

UNIVERSITY HOSPITAL OF SOUTH MANCHESTER  
JOB DESCRIPTION  
ACADEMIC FOUNDATION YEAR 1 & 2 DOCTOR

**UHSM PROFILE**

**Overview**

The following five statements define what it means to be a part of UHSM. We call them 'The South Manchester Way' – and they define the way we do things in our organisation. We are striving to make our Foundation Trust the best in the NHS. This document will give you some background to us and why you should consider joining us.

- ***Patient care is at our heart***
- ***We strive for excellence***
- ***We lead learn and inspire***
- ***We are honest and open***
- ***We are one talented team***

**Patient care is at our heart** - The University Hospital of South Manchester (UHSM) NHS Foundation Trust (FT) provides district general hospital services for its local communities and many specialist tertiary services for Greater Manchester and the whole of the North West. Our specialist tertiary services include cardiology and cardiac surgery, thoracic surgery, heart and lung transplantation, complex respiratory services, vascular services, burns care and plastic surgery, cancer services and breast care.

The FT has a very strong reputation for quality, and our mortality rates are among the lowest in the UK. Our clinical services have gained the highest standard of clinical risk management (CNST Level 3 for Maternity and for the FT as a whole).

Authorised on 1 November 2006, the FT is developing a major health campus at Wythenshawe Hospital, and works in partnership with a number of other NHS organisations in offering services at other hospitals.

**We lead, learn and inspire** - In partnership with the University of Manchester and other education providers, we are recognised regionally and nationally for the quality of our teaching and research programmes. Our strong links with the University of Manchester ensure that we support excellent research in cancer, lung, vascular and gastro-intestinal diseases, tissue and wound management, and medical education.

**We are one talented team** - We have an income of over £300M per annum and employ 4,500 staff. A further 800 are employed by our Private Finance Initiative (PFI) partner in providing estates and facilities services. We consistently demonstrate sound financial management and revenue surpluses.

**We strive for excellence** - Our capital investment programme is supporting our ambition to develop as a major health campus. In 2007 we opened the £15M Nightingale Centre and Genesis Prevention Centre, Europe's largest breast cancer prevention facility. The £20M expansion of our North West Heart Centre, opened in May 2008, provides state-of-the-art intensive care and investigation facilities. In July 2008 we commissioned a cardiac MRI scanner and the Board approved a further investment of £8M to expand our regional cystic fibrosis service. As a consequence of the changes outlined in Making It Better relating to maternity and children's services, the Board approved a £20.3M investment for a substantial

investment in expanding our maternity services in March 2009. We have a high-performing Medicines Evaluation Unit, recently augmented by a £3M extension, and linked to a new Translational Research Facility. UHSM hosts the recently created National Aspergillus Centre, pioneering research into fungal diseases, linked to the North West Lung Centre.

**We are honest and open** - Our membership has remained steady across public, patient and staff constituencies. We are committed to establishing, maintaining and developing an active and engaged membership, and are working to ensure that our membership is representative of the communities we serve.

Demand for UHSM services in 2009/10 included;

- 82,977 people attending the emergency department;
- 42,707 people admitted for elective/day surgery
- 327,775 people attending outpatient appointments.

UHSM has an annual turnover of over £300m including £25m of research and education income. We have shown strong financial performance which has been delivered across the organisation through increased financial control and the delivery of efficiency savings of some 3% year on year. Our financial performance has provided sound bedrock for the near future and helped secure our Foundation Trust status. The UHSM strategy acknowledges that, in order to continue to develop our clinical services whilst maintaining a healthy financial standing, we will need to look more innovatively at how we deliver efficiencies in the future. Service redesign projects are under way to reach this goal, focussing on areas such as theatre utilisation, length of stay reductions, and workforce redesign.

### **UHSM Foundation Trust Structure**

The Board of Directors has ultimate responsibility for the management of the Trust but is accountable to its membership through the Council of Governors. The Council of Governors is made up of 32 Governors comprising 5 appointed Governors, 7 elected Staff Governors and 20 elected Public and Patient Governors. UHSM has over 10,000 members. Our performance and compliance is regulated by the NHS Foundation Trust Regulator (Monitor), and our compliance with national service standards is also reviewed and rated by the Care Quality Commission.

The Board of Directors comprises five executive directors, five non-executive directors and a non-executive Chair.

The executive directors are:

|  |                   |
|--|-------------------|
| Chief Executive                              | Diane Whittingham |
| Chief Nurse                                  | Mandy Bailey      |
| Chief Operating Officer                      | Silas Nichols     |
| Director of Finance (Deputy Chief Executive) | Tim Barlow        |
| Medical Director (Interim)                   | John Crampton     |

The Director of Human Resources attends the Board of Directors as a non-voting executive director.

