

Clinical Academic Role Profile

Job Title:	Clinical Professor for Medicine
Responsible to:	Head of Department Clinical & Experimental Medicine (DCEM)/ Medical Director Surrey and Sussex Healthcare NHS (SaSH)
Responsible for:	Research staff employed on programmes and awards directed by the post holder. Supervisory responsibility for other academic and research staff within the department. Care of patients where named as lead consultant.

The role

The Department of Clinical & Experimental Medicine (DCEM) within the School of Biosciences & Medicine together with Surrey and Sussex Healthcare NHS Trust (SaSH), are seeking to make a joint appointment at Professorial level, which will work alongside a newly established Chair in Nursing and be supported by two funded PhD studentships. These posts represent our foundation of a Centre for Ageing Research, which complements research activities across the Faculty.

The post holder is expected to complement our existing strengths with a discipline compatible with the department themes and goals and the clinical work of the respective specialty department at SaSH NHS trust. The post holder will have a medical speciality in one of the following areas: stroke medicine, diabetes, musculoskeletal disease, elderly care and mental health which will complement the school's current research expertise including and not limited to nutrition (especially diabetes and obesity), sleep, biological rhythms, infectious disease, cancer and systems biology. The post holder will have the potential to collaborate with all members of the school and Faculty to underpin new multidisciplinary research activities.

This post is based at the East Surrey Hospital, Surrey and Sussex Healthcare NHS Trust (SASH), Redhill and the University of Surrey, Guildford. The job is a full time post comprising 10 Programmed Activities (PAs); 50% of time at SASH and 50% at the University of Surrey, although clinical service delivery within the initial job plan is accommodated within two week days. The post has arisen following collaboration between SaSH and the Faculty of Health and Medical Sciences at the University of Surrey. It is expected that the post holder will complement the existing medical/clinical teams and bring expertise in a medical condition such as stroke, diabetes, musculoskeletal disease, or other medical sub speciality interest.

From the methodological perspective, we would particularly like to welcome a trialist/colleague keen to lead and collaborate in clinical trials and/or someone who would like to get involved in real world evidence (RWE) studies. The Department of Clinical and Experimental Medicine includes a clinical research facility (CRF) that is Phase I MHRA approved; a clinical trials unit (CTU) and a real world evidence (RWE) centre that includes the Royal College of General Practitioners (RCGP) Research and Surveillance Centre (RSC). The RWE centre

Clinical Academic Role Profile

is actively involved in influenza and other disease surveillance and vaccine effectiveness studies.

Job Summary and Purpose

1. To develop and lead a significant programme of research in line with the School & Trust's research strategies, making use of the University's advanced research infrastructure to write high quality publications and attracting and securing significant research funds.
2. To contribute to current and future models of care which impact the health and wellbeing of older people.
3. To provide teaching and academic leadership in undergraduate and postgraduate courses within the area of expertise.
4. Clinical responsibilities

Key Responsibilities

The post holder will be expected to:

1. Make a significant contribution to the Faculty's strong teaching and research profile, broadly in the area of chronic disease and ageing.

Clinical responsibilities, in addition to generic professional responsibilities include:

1. To work with the specific clinical team of interest and healthcare of elderly team to provide high quality, evidence-based, sustainable pathways of care for patients who are either admitted, or who can be looked after through community or novel team based models of intervention.
2. To support and enhance the clinical research performance within medicine and within the trust more widely, in line with the NIHR commitment to bring research opportunity to a wider range of patients.
3. To adopt a supportive team approach recognising the value and contribution of all members of the multi-disciplinary team involved in patient care.
4. To demonstrate and champion behaviours consistent with the values of the University and the Trust.
5. To take part in the SaSH + improvement work (in partnership with the Virginia Mason Institute if required).

In addition, the post holder will be required:

- **To develop the research activities of the School, University and of the Trust by:**

Developing and leading a significant programme of research with defined and fixed project plans synergistic with existing expertise and infrastructure.

Clinical Academic Role Profile

Publishing findings in appropriate peer reviewed scientific outlets, write and win external funding.

Seeking collaborative research opportunities with other members of Faculty staff, other clinical researchers, academics and develop multidisciplinary research links with other parts of the University where appropriate.

