructions. These will be acquired under the direct care of the Director of the Unit.

Academic/Research

The incumbent is expected to play a major contributory role in current departmental research, audit, and teaching as well as lead research projects under the supervision of Consultants.

The Cambridge Breast Unit has developed a programme of clinical research and has close links with the scientific community in Cambridge and has recently launched a personalised Breast Cancer Programme. Current clinical research areas include the outcome and cosmesis following breast conserving surgery, sentinel lymph node biopsy using fluorescence navigation, new breast imaging technologies and partial organ radiotherapy.

At The Royal Marsden there are numerous on going audits and quality improvement projects within the Oncoplastic MDT. There are weekly Journal Club meetings at which the candidate will be expected to present. There is a monthly research meeting with plenty of opportunity to become involved in active projects.

On-Call

The post holder will **not** be expected to participate in the on-call rota in Cambridge. However at the Royal Marsden Hospital there may be the option for the post holder to supplement their salary by participating in the on-call rota.

Other Duties

- To arrange and attend weekly Breast Unit Journal Clubs
- To attend and present cases at the weekly Core MDM
- To arrange the fortnightly Oncoplastic MDM
- To participate in and/or present at Journal Club
- So far as is consistent with the proper discharge of the above duties the post holder will undertake to deputise from time to time for absent colleagues in Cambridge and London.
- In Milan and New York he/she will be a supernumerary member of staff and therefore will not be expected to replace or to be replaced by other colleagues.
- The post holder may have to perform and undertake exceptional additional duties in occasional emergencies in the UK Units due to unforeseen circumstances.
- The post holder in the UK Units undertakes to be available for irregular commitments outside normally rostered duties as required for continuity and quality of patient care.

Provisional Timetable - Cambridge University Hospitals NHS Foundation Trust

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	08:00-09:00 MDM 09:00-11:00 Teaching 11:00-13:00 Breast Clinic	08:30 Theatre (JRB/PF) (or reconstruction)	08:00-09:00 Post-Op Ward Round 09:00-13:00 Breast Clinic	08:00-09:00 MDM 09:00 Theatre (AA) (or reconstruction)	08:00-09:00 Post-Op Ward Round 09:00 Breast Clinic/ Reconstruction
PM	13:00 Research or Plastic Surgery Clinic	Theatre (JRB/PF)	Research/ Admin	Theatre (AA)	Meeting (Consultants/ Departmental/ Admin)

Provisional Timetable - The Royal Marsden Hospital NHS Foundation Trust

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Clinic or Admin	Theatre or Admin	Oncoplastic MDM Theatre or Clinic	Theatre or Admin	MDM Clinic
PM	Research	Theatre or Clinic	Theatre	Clinic	Theatre

The post holder will be expected to provide prospective and cross cover for other members of the Breast Team whilst in the UK.

Continuing Education

The post holder will be expected to attend the weekly multidisciplinary treatment planning meetings and teaching sessions. Attendance at recognised courses on management of Breast Disease and Oncoplastic Surgery will be encouraged (particularly those which form part of the breast portfolio at the Royal College of Surgeons of England).

The post holder will also be eligible to study for the pan-European EBSQ examination. The two UK Units are in the process of applying for BRESO Tier 2 Training Centre Status.

Accommodation - Cambridge

Sanctuary Group has limited affordable accommodation for doctors and key workers at Addenbrooke's and the Rosie.

The accommodation options sanctuary provide are:

En-suite accommodation

We are continually investing in our accommodation at Sanctuary Addenbrookes. Our newest buildings comprise of modern 1,2,3,5 and 6 bedroom flats. We maintain our competitive rental charges and include council tax and utilities to ensure that we offer a great value proposition.

Our communal areas are light and spacious and kitchens include all appliances for your convenience. Our location, right in the heart of the Hospital site, means that you won't need to commute to work and our on-site secure bike storage allows you to take advantage of getting around on two wheels.

At a glance

- Flats of 1-6 bedrooms
- En-suite bathroom with shower over bath or shower pod
- No deposit
- Communal kitchen includes appliances
- Wardrobes, desk and bedside cabinet in every room
- Council tax and utilities included

Grantchester House accommodation

Our Grantchester House accommodation comprises of fully-furnished 4 bedroom flats available for those working on the Addenbrooke's Hospital site in Cambridge. Offering exceptional value for money, the accommodation offers shared kitchen and bathroom facilities.