The non-executive directors are:

Barry Clare (Chairman)  
Roger Barlow  
Philip Smyth  
Professor Martin Gibson  
Professor Graham Boulnois  
Lorraine Clinton

The Council of Governors is made up of 32 Governors comprising 5 appointed Governors, 7 elected Staff Governors, and 20 elected Public and Patient Governors. The elected Governors represent the Membership of UHSM. Our Governors have an important role, as it is through them that the population served by the Trust is directly involved in influencing our strategic direction. UHSM had the following Membership numbers at the financial year end 31 March 2010:

- Public Members 5,508
- Staff Members 5,960

UHSM has nine Clinical Directorates and a Corporate Division. For more information on UHSM and its services, follow the link <http://www.uhsm.nhs.uk>

### **Strategic direction for UHSM NHS Foundation Trust**

UHSM no longer sees itself as simply a centre of healthcare, but of health and well-being. UHSM has already begun to change the way it works, putting the patient at the centre of its organisational delivery. In partnership with others, UHSM will increasingly deliver treatment and care packages tailored to meet the often complex and long term needs of individual patients and their families.

Our mission is to create a healthcare organisation that is recognised nationally for delivering safe, high-quality care and an outstanding experience for patients. We want our communities to have complete confidence and trust in its services, convinced that we provide the best care any medical establishment can offer. We will measure the effectiveness of our services and publish the results.

- **Delivery of safe care, the best treatment and an outstanding patient experience**, exceeding national standards, continuously improving quality and outcomes for every patient, every service, every time. UHSM's strategy is designed to achieve the lowest mortality rates in the country, eradicate hospital-acquired infections, reduce still further an already low incidence of errors and accidents, and deliver the best possible outcomes for our patients.
- The cultural change being introduced throughout the hospital is aimed at making UHSM at Wythenshawe the hospital of choice for all users. This is known as 'The South Manchester Way', and it defines everything we do.
- Medical quality will be underpinned by more **world-class research** translated into effective new treatments for patients, delivered by an increasing number of internationally recognised specialists. UHSM is a founder-member of the Manchester Academic Health Sciences Centre and will resource and promote research within the Wythenshawe campus to ensure that clinicians play an ever more prominent role in establishing Manchester as a major international centre of translational medicine and expertise.
- UHSM already has an excellent reputation for teaching. We train some 400 doctors and 2,000 other health related professionals each year. Over the next 7 years, UHSM will become a major provider of **multi-disciplinary education and training** for staff and students from a wide range of health professions. Courses in the management of health care provision will augment the clinical training, with students from overseas as well as other parts of the UK. Adult education and training opportunities will be provided for members of the local community where we wish to reinforce our position as an employer of choice.
- We will continue to invest heavily in the quality and range of physical facilities at the Wythenshawe campus. Our strategy will deliver the **substantially enhanced environment** which patients and staff have a right to expect from a centre of clinical excellence in the 21st century. Strong emphasis will be placed on the 'greening' of the site to enhance patient well-being and recovery and produce a less stressful working environment. The campus will

become a leader in exploiting 'green' technologies and designs to ensure that, in line with its mission to enhance well-being, we reduce our carbon emissions and protect the environment.

- Working with other public and voluntary sector providers, we will explore the potential for developing, in conjunction with the private sector, yet more **facilities for staff patients and community benefit** on the Wythenshawe campus. The opportunities might include care facilities; educational partnerships and more research and clinical trial infrastructure.

- UHSM will put the Wythenshawe hospital **at the heart of its community**, not only opening its doors to the public for an increasing range of health, education and volunteering activities, but also, wherever possible, taking services out of the hospital and put them closer to where people live.

- **Transport infrastructure** will play a **vital role in enhancing** the desirability as well as accessibility of the site. Studies with GMPTA are already beginning to look at the options for a fast link to Manchester Airport and enhanced public transport access.

UHSM has a robust strategy which will be resourced by a combination of income growth, improved business effectiveness, **more efficient use of resources**, and the exploitation of under-utilised assets.

Our commitment is to ensure that the already strong reputation of UHSM is strengthened even further, and that we continue to earn the full confidence of our communities in their preferred healthcare organisation. In doing so, we believe that UHSM is extremely well placed to be **the catalyst** for the creation of a South Manchester Health Zone to the benefit of local communities and the Greater Manchester sub region.

## ACADEMIC RESEARCH UNITS

There are four major academic units at the University Hospital of South Manchester and The Christie Hospital. There are excellent opportunities for an Academic placement in the F2 year with a dedicated 4-month exposure to one or more of a range of specialist options during the 'Research' block of the F2 year.