Maintaining an expert reputation in their own subject area and providing appropriate guidance to staff and students

Engaging in external activities in accordance with the School & Faculty's research strategy at a national and international level.

Contributing to the wider national and international academic community general life and work of the University through, for example, editing journals and refereeing papers.

Similarly enhance the R&D atmosphere in the Trust and offer more patients the opportunity to take part in high quality/NIHR adopted research studies.

Background and Main Duties and Responsibilities at Surrey and Sussex Healthcare NHS Trust (SaSH)

Base: East Surrey Hospital

Accountable to: Medical Director

This role is appropriate to any clinical academic in areas of medicine which affect the elderly. The following information describes the Departments of Stroke, Diabetes & Endocrinology and Musculoskeletal disease. However, it may be appropriate to broaden this further with any clinical academics and their relevant sub specialities.

The post holder will use their clinical and research experience to promote existing and new pathways and models of care. It is anticipated that the success of the role will be seen by raising the effectiveness of care for patients, sustainable models of care for future, and research principles of the department and hospital. It is anticipated that the elective and unscheduled care demands of the local population are sufficient to provide an interesting and sustainable clinical workload and research base.

Provisional Timetable e.g.

	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
<i>am</i>			<i>PTWR 0.5 DCC Frailty Unit/or Specialist clinical area 0.75 DCC</i>	<i>Clinic 1 DCC</i>	

Clinical Academic Role Profile

<i>pm</i>			<i>Department meeting 0.25 SPA</i>	<i>Grand round 0.25 SPA</i>	
			<i>Admin 0.25 DCC</i>	<i>Admin 0.5 DCC</i>	
			<i>SPA 0.5 (Flex)</i>	<i>Frailty Unit/ or Specialist clinical area</i>	
				<i>1 DCC</i>	

Total NHS PAs: DCC 4.0, SPA 1.0

Total University PAs: Academic 5.0

NB: It is expected that there may be some flexibility around the timing of some of these duties and activities, negotiable with the Chief of medicine and Medical Director.

Frailty unit – Seeing new patients who have been referred to the frailty unit direct from GPs, Emergency Department and community practitioners. Up to 4 patients per session will undergo a comprehensive geriatric assessment with access to therapies, diagnostics and social workers.

Frailty OPD – reviewing patients who have been referred to the frailty unit for a follow up appointment and rapid access to advice. These will be half hour appointments reviewing up to 6 patients per session.

Triage/Admin – Patients will be referred to the unit and the post-holder will triage the patients as appropriate.

Advice – Providing advice via a dedicated telephone line to GPs and other MDT members from the community.

PTWR – Over 75 years not on AMU (approximately 0 -10). These patients will be presented by the night medical team and the Consultant will be accompanied by a member of the General Geriatric Team taking the patients who will provide continuity of care.

Oncall – there is currently no mandatory oncall commitment for this post, however should the successful applicant wish to maintain a general medicine oncall role during the weekends or week days this could be negotiated in job planning meetings.

The Medicine Division

Medicine Divisional Structure

Stroke

The Stroke service at East Surrey Hospital offers hyper acute care 7 days a week through a telemedicine rota with the Surrey Stroke Network and runs 7 day TIA clinics. There is a robust thrombectomy pathway in place with St George's Hospital, London and CT Angiography is

Clinical Academic Role Profile

available 24/7 on site. There is a 28 bed ring-fenced Acute Stroke Unit on Chaldon at the East Surrey Hospital and 18 Stroke Rehabilitation beds at Crawley Hospital. The unit works extremely closely with the Departments of Acute Medicine, Geriatric Medicine, Radiology, Neurology and Cardiology, and has excellent links with the Stroke service and Neurosurgery at St George's Hospital, London which is the tertiary referral centre for East Surrey Hospital.

Musculoskeletal

The ortho-geriatric unit at East Surrey Hospital is a busy well led clinical team. We see over 500 patients with hip fractures per year and lead on the local AHSN enhancing quality service with the Trust mortality rate as expected (Dr Foster). The team has pursued a rigorous quality improvement agenda for the last 3 years working with the AHSN and the Virginia Mason Institute as part of the SaSH+ programme.

A number of these projects have been presented and published nationally and internationally (including work on osteoporosis management, sepsis identification and the risk factors for sepsis development following surgery). The team is also the host team for a leading series of podcasts gaining over 26,000 downloads in the past year – evaluation of this as a learning and teaching modality is currently being undertaken.