This accommodation has over 200 rooms, so you'll be sure to meet plenty of other colleagues working on-site. All bedrooms come equipped with a bed, desk and chair, wardrobe and drawer unit, as well as a sink/vanity unit with mirror.

Our Grantchester House accommodation offers:

- Flats of 4 bedrooms
- Shared kitchen and bathroom facilities
- Exceptional value for money
- 6 month minimum tenancy
- No deposit
- Council tax and utilities included

Information on Couples accommodation and Short term accommodation are available via Sanctuary's web pages.

Doctors who wish to apply for accommodation are able to do so directly via <https://www.sanctuary-addenbrookes.co.uk/>

Where doctors residing off-site are unable to undertake on-call duties from home or return home following a late or night shift Medical Staffing will assist in arranging a room for these occasions

Accommodation - London

Short term accommodation is expensive and difficult to obtain - this will need to be addressed well in advance of arriving in London. Hospital residential accommodation may be available

Accommodation - Milan and New York

Hospital accommodations are not available.

Eligibility Requirements in the UK

- Applicants should have at least four years surgical training or equivalent with a period of at least two years within Breast Surgery or equivalent and some experience of Breast Reconstruction/Oncoplastic procedures.
- Applicants must have FRCS, Specialista in Chirurgia generale, chirurgia plastica, ginecologia or equivalent.
- All appointments are conditional of satisfactory medical screening.
- Successful candidates will be encouraged to prepare for the European Board of Surgical Qualification (EBSQ) in Breast Surgery.

Educational Opportunities at CUH

EDUCATIONAL OPPORTUNITIES AVAILABLE IN THE DEPARTMENT:

- ***In clinic*** – New Patient and Results clinics (Breaking Bad News); Plastic Surgery clinic. Informal Consultant teaching within clinics.
- ***On ward*** – Two Consultant ward rounds per week and pre-operative ward rounds with mark up for reconstruction patients.
- ***In theatre*** - Instruction and supervision during operating lists (routine breast surgery and breast reconstruction cases; plastic surgery lists with reduction mammoplasty and delayed reconstruction cases). Opportunity to perform procedures under supervision depending on level of experience.

LOCAL / REGIONAL TEACHING:

- ***Departmental*** – Attendance at monthly departmental meeting and Surgeons meeting with involvement in management/administration (including junior staff rota).
- **Access to Trust based teaching** – Regional StR training days.
- **Study Leave** - The entitlement for Clinical Fellows is £300 and up to 30 days (according to the needs of the service) per annum pro-rata.

QUALITY IMPROVEMENT / AUDIT:

- ***Details of opportunity to complete projects*** – Active involvement in on-going national surgical trials (POSNO, SMALL, MIAMI and radiotherapy trials (PRIMETIME and NeoRT). Opportunity to prepare abstracts for poster/oral presentation at annual meeting of Association of Breast Surgery.
- ***Attendance at M&M*** – Monthly presentation and discussion of morbidity and mortality data together with analysis of KPIs.
- ***Attendance at audit meetings*** – Monthly Trust audit meetings with presentation of interesting cases by junior staff and external speaker presentations addressing topical issues.

DEPARTMENTAL/LOCAL INDUCTION:

- ***Cambridge Breast Unit*** – Professor John Benson, Mr Amit Agrawal, Mr Parto Forouhi, and Miss Ellie Kleidi

OTHER:

- Participation in the annual Cambridge Breast Unit Away Day and Policy Meetings.
- Opportunity to teach 5th year Medical Students on Surgical Speciality placement and also undergraduate Medical Students on PfP (preparing for patients programme).

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.

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 time of application</p>	<p>EBSQ or Masters in Oncoplastic Breast Surgery (University of East Anglia)</p> <p>Presentations/Publications</p>
Experience	<p>Completed a minimum of two years Specialty Registrar or equivalent training in in the UK or equivalent</p> <p>Minimum of 2 years dedicated experience in Breast Surgery</p> <p>Logbook indicating validated experience of appropriate range and number of clinical procedures</p>	<p>Completion of Specialty Registrar training in the UK or equivalent with CCT</p>
Skills / Ability / Knowledge	<p>Basic surgical skills and patient care</p> <p>Competence in pre-operative and post-operative management of general surgical patients</p> <p>Good organisation</p> <p>Ability to organise own learning and time</p>	<p>Basic computer skills including Microsoft word and Outlook</p> <p>Experience of skin-sparing mastectomy and level II oncoplastic surgical procedures</p>
Qualities / Attributes	<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>
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 	<p>It is also advisable, although not mandatory, to have a good level of spoken Italian</p>