The current academic foundation programme director is Dr Sahena Haque ([sahena.haque@nhs.net](mailto:sahena.haque@nhs.net))

These are:

- Respiratory Medicine : *Led by Professor Adnan Custovic*
- Surgery : *Led by Professor Nigel Bundred*
- Education/Management : *Led by Professor Paul O'Neill*
- Oncology: *Led by Professor John Radford*

The wide choice of academic placements will provide a range of opportunities for training in the principles and practice of research, including experimental design, laboratory practice and methodology, clinical trials, preparation of ethical applications and grant writing.

In 2016 UHSM trainees were 1<sup>st</sup> and 2<sup>nd</sup> in the academic showcase where the trainees presented their work

Examples of recent projects include:

Oncology - *A systematic review of the effects of macronutrient restriction on breast cancer outcomes*

Neurology - *Histological peripheral nerve changes in complex regional pain syndrome*

Plastic and reconstructive surgery - *Developing an ex vivo burn wound model*

Respiratory - *Assessing the efficiency of an outpatient respiratory clinic prior to the introduction of a "one-stop clinic".*

### **Academic Respiratory Medicine**

Respiratory Medicine at UHSM is internationally renowned for its clinical research with university staff comprising 8 Professors, 1 Reader and 5 Senior Lecturers, in addition to many NHS consultants who contribute to the research activity. It is housed in four integrated units.

- The North West Lung Centre is the Regional Centre that provides complex respiratory care to the North West of England including Adult Cystic Fibrosis, Lung Transplantation, Domiciliary NIV & Sleep Medicine, Thoracic Oncology, Severe Asthma, Clinical Allergy, and COPD. It also encompasses the North West Thoracic Surgery Unit and has close associations with the Regional Thoracic Pathology Service.
- The NIHR South Manchester Respiratory and Allergy Clinical Research Facility undertakes an extensive range of clinical research, has a five bedded research ward and laboratories.
- The NIHR Clinical research centre, providing clinic rooms, day case suites and laboratories for close to patient sample handling
- The Medicines Evaluation Unit is a charitably-owned Phase 1 accredited Trials Unit with eighteen beds and a database of over two thousand respiratory patients. It has safely processed 35,000 patient visits and completed 129 Clinical Trials. It provides high quality research opportunities in a disciplined research environment.

The Academic Department of Respiratory Medicine has a strong programme in clinical research with collaborations on the main University campus and at The Christie Hospital and Wolfson Molecular Imaging Centre. Active research groups span the breadth of sub-speciality respiratory medicine and include:

|                           |   |
|---------------------------|---|
| Allergy and Asthma:       | Early life risk factors (both genetic and environmental), allergen avoidance, food allergy and anaphylaxis, new biologics and bronchial thermoplasty, exhaled biomarkers, primary care epidemiology and (Custovic, Simpson, Mills Niven, Fowler, Murray, Frank) |
| COPD:                     | Clinical pharmacology and epidemiology (Vestbo, Singh)  |
| Infection:                | Aspergillus host –pathogen interactions (Denning, Bowyer, Warn, Bromley, Richardson)  |
| Cystic Fibrosis:          | Microbiome, mucins, aspergillus and novel measures of lung function (Webb, Jones, Horsley, Bright-Thomas)   |
| Lung Transplantation/ILD: | Yonan, Fildes, Leonard, Al-Aloul, Chauduri  |
| Cough:                    | Smith, Woodcock   |
| Lung Cancer:              | Diagnostics, surgery and clinical trials (Booton, Crosbie , Summers, Shah)  |
| Qualitative Research:     | Luker, Caress   |

There is an active postgraduate programme including journal clubs, research meetings and presentations and all theme leads have active research fellows pursuing higher degrees and/or post-doctoral research associates. There is a high publication rate and an excess of 2000 peer-reviewed publications.

We have active worldwide collaborations with in the USA (Universities of Virginia and Arizona), University of Western Australia, University of Ghent, and The Karolinska Institute, in Ghana, Kuwait and Croatia. In the UK, we collaborate with many centres including Imperial, UCL, Southampton, Leicester, Papworth, Brompton and Bath.

### **Academic Surgery**

The Department of Academic Surgery in South Manchester is one of the largest national centres for Academic Surgery in the UK. There are active clinical and research links to the Christie Hospital, Withington Community Hospital and the School of Medicine on the University Campus. South Manchester also participates in a Pan Manchester Research Alliance which provides links to activities in other Trusts and defines patient populations for clinical trials.

The School of Medicine and Faculty of Life Sciences, situated on the University of Manchester campus comprise an extensive range of internationally renowned science groups including the Wellcome Trust Matrix Research Centre, Cell and Structural Biology (active in wound healing and scarring research) the UK Centre for Tissue Engineering with a new Manchester Initiative in Regenerative Medicine, The Healing Foundation Centre for Tissue Regeneration and the Centre for Integrated Genomic Medical Research. The Paterson Institute for Cancer Research provide excellent facilities for laboratory based and translational cancer research. The Breast Unit includes a cancer prevention centre and has an international reputation for clinical trials of novel biological therapies in early breast cancer.

