

**SENIOR CLINICAL FELLOW
IN
NEUROSURGERY (SPINAL)**

Available from as soon as possible for 12 months

**Medical Staffing Department
Box 154
Cambridge University Hospitals NHS Foundation Trust
Cambridge Biomedical Campus
Hills Road
Cambridge CB2 0QQ
Tel: 01223 596311
Fax: 01223 586968**

Introduction

The post will be based at Addenbrookes Hospital and the contract of employment will be held with CUH NHS Trust. This post is tenable for 1 year and is suitable for a post-CCT trainee in either Orthopaedic surgery or Neurosurgery, who wants to specialise in Spinal Surgery. The successful candidate will work with the seven Spinal Surgeons at Addenbrookes Hospital. Experience will be gained in all conditions including spinal deformity, degenerative conditions, trauma, infection and tumour in both adult and paediatric patients.

Experience will also be gained in the use of minimally invasive and image guided spine surgery techniques. There will be ample opportunity to undertake research projects during the clinical fellowship period.

The post does not attract SAC training approval.

Any candidate who is unavailable for personal reasons to work full time will be eligible to be considered for the post; if such a person is appointed; modification of the job content will be discussed on a personal basis with the Trusts in consultation with consultant colleague.

The Spine Surgery unit at CUH NHS Trust provides a service for the entire adult and paediatric population of Cambridge and receives emergency referrals for more complex trauma and malignant spinal cord compression from the surrounding region and beyond; all in all covering a population of approximately 2.5million.

Staffing: NHS and Academic

There are currently seven complex spinal surgeons in Cambridge:

Mr Laing is a neurosurgeon practising exclusively with spinal disease and has a wide adult practice including cervical, thoracic and lumbar degenerative disease as well as trauma, infection and spinal tumours. He also has an intradural microsurgical practice including surgery for Chiari malformation, syringomyelia, intra and extramedullary tumours and vascular anomalies.

Ms Fernandes is a neurosurgeon with interests in spinal surgery and paediatrics. She has a wide adult spine practice including cervical, thoracic and lumbar degenerative disease as well as trauma, infection and spinal tumours. She also manages the entire paediatric spine trauma and dysraphic workload.

Mr Crawford is a fellowship trained orthopaedic surgeon with an adult and paediatric spinal deformity practice as well as interests in degenerative disease, spinal infection, trauma, and malignant conditions.

Mr Trivedi is a neurosurgeon practising in adult spinal disease and also vascular neurosurgery. He has a wide adult spine practice including cervical, thoracic and lumbar degenerative disease as well as trauma, infection and spinal tumours. He undertakes minimally invasive spine surgery techniques for cervical, thoracic and lumbar degenerative, traumatic and malignant disease. He also has an intradural microsurgical practice including surgery for Chiari malformation, syringomyelia, intra and extramedullary tumours and vascular anomalies.

Mr Mannion is a neurosurgeon practising in adult spinal disease and also skull base neurosurgery. He has a wide adult spine practice including cervical, thoracic and lumbar degenerative disease as well as trauma, infection and spinal tumours. He undertakes minimally invasive spine surgery techniques for cervical, thoracic and lumbar degenerative, traumatic and malignant disease. He also has an intradural microsurgical practice including surgery for Chiari malformation, syringomyelia, intra and extramedullary tumours and vascular anomalies.

Mr Hay is a fellowship trained orthopaedic surgeon with an adult and paediatric spinal deformity practice as well as interests in degenerative disease, spinal infection, trauma, and malignant conditions.

Mr Timofeev is a neurosurgeon practising in adult spinal disease and also neurotraum. He has a wide adult spine practice including cervical, thoracic and lumbar degenerative disease as well as trauma, infection and spinal tumours. He undertakes minimally invasive spine surgery techniques for cervical, thoracic and lumbar degenerative, traumatic and malignant disease.

Duties of this post

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

Principal Responsibility

The candidate will be expected to be directly involved in clinical care and management and will be integrated into the different specialist outpatient sessions, MDT meetings, surgical planning sessions, operative sessions and radiological conferences. The Spinal Outpatient clinics will be the focus for preoperative planning, decision making, assessing postoperative outcomes, and observing the mechanisms for audit.

The Fellow will be invited to engage in the daily activities current within the Addenbrookes Spinal Services. During this time the fellow will be primarily supervised by Mr Rikin Trivedi and/or Mr Rodney Laing, but will be expected to call upon the supervision and expertise available within all specialist Departments which contribute to the multidisciplinary approach to the management of spinal disorders. The department has a second tier complex spinal on-call service, accessible for spinal trauma, and malignant disease and the Spinal fellow is expected to coordinate the surgical provision for such patients with the relevant Spinal consultants.