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, the first phase is due to be open by 2023. 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
Dr Michael Knapton
Professor Sharon Peacock
Doris Olulode

Executive Directors:

Nicola Ayton – Chief Operating Officer
Dr Ewen Cameron – Director of Improvement and Transformation
Paul Scott – 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 70,665 men, women and children were treated as inpatients, 121,871 people attended accident and emergency, and there were 818,893 visits to outpatient clinics (2018-2019 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 1,400 are medical and dental staff
- 5,330 births per year
- Around 1,000 beds
- 185,136 inpatient admissions including births
- 121,871 Emergency Department attendances (2018/2019 figures)

Addenbrooke's history

Addenbrooke's was one of the first provincial, voluntary hospitals in England. The Hospital opened its doors in 1766 with 20 beds and 11 patients. Dr John Addenbrooke, a fellow and former Bursar of one of the Cambridge Colleges, left just over £4500 in his will "to hire and fit up, purchase or erect a small, physical hospital in the town of Cambridge for poor people".

In 1540, two centuries before Addenbrooke's was founded, the Regius Professorship of Physic in the University of Cambridge was founded by Henry VIII. Medical training on a modest scale developed at Addenbrooke's during the late 1700s, and in 1837 (the year of Queen Victoria's accession to the throne) the hospital became a recognised school of medicine.

Addenbrooke's grew rapidly during the 19th and early 20th centuries, as medical science developed. By the 1950s, the hospital was having difficulty accommodating the expansion generated by the introduction of the National Health Service.

In 1959, building began on a new 66-acre site south of Cambridge, and the first phase of the Hospital was opened by Her Majesty the Queen in May 1962. Work continued to provide the majority of Addenbrooke's as we know it today, with a fully-fledged Clinical School being established in 1976.

History

- 1766 Addenbrooke's Hospital was opened in Trumpington Street
- 1847 The first general anaesthetic using ether at Addenbrooke's was carried out two weeks after it was first used in the USA
- 1918 Addenbrooke's welcomed its first female medical student
- 1962 New site on Hills Road was officially opened by the Queen
- 1966 The first kidney transplant in the NHS was carried out at Douglas House Renal Unit
- 1968 Professor Sir Roy Calne carried out the first liver transplant in the NHS
- 1975 The first open heart surgery was carried out at Addenbrooke's
- 1981 Addenbrooke's first whole body scanner opened by Prince of Wales
- 1983 The Rosie Hospital was opened on the Addenbrooke's Campus
- 1984 Last patient left the 'old' Addenbrooke's Hospital site in Trumpington Street
- 1992 Addenbrooke's NHS Trust formed
- 1995 MRC Cambridge Centre for Brain repair opened by Duke of Edinburgh
- 2004 Addenbrooke's Hospital becomes a Foundation Hospital as is known as- Addenbrooke's Hospital Cambridge University Hospitals NHS Foundation Trust
National Centre for pancreatic surgery was opened
- 2006 Addenbrooke's Hospital was named one of five National Institute for Health Research comprehensive biomedical research centres
- 2007 New European headquarters for Cancer Research UK based on the campus were opened by the Queen
- 2009 CUH and local partners in clinical care, education and research became one of the government's new academic health science centres, forming an alliance called Cambridge University Health Partners
- 2009 CUH was named by Dr Foster as one of the country's best performing trusts for patient safety
- 2012 CUH is now the designated level 1 Major Trauma Centre for the East of England region

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

Positioning for the future

Cambridgeshire is one of the fastest growing counties in the UK and it is estimated that the number of people over 45 years of age will rise by 55% over the next 20 years, and the county will see the continued expansion of research, business and high-tech industries.

Planning is already well advanced for additional capacity to meet this growing local demand. But it is not just a matter of providing extra beds and recruiting extra staff. The hospital needs to ensure high standards of patient care by supporting training and education for staff, and work closely with NHS partners and others to ensure that care is tailored to the needs and expectations of users. This is likely to involve developing some alternatives to hospital-based care.

Another challenge will be to ensure that improvements in clinical facilities keep up with the rapid pace of research investment, and that processes and governance support this growing research activity, some of which involves sensitive ethical, legal and social issues.