There are opportunities for both the new research worker and those with previous experience in research as Undergraduates. Specific placements would include:

- Vascular Surgery - Professor Charles McCollum. Activities include a vascular flow studies laboratory and clinical trials in venous ulcer disease
- Breast Surgical Oncology - Professor Nigel Bundred.  
The Breast Unit is a National Breast Training Centre and provides clinical experience in cancer treatment and trials. Basic science studies of in situ cancer stem cells, mechanisms of apoptosis in cancer and translational studies of targeted therapy in early breast cancer are active areas of research. A new 12 million Breast Cancer Centre has been built in South Manchester with state of the art facilities for breast cancer diagnosis and treatment. It will include a research floor.
- Plastic and Reconstructive Surgery and Burns - There is extensive clinical experience in trauma, burns, congenital deformities, cancer and reconstructive techniques. The department has laboratory activity within the Stopford Building at the University of Manchester in the repair of skin, tendon, peripheral nerves and an

active clinical trials programme in the management of wounds and scars. A clinical trials National Wound Healing Evaluation Unit is planned at Wythenshawe Hospital, with an identified site and active charitable fund raising towards a target of £3Million.

All the Professorial leads in the Surgical Academic Unit have a proven Academic training record with active Research Fellows pursuing higher degrees. There is a high publication rate in peer reviewed journals with each of the three specialties being acknowledged nationally as Academic leaders in their fields. The units are supported by extensive grant funding and there are active ongoing projects into which F2 trainees will be incorporated. There are regular Journal Clubs, Research meetings and presentations in each unit.

## **Education and Management**

Trainees who are interested in pursuing a career in Education can expect an academic foundation post

a) Headed by a trainer with a proven academic training record: The track is headed by Paul O'Neill Professor of Medical Education. Achievements include:

- Head of the Manchester Medical School 2007-2010
- National Teaching Fellow 2001
- Has published over 90 peer reviewed papers and 5 books concerned with medicine and medical education
- Has successfully supervised 5 PhDs in Medical Education
- Editorial Board Medical Education
- Instigator of the Universities Medical Assessment Partnership that established a national question bank for medical schools and is now the Medical Schools Assessment Alliance
- Led the major option appraisal and the implementation project for a new system of selection for the national foundation programme
- Faculty member Harvard-Macy medical educators programme (1997-2009)
- GMC team leader for quality assuring basic medical education and frequently participates or leads QA teams overseas.
- Led the successful University of Manchester £4.5M bid for a Centre of Excellence in Teaching and Learning

b) An active research/education/management culture. The Unit in South Manchester has successfully supported medical education PhD and other degree studentships. The Education & Research Centre in SMUHT was opened in 2001 and provides an excellent physical environment for education research with desk space, skills laboratory, video recording facilities and small group seminar rooms as well as excellent library and IT facilities. Led by Mr Brendan Ryan (Trust Medical Director), the Trust already provides opportunities for medical students to gain experience and understanding of management (both for NHS and Education) through innovative Student Selected Components (SSCs) and longer projects. )

Choosing an Education Foundation post will help the trainee in building education & management competencies for academic career progression with education research expertise. Over the 2 years, we will provide opportunities for the trainee to acquire experience in teaching & learning skills through practical experience, portfolio learning and mentor support. Specific training in basic education competencies is available through attendance and involvement in our strong medical education staff development programme at the medical school as well as an academic mentor. At the start of the Foundation post, the trainee will construct an academic and clinical training plan in discussion with their academic supervisor and in liaison with the clinical supervisor. The plan will form the basis of an education portfolio to be developed over the year. Formal meetings with the academic supervisor will take place every 2 months and progress will be discussed using the portfolio and academic plan.

In year 2, during their academic block, the trainee will carry out an education research or management project with support from their supervisor and mentor. The project will be planned prior to starting the block. The Foundation trainee will have academic supervision by Professor O'Neill we have also completed the three-year scheme to expand our maternity services following the designation of UHSM as one of eight 'supercentres' in Greater Manchester for the care of women, babies and children as a consequence of the changes outlined in 'Making It Better'.