Rheumatology Department

We provide rheumatology outpatient services at five locations to a diverse population of 535, 000 with a varied socioeconomic profile, and a mixture of rural and urban populations. We see patients of all ages with predominantly autoimmune inflammatory conditions such as rheumatoid arthritis, polymyalgia rheumatica and giant cell arteritis, or metabolic conditions such as osteoporosis or gout. We are three physician/ rheumatologists with regular medical on call commitment; and one pure rheumatologist, supported by three full time rheumatology nurse specialists. We already have a strong commitment to patient empowerment and self- management, and will be working with a Darzi Fellow to look at whether a new technology platform can provide additional benefit to our patients.

As a Department we have interest in general medical conditions presenting with musculoskeletal symptoms i.e. elderly patients with para neoplastic disease or infectious disease. We have provided input to the Specialist Rheumatology Clinical Reference Group with regards to NHS England services for patients with the rarer rheumatic diseases such as ANCA associated vasculitis, IgG4 related disease and polymyositis. We provide sub-speciality clinics for refractory arthritis (RM), connective tissue disease and vasculitis (UD, WS), connective tissue disease associated interstitial lung disease (WS), scleroderma (combined clinic with Royal Free Hospital - UD, WS, RM), paediatric rheumatology (UD) and complex osteoporosis and Paget's disease (SG). We also provide the DXA service for the Trust (3,000 scan per year) and the outpatient fracture liaison service (1000 patients per year). There is ongoing collaboration with our orthogeriatric colleagues through a monthly metabolic bone disease MDM. The Department also has a weekly radiology MDM, and fortnightly clinical MDM. Drs Griffith, Makadsi and Shattles perform musculoskeletal procedures under image guidance. We have around 700 patients on biologic therapy and have contributed to a national prospective observational study of the hazards of anti TNF therapy in RA since 2000.

Clinical Academic Role Profile

We have extensive experience of undergraduate and post graduate education with all four consultants acting as educational supervisors and examining for MRCP PACES. Following our success in training a single STR we were asked to provide a second STR post for rheumatology by HEKSS (only two units in our region have two STR posts). The consultants supervise Rheumatology MSc projects undertaken by their STRs. Dr Makadsi also provides training for a Care of the Elderly STR. Dr Davies is GIM Training Programme Director for HE London and South East. She is leading an Internal Medicine MSc module on inflammatory disease processes, with contributions from Dr Field (Endocrinology) and liaising with Dr Wilkinson for a module on Frailty/Elderly. Dr Davies has an MA in Postgraduate medical education and Dr Griffith has an MD in medical informatics. Since 2009 we have had poster presentations at National meetings on the management of giant cell arteritis, rheumatology guidelines in primary care, annual rheumatology review in primary care, presentations of sarcoidosis, cardiovascular risk factors in patients with rheumatoid arthritis and the outcome of temporal artery biopsies, as well as oral presentations on the case-mix of the metabolic bone MDM, and an audit of patients presenting with malignancy to the extended scope physiotherapy service.

Diabetes

The department comprises 3 full-time consultants, 4.5 WTE diabetes specialist nurses, 1 WTE diabetes specialist dietitian and 1 specialty trainee (ST3+). It is based at the Earlswood Community Diabetes and Endocrinology Centre, where outpatient research activity and clinics take place. Clinics are also held at East Surrey, Crawley, Horsham and Caterham Dene Hospitals, and at Oxted Health Centre, and there is a plan to develop joint renal diabetes clinics at the local dialysis centre in Crawley. There is an extensive insulin pump service and a QISMET-accredited type 1 structured education course.

The multidisciplinary team provides an inpatient diabetes service at East Surrey Hospital and collaborates closely with colleagues in obstetrics, paediatrics, vascular surgery, ENT surgery, microbiology, podiatry and tissue viability. Joint antenatal and diabetic foot clinics are held on the main hospital site. Thyroid cancer and pituitary MDTs operate via video link to Guildford, Imperial and Brighton.