	Am	pm
Monday	Theatre (JRC)	Theatre (JRC)
Tuesday	Theatre (JRC/DSHA)	Theatre (JRC/DSHA)
Wednesday	Theatre (RJMA/RT/RJCL)	Theatre (RJCL/RT/RJMA)
Thursday	Spinal MDT Theatre (IT)	Clinic (General/Fracture alt)
Friday	Theatre (RT) or Research/Audit	Theatre (RT) or Research/Audit

Teaching and Training

Teaching of Medical Students, Specialty Registrars, nurses and physiotherapists is encouraged

Study and Research

There is a departmental library with access to the latest literature. Although timetables are busy, time and encouragement is given for research activities. It is expected that each Spinal Fellow complete a research and/or audit project for presentation at a National Meeting and possible publication. This will be a requirement for successful completion of the Fellowship. Currently there are several ongoing projects in degenerative spinal disease, spinal deformity, trauma, spinal malignancy and minimally invasive spine

Arrangements for Leave

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

Accommodation

Office accommodation and part-time secretarial support will be available within the neurosurgery department with access to computer etc.

PERSON SPECIFICATION
Post: Senior Clinical Fellow
Department: Neurosurgery (Spinal)

	ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Education / Qualifications	<p style="text-align: center;">MBBS or equivalent qualification</p> <p style="text-align: center;">Full Registration and a Licence to Practice with the General Medical Council</p> <p style="text-align: center;">Certificate of Completion of Training</p>	<p style="text-align: center;">ATLS Course</p> <p style="text-align: center;">FRCS or Equivalent</p> <p style="text-align: center;">CCrISP</p> <p style="text-align: center;">Presentations/Publications</p>
Experience	<p style="text-align: center;">Experience in basic spinal procedures</p> <p style="text-align: center;">Completed Specialty Registrar or equivalent training programme in Neurosurgery in the UK or equivalent</p> <p style="text-align: center;">Able to deal with general emergency admissions</p> <p style="text-align: center;">Logbook indicating validated experience of appropriate range and number of clinical procedures.</p>	<p style="text-align: center;">Understanding of spinal instrumentation with some surgical experience</p> <p style="text-align: center;">Experience in teaching medical students and junior doctors</p>
Skills / Ability / Knowledge	<p style="text-align: center;">Basic surgical skills and patient care</p> <p style="text-align: center;">Competence in pre-operative and post-operative management of general surgical patients.</p> <p style="text-align: center;">Good organisation</p>	<p style="text-align: center;">Basic computer skills including Microsoft word and Outlook</p>
Qualities / Attributes	<p style="text-align: center;">Ability to work as part of a team</p> <p style="text-align: center;">Punctual, reliable, honest and caring</p> <p style="text-align: center;">Potential to cope with stressful situations and undertake responsibility</p> <p style="text-align: center;">Evidence of being able to establish good professional relationships with patients and colleagues</p> <p style="text-align: center;">Ability to keep good medical records and communicate with other hospital departments and primary care</p> <p style="text-align: center;">Ability to understand and communicate with patients and colleagues</p>	<p style="text-align: center;">Ability to undertake research projects and audit</p> <p style="text-align: center;">Show interest in investigative, audit and research work outside immediate clinical responsibility.</p> <p style="text-align: center;">Demonstrated ability to work as part of a multi-disciplinary team</p>
Other requirements	<p style="text-align: center;">The applicant must have demonstrable skills in listening, reading, writing and speaking in English that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2013).</p> <p style="text-align: center;">If the Primary Medical Qualification including clinical contact was not carried out using English, applicants must 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</p>	

Cambridge University Hospitals NHS Foundation Trust in profile

Cambridge University Hospitals NHS Foundation Trust (CUH) is a thriving, modern NHS hospital based in Cambridge, England.

The hospital fulfils a number of important functions. It is the local hospital for people living in the Cambridge area, it is a specialist centre for a regional, national and international population, it is the teaching hospital for the University of Cambridge, and it is a world-class centre for medical research.

CUH's is now a flagship NHS hospital having achieved NHS Foundation Trust status in July 2004. It is also working in partnership with the University and their research partners (the MRC and CRUK) to make The Cambridge Biomedical Campus an internationally leading centre for biomedical and translational research.