Following completion of an academic FP in Education the post holder can expect to demonstrate basic teaching and learning competencies in medical education, to discuss education theory as relevant to their teaching & learning competencies (UG/PG) and plan, execute and report a small education project. In addition, the post holder will be able to continue with a standard clinical career (with an interest in education or management) or apply for an academic clinical fellowship

### **Academic Oncology**

Cancer research in Manchester was ranked best for quality in the UK in the latest (1998) Research Assessment Exercise (RAE) with 90% of the research undertaken ranked as 'internationally excellent'. There is exceptionally strong collaboration between key clinical and academic institutions that form the Manchester Cancer Research Centre (MCRC) comprising the University of Manchester (including the Paterson Institute for Cancer Research), The Christie and Cancer Research UK and the over-arching Manchester Academic Health Science Centre (MAHSC) that comprises the University of Manchester and 5 major NHS Trusts (including the Christie).

The Christie is the largest cancer treatment centre of its kind in Europe and an international leader in practice changing research. It was the first UK centre to be officially accredited as a comprehensive cancer centre and more than 40,000 cancer patients are treated each year. The Wolfson Molecular Imaging Centre and the MAHSC Clinical Trials Unit are hosted on the Christie site and a new £25m research building for MCRC is currently under construction (for completion May 2014). The Christie has also been selected as one of two national sites providing proton beam therapy in the UK and has recently been successful in a bid to become a CR-UK Imaging Centre (with the University of Cambridge) and CR-UK Lung Cancer Centre (with University College, London). The Paterson Institute for Cancer Research is the largest laboratory of its kind in the UK outside London and is devoted exclusively to basic and translational cancer research. Links with The Christie are very strong and joint research projects are encouraged.

Research opportunities in the academic FY2 track are available through both the departments of Medical Oncology (Director: Dr Was Mansoor) and Clinical Oncology (Director: Dr John Logue). Both of these departments have international reputations for their clinical work and research.

### **Medical Oncology**

The Cancer Research UK Department of Medical Oncology is now one of the largest departments of cancer medicine in the UK. There are both clinical and laboratory scientific research components that are closely integrated with clinical research and service work. The Department is based on the Christie site with a Breast Cancer Unit at Wythenshawe/Withington Hospital (University Hospital of South Manchester NHS Foundation Trust) and a Thoracic Oncology Unit at Wythenshawe Hospital (Northwest Cardiothoracic Centre).

Specific academic clinicians and groups with whom there may be opportunities to link with in research projects are:

Professor Gordon Jayson/Dr Andrew Clamp - Gynaecological Cancers, anti-angiogenic research and molecular imaging



Professor John Radford/Dr Kim Linton – (contact via [barbara.jones-3@manchester.ac.uk](mailto:barbara.jones-3@manchester.ac.uk))  
Lymphoma, phase I, II and III clinical trials of new therapies, gene expression profiling to better define molecular subclasses of lymphoid malignancies and late effects of treatment.

Professor Robert Hawkins (contact via [Elizabeth.Keene@ics.manchester.ac.uk](mailto:Elizabeth.Keene@ics.manchester.ac.uk)) - Gene immunotherapy

Professor Juan Valle - Hepatobiliary and neuroendocrine cancer research

Dr Fiona Blackhall/ Dr Yvonne Summers – CRUK lung centre of excellence - Lung Cancer and novel circulating biomarkers of treatment response and prognosis.

Dr Sacha Howell – Clinical and translational breast cancer research within the Breakthrough Breast Cancer Unit into endocrine therapy resistance and novel targeted therapies with a particular focus on breast cancer stem cells.

## **Library Services**

The ERC Library is a multidisciplinary resource based in the Education & Research Centre at Wythenshawe Hospital serving all the staff and students working or on placement at the University Hospital of South Manchester NHS Foundation Trust.

The Library plays a vital role in assisting and supporting research taking place in the Trust, ensuring staff and students meet their continuing professional development needs and supporting the Trust's clinical governance and patient care commitments.

Our mission statement is ***'To make a positive contribution to the quality of patient care providing timely, accurate, evidence-based information through the provision of a responsive accessible multidisciplinary library service.'***

## **Services & Resources**

**Electronic journals collection:** You can search & access full text electronic journals via our website.

**Electronic books collection:** Over 400 e-books are available via our website.

**Literature searches:** We offer a professional literature search service. Results can be emailed, or collected from the library. Literature search requests can be made in person or via our website.

**Training:** We provide group and one-to-one information skills training, including how to search databases and critically appraise articles, accessing online resources, EndNote, Cochrane and inductions.

**Reservations:** If a book or journal you require is not on the shelf we can reserve it for you and notify you when the item becomes available. You can also place reservations yourself via our website.

**Current awareness :**We can arrange for you to receive regular Electronic Tables of Contents from journals of interest to you.

**Document supply:** If you require a book or journal article that is not in our collection we can obtain it for you from another source.

## **Facilities**

**Study areas:** We have a quiet study area to the back of the library and a couple of smaller study areas where discussion between colleagues is permitted.