In addition to the ST3+ trainee, the department is responsible for a junior team comprising 2 CMTs, 1 GPST, 2 FY1s and 1 Trust Doctor, based on a 21-bed specialty and general medicine inpatient ward at East Surrey Hospital. Endocrine dynamic function tests and research procedures are performed in a dedicated room on the ward. The consultants contribute to the general medical on call rota and share ward cover, conducting 2 full ward rounds weekly, with morning board rounds and review of new patients on the remaining 3 weekdays.

With support from the Trust's R&D-funded clinical research nurses and administrators, the department has developed a strong track record of contributing to academic and commercial NIHR portfolio research. It has also developed cordial research links with local general practices that support identification of potential participants. Recent activity includes randomised, double-blind trials in several areas including diabetes prevention, cardiovascular outcome in type 2 diabetes, and glycaemic control in both type 1 and type 2 diabetes, as well as observational and registry studies.

Clinical Academic Role Profile

University of Surrey:

This post is within the Section of Clinical Medicine and Ageing within Department of Clinical and Experimental Medicine; in turn within School of Biosciences and Medicine; which is within the Faculty of Health and Medical Sciences

Faculty of Health and Medical Sciences

The Faculty of Health and Medical Sciences comprises four schools, all working together under a 'One Health' vision, to provide interdisciplinary research and teaching in human and animal health.

School of Bioscience and Medicine

The School mission is to improve human and animal health through top-ten teaching and world-leading discovery and translational research in biosciences and medicine. *The School of Biosciences & Medicine is committed to the principles of the Athena SWAN charter and is proud to have been successful in achieving an Athena SWAN Bronze Award in November 2014. The School recognises and celebrates good practice in advancing women's careers in Science in higher education and research, and is proud to have a diverse mix of staff at all levels. Our Athena SWAN Bronze Award is helping us identify and implement best practice for the working environment of all staff, as we work towards achievement of Athena SWAN Silver status.*

Department of Clinical and Experimental Medicine

The Department's research ranges from first use of molecules in human (Phase I trials) through to real-world evidence studies using routinely collected data. It has strong connections to the NHS, particularly through Surrey Health Partners (SHP) and its Clinical Academic Groups (CAGs).

Research infrastructure

Clinical Research Centre (CRC) and Clinical Research Facility (CRF)

We have a Medicines and Healthcare products Regulatory Agency (MHRA) approved Phase 1 trials.

We are happy to host Phase I studies lead from within or outside the University. The CRC can also manage Phase 2 and 3 trials.

Clinical Trials Unit

We are in the probationary period of the Surrey CTU. We are delighted to support a wide range of trials and studies.

Secure data infrastructure (NHSnet connected)

For surveillance, quality improvement and research.

Clinical Academic Role Profile

Expertise

Sleep and chronobiology

We have world-leading researchers and research infrastructure.

Cancer

We are home to the Surrey Cancer Research Institute (SCRI). Our oncology section produces high-quality research outputs.

Diabetes

We have advanced expertise in diabetes, including a Real-World Evidence centre.

Primary care and clinical informatics

Much of our research is around using computerised medical records (CMR) for surveillance, quality improvement and research.

We are the data and analytics hub for the Royal College of General Practitioners (RCGP) Research and Surveillance Centre (RSC). We also have expertise in quality improvement.

Other expertise

Ophthalmology

DNA ageing

Critical care

Hepatology

Surgery

Sections in the Department

Clinical Medicine and Ageing

Oncology

In addition to the above, the post holder will be required to:

Provide academic leadership and play an active team role in the Department and across the School, Faculty and University.

At undergraduate and/or postgraduate level, as appropriate, by leading the development of new teaching methods and designing programme units and taking responsibility for the quality of programme units.

Clinical Academic Role Profile

Take part in activities such as marking, assessing, validating and examining in relation to the University's associated institutions.

Continually update knowledge and understanding in their field or specialism. Extend, transform and apply knowledge acquired from scholarship to teaching, research and appropriate external activities.

Using listening, interpersonal and pastoral care skills to deal with sensitive issues concerning students and provide support.

Perform personal administrative duties throughout the School and the University as are recognised by the University as properly within the remit of role of professor, such as research group leader and roles associate with teaching programmes, as allocated by the Head and contributing to the general life and work of the University.

Advise, supervise and give guidance to other staff. Taking overall responsibility for the welfare of staff drawing on specialist advice and support.