The hospital already shares its 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. The most recent addition is The Medical Research Council's stunning 270,000 sq ft facility to house the Laboratory of Molecular Biology which opened in May 2013. Building is currently underway on a new global R&D Centre and Corporate HQ for AstraZeneca and coming soon a state-of-the-art building for Papworth Hospital when it relocates to the Campus in 2017.

CUH's commitment as part of the wider health community is to re-examine, re-evaluate and explore new ways of working: with our partners in health services, social care, and the city; with each other as colleagues; and with patients and the public. The agenda for modernisation drives this commitment; modernisation is not perceived as a separate issue, but rather as something that informs the whole structure, thinking and culture of the Trust.

Our commitment to our patients and our community is as an open, accountable and responsive organisation that fosters patient and public involvement, which we consider is crucial to the development of a modern hospital fit for the 21st century.

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.

CUH provides:

- accessible high-quality healthcare for local people
- specialist services for people in the East of England and beyond
- support for education and training in all healthcare staff, and a workplace where all staff have access to continuing learning and personal development
- support for research and development generating new knowledge, leading to improvements in population health and in healthcare delivery
- a contribution to economic growth, sustainable communities and a good quality of life for those we serve

Cambridge University Hospitals NHS Foundation Trust in detail

Addenbrooke's Hospital, part of Cambridge University Hospitals NHS Foundation Trust (CUH) provides emergency, surgical and medical services, and is a centre of excellence for specialist services for liver transplantation, neurosciences, renal services, bone and marrow transplantation, cleft lip and palate reconstruction, treatment of rare cancers, medical genetics and paediatrics. CUH also includes The Rosie Hospital, which provides a full range of women's and maternity services.

Last year 73,069 men, women and children were treated as inpatients, 102,709 people attended accident and emergency, and there were 574,998 visits to outpatient clinics (2013/14 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 7500 staff
- An income of around £700 million per annum
- Around 1,000 beds
- Five intensive care units

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

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 - working for tomorrow's medicine

Cambridge medical research enjoys an international reputation for excellence, a reputation that extends from the laboratory to the bedside.

A great deal of research is carried out within the hospital. Over 1,000 projects and 400 clinical trials are run by Addenbrooke's staff. Much of the research is clinical and translational, turning basic science into new drugs and new therapies to improve patient care.

The Cambridge Biomedical Campus combines world-class biomedical research, patient care and education on a single site. Now undergoing a major expansion that includes the co-location of companies alongside the existing 12,000-strong community of healthcare professionals and research scientists, the Campus is on track to becoming one of the leading biomedical centres in the world by 2020.

Research activity is supported by the Cambridge NHS Research and Development Consortium consisting of Addenbrooke's Hospital, Papworth Hospital, the Cambridgeshire Mental Health Partnership NHS Trust and Primary Care Trusts, with representation from the Institute of Public Health.

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 one of Britain's smallest cities but also one of the fastest growing. 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 excellent shopping facilities; an advice centre; Bank; cafés; clothes boutique; dry cleaners; financial advisory services; hairdressing salon; Marks and Spencer Simply Food; newsagent; The Body Shop; gift shop; solicitor and travel agents. 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

The Terms and Conditions of Service for Clinical Fellows are subject to change in accordance with transition timetable provided by NHS Employers as part of the implementation of the new junior doctor's contract. The Terms and Conditions of Service for Clinical Fellows will remain locally agreed and will be confirmed to candidates on appointment as soon as these are finalised.

1. This appointment shall be governed by the Terms and Conditions of Service for Hospital Medical and Dental Staff, 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; the salary scale for this appointment is £31,931 to £48,123 per annum (April 17 figures). Position on the incremental scale is determined by previous experience.
8. In addition a supplement will be paid for agreed hours of duty within the working pattern as per HSC 2000/031 "Modernising Pay and Contracts for Hospital Doctors and Dentists in Training." The Trust is contractually obliged to monitor junior doctors' New Deal compliance and the application of the banding system, through robust local monitoring arrangements supported by national guidance. You are contractually obliged to co-operate with those monitoring arrangements.
9. This post is superannuable and you will be subject to the NHS Superannuation Scheme unless you chose to opt out. The current rate of contribution is 6.5%.
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. 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.

11. The Trust requires the successful candidate to have and maintain registration 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.

The Terms and Conditions of Service for Clinical Fellows are subject to change in accordance with transition timetable provided by NHS Employers as part of the implementation of the new junior doctor's contract. The Terms and Conditions of Service for Clinical Fellows will remain locally agreed and will be confirmed to candidates on appointment as soon as these are finalised.