**Multimedia Room:** UHSM & Manchester University networked computers are available for your use 24/7.

### **Computer printing**

Your print-outs must be collected at the Library Counter. Check current charges and observe Copyright Regulations when printing, scanning and saving electronic documents.

**Photocopying:** The photocopier is set up for both black & white and colour copying. Personal copying can be done using a key card or coins. The library can set up a code for your work use. Check current charges and observe Copyright Regulations when copying.

**Audiovisual:** CD-ROM/DVDs are available for reference or loan. Headphones are available on request.

### **Opening hours**

Monday – Friday: 8.30am – 5.30pm

Closed at weekends & public holidays.

The Multimedia is also accessible during library closing hours via ID swipe card.

Enquiries & Renewals

Telephone: 0161 291 5778

Email: [erclibrary@manchester.ac.uk](mailto:erclibrary@manchester.ac.uk)

**The trust has an experienced statistics and analysis team that can support projects as well excellent library resources.**

## The Job Itself

This job description relates to the F2 year of two tracks (listed in the table below), each part of a full 2 year Foundation Programme, each of twelve months duration and each consisting of three four month placements, namely:

|         | 4 Months | 4 Months         | 4 Months                              |
|---------|----------|------------------|---------------------------------------|
| Track 1 | Research | General Practice | Medical Oncology<br>Christie Hospital |
| Track 2 | Research | General Practice | Medical Oncology<br>Christie Hospital |

### Supervisory Relationships

The whole program is supervised by the Foundation Program Directors (Dr Sahena Haque, Dr Stephanie Thomas, Department of Postgraduate Medicine). Each trainee will have an Educational Supervisor, an Academic Supervisor (both for the duration of the 2-year Foundation programme) and a Clinical Supervisor (that is specific for each 4-month block).

The overall educational supervision for all candidates in each Track will be provided by the foundation programme directors, who will be responsible for ensuring appropriate training and experience and authorising the proposed research project.

In each 4 month clinical post, the trainee will work with a nominated Clinical Supervisor who will be responsible for ensuring appropriate clinical supervision and that all the appropriate documentation is completed. Academic supervision will be provided by the academic leading the proposed research project and will depend on the chosen specific area of academic, educational or managerial interest.

### Research – 4 Months

Trainees will be able to choose from one of the four academic research or education units or choose a different area of focus subject to agreement by the individual unit. The units themselves are described in the “Academic Units” section earlier in this job description. This is a non-clinical post so that the trainee can devote substantially the whole time to research or educational involvement. ***A significant amount of planning prior to taking up this component will be expected and monitored during FY1.***

The emphasis is on closely mentored and individualised training with attachment to appropriate academic role models with a significant track record in research publications and experience in mentoring young scientists.

Trainees will be allocated an academic supervisor and will be expected to achieve at least one academic output resulting from the work done in this post. Additional support and progress meetings are undertaken by the academic foundation lead,

### General Practice/Primary Care – 4 Months

This post will be spent attached to a local General Practice or other community post. The practice will provide the trainee with a tailored education programme to facilitate the development of the generic skills and competencies required in the context of General Practice.

### Medical Oncology – 4 Months

Both tracks will have a four month attachment to The Christie Hospital. There are 29 specialist registrars, 5 ST1/2's, 2 junior oncology fellows and 7 F2 posts attached to the unit. Additionally a number of clinical research fellows also participate in clinical activities in addition to clinical research.

***Medical Oncology:***

Lymphoma: Professor J A Radford/ Dr K Linton

Sarcoma and Germ cell tumours: Dr Michael Leahy

Thoracic Oncology: Dr Fiona Blackhall, Dr Paul Lorigan, Dr Yvonne Summers, Dr Paul Taylor

Melanoma: Dr P Lorigan

Breast Cancer: Dr A Wardley, Dr A Armstrong, Dr G Wilson, Dr S Howell

Ovarian Cancer: Professor GC Jayson, Dr A Clamp and Dr J Hassan

GI Cancer: Dr Mansoor, Professor R Hawkins, Dr J Valle, Dr G Wilson, Dr R Hubner, Dr M Braun, Dr F Thistlethwaite

Clinical Pharmacology: Dr M Ranson, Dr E Dean

Renal Cancers: Professor R Hawkins.

The post-holder will be allocated to a clinical supervisor during their attachment. He/she will work closely with other junior medical staff in and specialist and research nurses.

The post-holder will work the standard working week of 40 hours. In addition, he/she will be eligible for banding payments appropriate to the rota in operation at the time. The Trust reserves the right to make changes to the rota in accordance with the New Deal and the number of doctors available.

There is a requirement to be resident at the hospital when on call.