Such activities will include membership of committees of academic and professional bodies, external examining, editing journals and contribution to professional networks, national and international meetings, societies and bodies (including governmental ones).

Engage in external activities in accordance with the Faculty's research strategy at a national and international level. Attend appropriate national and international conferences for the purpose of disseminating research results.

Lead major funding bids which develop and sustain research support for the specialist area and advance the reputation of the Faculty and the University.

Sustain and develop professional expertise and maintaining the requirements for registration with the appropriate body.

Professors are expected to accept invitations to serve on national and international bodies, including governmental bodies. They will also be expected to contribute to the University by taking on roles that enable the University to meet its administrative needs.

Teaching and administrative duties will be allocated by the Head of Department, within the context of the teaching programmes agreed by the Faculty Learning and Teaching Committee

Clinical Academic Role Profile

Person Specification	
	Essential/ Desirable
A Bachelor of Medicine and Bachelor of Surgery (MBChB) and college post graduate qualification.	E
A higher research degree (PhD) or MD in chronic disease related research, regenerative medicine or relevant related discipline, or equivalent professional experience.	E
Consultant medical staff are required to be fully registered with the General Medical Council with a licence to practice, to be listed on the appropriate GMC Specialist Register (or be within 6 months of CCT date or eligible to apply for registration for international applicants) and to participate in joint appraisal, and re-accreditation.	E
World class outstanding sustained research performance as evidenced by : <ul style="list-style-type: none"> - High quality journals /publications - Sustained track record of grant income generation - Good teamwork and leadership - Research plans that are synergistic with our research strengths and infrastructure Outstanding qualities and achievements in scholarship and research at a national and international level which have made a significant contribution to the advancement of their subject	E
Evidence of sustained teaching excellence demonstrated by positive student evaluations and the advancement of high quality teaching and learning through the use of innovative teaching, assessment and feedback methods alongside research-led curricula development.	E
Appropriate clinical experience and achievements at the level of NHS consultant.	E
Proven management and leadership qualities at a senior level.	E
Proven leadership in knowledge transfer activities, the creation, development and dissemination of knowledge to the local, regional, national or international communities.	E
Evidence of high quality teaching and proven track record successfully supervising at undergraduate and postgraduate level.	E
Evidence of scholarly contributions to conferences, professional meetings and societies at an international level, and evidence of achievements in other external activities at an international level.	E
Successful completion of the Graduate Certificate in Learning & Teaching, or equivalent teaching qualification (would require postholder's completion of the certificate if not held on appointment).	E
Excellent communication, inter-personal and networking skills.	E
Nominations for and attainment of teaching and learning awards at University and national level.	D

Clinical Academic Role Profile

Additional post information

Internal research relationships (within University of Surrey)

The department host research activities:

- The Royal College of General Practitioners (RCGP) Research and Surveillance Centre (RSC) and Lilly funded Diabetes Real World Evidence Centre, providing scope for epidemiological as well as interventional studies.
- The Surrey Cancer Research Institute provides opportunities for research in oncology.
- The Clinical Research Centre contains:
 1. Clinical Research Facility (CRF) which is MRHA approved for Phase I studies;
 2. Surrey Sleep Service and research centre, a diagnostic facility for sleep problems;
 3. Clinical Trials Unit (CTU)
 4. Real world evidence centre (RWE) – including a “living lab” and the RWE activities listed above.

The Engineering Faculty hosts the 5G Centre and health applications of the superfast data transfer this enables are being actively developed. These two departments, together with the AHSN are establishing a Living Lab relationship where new care pathways, enabled by design and technology can be conceived, tested and delivered. The first project being supported through the Living Lab is the initiation of the £5m Innovate UK-funded Internet Of Things programme in Dementia led by Surrey and Borders NHS Foundation Trust. We expect other programmes to follow.

External research relationships

Surrey and Sussex Healthcare employs 12 consultants in elderly medicine, supports new roles located in hospital and in the community, has active orthogeriatric and OPALS services and is identified as providing hyperacute stroke services for the population of East Surrey and Northeast West Sussex (c.535000 residents) going forwards. The hospital has strong links with the Kent Surrey and Sussex AHSN and with Surrey Health Partners, as well as being an associated University Hospital of Brighton and Sussex Medical School, actively seeks to find new ways of providing care and supports innovative work force models in line with the principles of the Five Year Forward View.