CUH contributes to the economic strength of the greater Cambridge area as a major employer and, with our research partners, to the biotechnology sector. As a public benefit corporation, the new NHS Foundation Trust will work in partnership with other local bodies, primarily local authorities and education providers, to support sustainable economic development in the locality.

Research and development

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

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

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

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

University of Cambridge School of Medicine

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

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

General Information

Cambridge is a city in the East of England, home to the University of Cambridge and one of the fastest growing technology hubs in the UK. The Arts Theatre within Cambridge is thriving and there are many musical activities to enjoy. The Fitzwilliam Museum is world famous.

For those with children of school age, there is a full range of public and private education institutions covering all age groups.

Cambridge is served by the national motorway network and regular train services to London King's Cross or London Liverpool Street have a journey time of less than one hour.

Within CUH, the main concourse offers shopping facilities; an advice centre; Bank; cafés; clothes boutique; financial advisory services; hairdressing salon; Marks and Spencer Simply Food; newsagent; The Body Shop; gift shop and on site solicitors . There is a Food Court which offers "fast-food", as well as conventional options 24 hours a day.

In addition the Frank Lee Leisure and Fitness club provides comprehensive facilities for swimming, racquet sports, a multi-sports hall, a floodlit outdoor multi-sports facility, gym and bar facilities.

The Cambridge University Postgraduate Medical Centre has catering facilities as well as the library, lecture theatres and seminar rooms.

Within the University of Cambridge, there is an unrivalled range of educational facilities, diverse cultural, sporting and other leisure activities.



Our Trust values and behaviours

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

Together-Safe | Kind | Excellent

General Conditions of Appointment at Cambridge University Hospitals NHS Foundation Trust

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 is £49,036 (£51,069 post-CCT) per annum (April 2020 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.
 - a) The current rate of contribution is 7.1% for posts equivalent to F1
 - b) The current rate of contribution is 9.3% for posts equivalent to F2 and CF (Core)
 - c) The current rate of contribution is 12.5% for posts equivalent to CF (Higher) Senior Clinical Fellows
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.



Terms & Conditions of Service for employment at The Royal Marsden NHS Foundation Trust

Quality Assurance

It is the post holder's responsibility to ensure that they are fully aware of the location and content of all Trust policies and procedures and comply with these as relevant to the performance of their role. Trust employees have responsibility to ensure that all data collection performed both directly or by supervised staff is accurate and timely and is in accordance with any local procedures.

Confidentiality and Data Protection Act

All employees of The Royal Marsden NHS Foundation Trust must not, without prior permission, disclose any information regarding patients or staff (please also see the Trust's policy on Whistleblowing). In instances where it is known that a member of staff has communicated information to unauthorised persons, those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information.

Safeguarding Children and Vulnerable Adults

All staff must be familiar with and adhere to the Trust's child protection and safeguarding adult policies and procedures. All staff are required to attend child protection and safeguarding adults awareness training, additional training and supervision regarding child protection relevant to their position and role.

Health and Safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law whilst following recognised codes of practice and Trust policies on health and safety.

Customer Service Excellence

All staff are required to support the Trust's commitment to developing and delivering excellent customer-focused service by treating patients, their families, friends, carers and staff with professionalism, respect and dignity.

Emergency Planning

In accordance with the Trust's responsibilities under the Civil Contingencies Act 2004 all staff are required to undertake work and alternative duties as reasonably directed at variable locations in the event of and for the duration of a significant internal incident, major incident or pandemic.

Equal Opportunities

The aim of the Trust's policy is to ensure that no job applicant or employee is discriminated against either directly or indirectly on the grounds of race, creed, sex, marital status, disability, age, and nationality, ethnic or national origins. The Trust commits itself to promote equal opportunities and will keep under review its policies, procedures and practices to ensure that all users and providers of its services are treated according to their needs. The policy also applies to staff working within the Trust.

No Smoking Policy

It is the policy of the Trust to promote health. Smoking is actively discouraged and is prohibited in most areas of the Hospital, including offices, with the exception of designated smoking areas on both sites.

Review of this Job Description

This job description is intended as an outline of the general areas of activity. It will be amended in the light of the changing needs of the organization, in which case it will be reviewed in conjunction with the post holder.

Terms and Conditions of Employment

This post is exempt from the Rehabilitation of Offenders Act 1974, meaning that any criminal conviction must be made known at the time of application.