***Summary Duties of The Christie Post***

F2 Trainees will:

- Work as part of a team consisting of 1-4 Consultants, 1-2 Specialist Registrars and 1-2 CMT level doctors (may also include Specialist Nurse).
- Clerk planned and emergency admissions for their team and be responsible for the general care of these patients whilst on the ward.
- Attend consultant ward round 1-2 times/week and registrar ward rounds in between.
- Have designated session each week to attend at least one oncology outpatient clinic per week in a supernumerary capacity.
- Have at least one designated day during the post attached to the Palliative Care Team, which would also involve attending the division of Psychological Medicine meeting.
- Provide cross cover as necessary for another designated teams routine work when their CMT level doctor is on nights and annual/study leave.
- Participate in an on call system and be part of the cardiac arrest team. F2 trainees would be resident on call with Registrar and Consultant support as necessary. A Night Nurse Practitioner would also be resident for additional help. They will admit a small number of out of hours admissions and manage acute medical and oncological emergencies such as neutropenic sepsis etc in current inpatients. The Christie has a Critical Care unit on site.
- Attend a weekly feedback session with all the trainees, on call registrars and consultants to discuss any interesting or challenging cases and learn from their management.
- Make at least one case presentation and discussion at the above meeting in the four-month rotation.
- Attend planned central F2 teaching at Wythenshawe.

- Attend a regular weekly lecture based oncology teaching session (lectures/tutorials from all disciplines within the hospital).
- Undertake a small audit project in conjunction with their educational supervisor.
- Have the opportunity to see patients undergoing a wide range of oncology treatments including chemotherapy and immune therapy. They will also attend, according to a devised timetable, surgery, external beam radiotherapy, intra-luminal radiotherapy, brachytherapy, photodynamic therapy and radioisotope treatment on the ward, in an outpatient setting or in theatre as part of a half day session per week. They would also be able to see and learn to treat the side effects of these treatments.
- Develop additional clinical skills such as bone marrow aspiration, Hickman line insertion, paracentesis, lumbar puncture and chest drain insertion.

## Study and Training

### General F2 Training

All Foundation year 2 trainees will attend a regular bleep free, out of service training program. Training takes place every Thursday afternoon. This will follow the national Foundation curriculum and will comprise both generic skills training (including communication and presentation skills, personal and service-based management, ethics and law) and clinical topic-focused sessions. The latter will be in partnership with established Royal College teaching programs and will involve some joint sessional teaching with trainees from both Foundation years. There are also departmental based meetings which F2 trainees are encouraged to attend including to present and discuss cases.

### Academic F2 Training

Participation in an on call rota for General Medicine or Orthopaedics is attracting a 1B supplement during the research block of F2 to facilitate the maintenance of clinical skills. A generic academic training programme for the cohort of F2 Academic Trainees will run throughout the year and comprise regular training covering a wide range of relevant subjects including procedures for ethical applications, research governance; grant application writing, publication writing, clinical trials design, the planning and management of research and statistical methodology. In addition there will be presentations on work in progress and F2 trainees will be expected to contribute to this. Regardless of the specialty area chosen, there will be an opportunity to network with other trainees and exposure to teaching by consultants and scientists from several disciplines. In addition to the academic training programme there are regular clinical training events such as lectures, tutorials and the Grand Round. The Education and Research Centre Library has extensive reference facilities as does The Christie Kostoris Library. UHSM, several research groups and The Christie have strong collaborative links with the Medical School on the University of Manchester campus which houses many internationally renowned scientists, extensive research facilities, and a wealth of training courses in scientific practice, skills, personnel issues and career development. There is an extensive programme of lectures and presentations by visiting scientists and clinicians.

Foundation trainees will meet with their Educational Supervisor regularly throughout each 4 month post. Four methods of assessment will be employed to monitor the progress of each trainee during their attachments:

- CbD (case based discussion)
- Mini-CEX (mini-clinical evaluation exercise)
- Mini-PAT (mini peer assessment tool)
- DOPS (direct observation of procedural skills)

Training in the utilisation of these assessment tools will be provided for all Foundation trainees.

#### Trainee centred

- Educational Supervisors will work in partnership with trainees throughout the year
- Supervisors will work with trainees during each placement to identify and review progress toward learning objectives within the Deanery appraisal process
- Supervisors will be advocates for trainees where necessary to ensure that trainee concerns are appropriately evaluated and managed

#### Competency assessed

- The 4 methods of assessment mentioned above will be used

- Educational Supervisors will liaise with clinical colleagues supervising the clinical activities of the trainee to permit informed assessment of clinical competency and the structured appraisal of their trainee

#### Service based

- All posts will provide service based training

#### Quality assured

- Mechanisms described above will permit regular feedback, both formal and informal, from trainees and trainers to the Program Directors to ensure that training quality is maintained throughout the year