The post holder will be expected to seek collaboration research opportunities including working with other University colleagues and externally SaSH and its Clinical Academic Groups (CAGs), Kent, Surrey and Sussex (KSS) Academic Health Sciences Network (AHSN) with the support of the National Institute for Health Research (NIHR) Comprehensive Research Network (CRN).

The Trust

Surrey and Sussex Healthcare NHS Trust provides a comprehensive range of emergency and non-emergency services to the residents of East Surrey, north-east West Sussex, and south Croydon, including the major towns of Crawley, Horsham, Reigate and Redhill. Our proximity to the M25 and M23 motorways and Gatwick Airport means that we also treat many patients from outside the area and from overseas.

We are responsible for East Surrey Hospital in Redhill, where we provide the more acute and complex services. In addition, we reach out into the community to provide a range of outpatient, diagnostic and less complex planned services closer to home. We provide services at The Earlswood Centre, Oxted Health Centre and Caterham Dene Hospital in Surrey, and at Crawley and Horsham Hospitals in West Sussex.

We provide services across the Surrey and West Sussex County Council areas, and we work with the district, borough and town councils of Reigate and Banstead, Mole Valley, Tandridge,

Clinical Academic Role Profile

Crawley, Horsham and East Grinstead. Our services are commissioned mainly by Crawley, Horsham and Mid Sussex, East Surrey, Surrey Downs and Croydon CCGs.

In 2017/18 we expect to receive over £260m in income and employ over 3,800 staff. We have extensive and modern facilities, including MRI and CT scanners, intensive and coronary care units.

We are one of the best performing Trusts in England, highlighted by the following recent achievements:

- ✓ The Care Quality Commission (CQC) has given us a good rating in all 5 domains.
- ✓ We are one of the safest hospitals in the country according to CQC's intelligent monitoring
- ✓ Our patients are likely to recommend us as we have the best Friends and Family score in the region
- ✓ We achieved 100% for cleanliness in the latest PLACE scores
- ✓ Our staff are among the most motivated in the country and are proud to recommend our Trust as a place to work and be treated, according to the latest staff survey, we were in the top 20% of hospitals nationally as a place to work and receive treatment and also as somewhere patients receive quality treatment and care.
- ✓ This has helped us become one of the top 100 NHS employers according to the HSJ and helped in achieving Board of the year 2016 in the HSJ Safety awards.

Continuously improving / SaSH+

The Trust has seen major transformation in terms of quality, safety clinical outcomes and patient experience over the past five and a half years. This has been recognised by both our staff and patients and by external audiences at both a local and national level. In 2015 the Trust was successful in its application to be part of a five year development programme in partnership with the Virginia Mason Institute. This programme, which is nationally funded, takes the learning from Virginia Mason which has adapted the principles used to manufacture cars by Toyota. This process:

- Is based on the lean concepts from the Toyota Production System
- Has been pivotal in the transformation of a culture which is focussed on pursuing excellence for patients
- Has improved safety and the quality of care provided to patients
- Involves staff in developing and implementing their own solutions to issues on the basis of continuous incremental improvement (kaizen)
- Uses evidence, observations and robust improvement tools and techniques
- Has reduced costs by focussing on reducing waste and adding value to as many processes as possible
- Has been explicit in developing standard work for processes to reduce variation and improve quality

SaSH + is the overarching name of the improvement journey that the Trust have embarked on. We are one of only five Trusts who are participating in this programme and we are confident that the rigorous application of a tried and tested process, supported by a further culture shift which supports the pursuit of perfection for patients will help the organisation move from being rated as good to outstanding in the foreseeable future.

Services currently provided by the Trust:

Surgery - General Surgery and Urology, Trauma and Orthopaedics, Gynaecology, ENT, Ophthalmology and Dental services provided principally at East Surrey Hospital.

Clinical Academic Role Profile

Specialist Maternity Services and services for **Children** including those for new born babies with a 20 cot neonatal unit with capacity for 3 intensive care cots based at East Surrey Hospital. There is a paediatric walk in centre at Crawley Hospital.

General Medicine - including Care of the Elderly, Cardiology, Diabetes, Gastroenterology, Rheumatology, Dermatology, Genito Urinary Medicine, Respiratory Medicine, Neurology, Clinical Oncology and Haematology services. Stroke services are at Crawley together with medical rehabilitation.

The major **Accident and Emergency and Trauma Centre** is based at East Surrey Hospital which is supported by an established **Acute Medical Unit and Surgical Assessment Unit**.

10 **Intensive care beds** and 6 **high dependency beds**, operating theatres and dedicated Day Case facilities.

10 main **operating theatres** at East Surrey Hospital which have recently been subject to a £15m refurbishment. We also have a Surgical Short Stay Unit with 4 theatres at Crawley Hospital with overnight stay facilities.

A range of **Diagnostic** (X-Ray and Pathology including 24 hour CT scanning), Therapy and clinical and non-clinical support services.

A full range of **community** services, community hospitals and clinics are provided jointly with a range of community providers.

Mental health services are provided through our well established links with local Mental Health Trusts.

We have developed a clinical partnership with Brighton and Sussex University Hospitals NHS Trust, becoming an Associated University Hospital of Brighton and Sussex Medical School.

Consultants have activities at both East Surrey and Crawley Hospitals as well as in the community sites.

All junior doctors are based at East Surrey Hospital and some travel to Crawley Hospital for outpatients, theatres and specialist services.

Management Arrangements

Chairman	Alan McCarthy
Chief Executive	Michael Wilson CBE
Medical Director	Dr Des Holden
Director of Finance & Performance	Paul Simpson
Chief Nurse	Fiona Allsop
Chief Operating Officer	Angela Stevenson
Director of Information and Facilities	Ian Mackenzie
Director of OD and People	Mark Preston
Director of Corporate Affairs	Gillian Francis-Musanu
Director of Strategy	Sue Jenkins
Director of Service Development	Jim Davey

Clinical Academic Role Profile

Chief of Clinical Education Dr Sarah Rafferty

Clinical Director of Frontier pathology services Dr Bruce Stewart

The Trust's management arrangements are based on a system of Clinical Divisions. These are as follows:

Chief of Medicine	Dr Ben Mearns
Chief of Surgery	Dr Barbara Bray
Chief of Women and Child Health	Dr Zara Nadim
Chief of Cancer Services	Dr Ed Cetti

Associate Directors

Medical Alison James

Surgical Natasha Hare

Women and Child Health Bill Kilvington

Cancer Services Jane Griffiths

GENERAL CONDITIONS

Terms and Conditions

The person appointed will be employed by the University of Surrey on University of Surrey Terms and Conditions. The Terms and Conditions that will be applied to the appointment are contained in the University of Surrey Staff Handbook. The salary offered will be equivalent to the appropriate point on the NHS Consultant Pay Scale. In addition, the successful candidate will be offered an honorary contract with the Trust under the new consultant contract arrangements.

Base and travel

The post is primarily based at the University of Surrey, Guildford. The appointee will be based at the Surrey and Sussex Healthcare for clinical speciality work. A relocation expenses policy is available subject to meeting criteria.

Flexibility

The SaSH and the University of Surrey work in a climate of change. It is therefore expected that all staff will develop flexible working practices both within the organisation on a cross-directorate basis, and with external organisations and relevant networks, to be able to meet the challenges and opportunities of working within the field.

Any Consultant who seeks to work part-time will be eligible to be considered for the post; if appointed, modification of the job content will be discussed on a personal basis, in consultation with Consultant and University colleagues.

The post holder is expected to work outside normal office hours as necessary.

The appointee will be indemnified by the University or SaSH employer for all duties undertaken as part of his/her contract of employment. He/she is encouraged to take out adequate medical defence cover as appropriate to cover him/her for any work not falling within the scope of the University or SaSH employer indemnity scheme.

Clinical Academic Role Profile

All staff are expected to:

- Positively support equality of opportunity and equity of treatment to colleagues and students in accordance with the University of Surrey and Surrey and Sussex NHS Trust Equal Opportunities policy.
- Help maintain a safe working environment by:
 - Attending training in Health and Safety requirements as necessary, both on appointment and as changes in duties and techniques demand
 - Following local codes of safe working practices and the University of Surrey Health and Safety Policy
- Undertake such other duties within the scope of the post as may be requested by your Manager.

This job description may change in light of service developments.