#### Coached

- Trainers will proactively identify learning needs and develop a training agenda for each trainee at each part of the rotation
- Transferable objectives will be passed between supervisors to ensure consistency of training throughout the year
- Trainers will be supported by Postgraduate Departments by the delivery of a structured out of service training program

#### Systematic and structured

- Training will consist of both in- and out-of-service elements
- Out-of-service elements will be structured to ensure that all trainees develop core knowledge and skills while transiting a range of in-service experiences

**This list of duties is not intended to be exhaustive, but indicates the main areas of work and may be subject to change after consultation with the post-holder to meet the changing needs of the service**

### **INFECTION PREVENTION**

As a member of the team your personal contribution to reducing healthcare associated infections (HCAIs) require you to be familiar with the Trust's Hand Decontamination Policy, Personal Protective Equipment Policy, safe procedures for using aseptic techniques and safe disposal of sharps. You are required to attend induction and mandatory training in Infection Prevention and be compliant.

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### **RISK MANAGEMENT**

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

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### **RECORDS MANAGEMENT/DATA PROTECTION ACT**

As an employee of the Trust, you have a legal responsibility for all records (including patient health, financial, personal and administrative) that you gather or use as part of your work within the Trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images. You must consult your manager if you have any doubt as to the correct management of the records with which you work.

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### **HEALTH AND SAFETY REQUIREMENTS**

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Trust to meet its own legal duties and to report

any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

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### **CONFIDENTIALITY AND INFORMATION SECURITY**

As a Trust employee you are required to uphold the confidentiality of all records held by the Trust, whether patient records or trust information. This duty lasts indefinitely and will continue after you leave the trust employment.

All information which identifies individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation.

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### **TRUST POLICIES**

The Trust operates a range of policies, e.g. Human Resources, Clinical Practice (available on the Trust intranet). All Trust employees must observe and adhere to the provisions outlined in these policies.

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### **RESEARCH**

The Trust manages all research in accordance with the requirements of the Research Governance Framework. As an employee of the Trust, you must comply with all reporting requirements, systems and duties of action put in place by the Trust to deliver research governance.

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### **EQUAL OPPORTUNITIES**

The Trust provides a range of services and employment opportunities for a diverse population. As a Trust employee you are expected to treat all patients/customers and work colleagues with dignity and respect irrespective of their background.

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### **SAFEGUARDING CHILDREN**

All employees have a responsibility to protect and safeguard children. They must therefore be aware of child protection procedures and who to contact within the Trust for further help and guidance.

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### **REHABILITATION OF OFFENDERS ACT 1974**

This appointment is exempt from Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. You are required to reveal any information you may have concerning convictions which would otherwise be considered relevant to your suitability for employment. Any such information will be kept in strict confidence and used only in consideration of your suitability for appointments where such an exemption is appropriate.

### **MAIN CONDITIONS OF SERVICE**

- This post is subject to Medical & Dental Terms & Conditions of Service.
- Annual Leave – 27 days per annum plus 8 bank holidays. Annual leave must be taken pro-rata during each 4 month placement.
- Candidates must have Full GMC Registration with a licence to practice.



- The appointment will be subject to an Enhanced Criminal Records Bureau check
- UHSM is the Administrative Trust

**NOTE:** This job Description is not intended to be a complete list of duties and responsibilities but is a guide for information to the post. It will be periodically reviewed in the light of developing working requirements in the Departments. The FY2 Doctor in post will be expected to contribute to that review.

**Person Specification – Foundation Year 2 Doctor**

|                               | <b>Essential Criteria</b>  | <b>Desirable Criteria</b>                                   |
|-------------------------------|--|---|
| <b>1. Attainments</b>         | MB ChB<br>Full registration with GMC with a licence to practice  | Higher Medical Qualification                                |
| <b>2. Experience</b>          | Experience at FY1 level (or equivalent)  | Able to carry out ALS to UK Resuscitation Council standards |
| <b>3. Job specific skills</b> | <ul style="list-style-type: none"> <li>• Understand important of keeping good clinical records</li> <li>• Demonstrate safe clinical practice</li> <li>• Ability to undertake basic health assessments and health surveillance and offer appropriate advice</li> <li>• Commitment to CPD</li> <li>• Ability to prioritise and organise workload</li> <li>• Ability to work as an effective member of a team</li> <li>• Evidence of personal initiative and organisational abilities</li> <li>• Keeps professional knowledge and skills up to date</li> <li>• Able to discuss treatment options with patients and carers in a way they can understand</li> </ul> | Formal Medical Management                                   |

|                                |   |  |
|--------------------------------|---|--|
| <b>4. Other requirements</b>   | Must pass Occupational Health assessment and enhanced CRB disclosure  |  |
| <b>5. Method of Assessment</b> | Please note that evidence of these criteria will be assessed via a combination of application form, interviews and references |  |