

## **Two year Academic Foundation Training Programmes**

**Health Education Thames Valley Incorporating the Oxford Deanery**

**The University of Oxford, Medical Sciences Division**

**The Oxford University Hospitals NHS Trust**

**Buckinghamshire Healthcare NHS Trust**

**Heatherwood and Wexham Park Hospitals NHS Foundation Trust**

**Royal Berkshire Hospital NHS Foundation Trust**

**Milton Keynes Hospital NHS Foundation Trust**

Information Pack for Applicants

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## Health Education Thames Valley incorporating the Oxford Deanery

*Building on the clinical excellence, innovation and research in the Oxford region, the Deanery ensures delivery of the highest quality postgraduate training for doctors and dentists, meeting the evolving needs of the health service.*

### Our vision:

*“We will be recognised as the best place to start, continue and sustain learning of the skills and knowledge used to deliver the best possible patient care”*



## The University of Oxford

The University of Oxford is a complex and stimulating organisation which enjoys an international reputation as a world-class centre of excellence in research and teaching. It employs over 10,000 academic, research and support staff across a wide range of academic disciplines.

**The Medical Sciences Division** includes the clinical and preclinical departments of the Medical School, plus the departments of Experimental Psychology and of Biochemistry (see <http://www.medsci.ox.ac.uk/>). The Division is one of the major centres for clinical and basic biomedical research in Europe, with more than 2,200 staff on the payroll and 800 postgraduate students. It achieved first or second place nationally in seven units of assessment in the 2008 HEFCE Research Assessment Exercise. The annual grant income from external sources for the Medical Sciences Division is over £165 million. The Division fosters the highest possible standards in research, teaching and patient care and seeks to recruit staff who share this vision.

## The Oxford Foundation School Trusts

There are academic rotations taking place in all of our trusts. The trusts are:

- Buckinghamshire Healthcare NHS Trust
- Heatherwood & Wexham Park Hospitals NHS Foundation Trust
- Milton Keynes Hospital NHS Foundation Trust
- Oxford University Hospitals NHS Trust
- Royal Berkshire NHS Foundation Trust

For more information about the Trusts and their services visit:

[http://www.oxforddeanery.nhs.uk/specialty\\_schools/foundation\\_school/trusts\\_hospitals.aspx](http://www.oxforddeanery.nhs.uk/specialty_schools/foundation_school/trusts_hospitals.aspx)

## The Posts

### Background

The rotations will ensure that all academic trainees achieve the core competencies of foundation training as well as completing an academic curriculum.

### Foundation Year 1

All trainees will go through 3 x 4 month rotations. See the list of rotations for details. We aim to ensure that trainees experience DGH and teaching settings. In year 1 all academic trainees will have weekly academic day release in one of their 4 month posts.

### Foundation Year 2

In year 2 all trainees will spend time in a mix of specialties providing acute and non acute experience. Some candidates will spend 4 months in a dedicated academic placement; some will have day release during two placements for academic pursuits. On the Trauma and Orthopaedic rotation there is a 4 month academic placement split 80% academic and 20% clinical combined with day release during the Intensive Care Medicine block so the overall academic time is equivalent to a full 4 month block. We anticipate that acquiring the acute competencies will be demanding.

## Rotations for August 2014-2016

Rotation 1			
F1 (OUH)	General Medicine (HGH)	General Surgery (JRH)	Anaesthetics & ITU (JRH) with academic day release
F2 (OUH)	General Medicine (JRH)	General Practice with Academic Day Release	Paediatrics (HGH) with Academic Day Release
Rotation 2			
F1 (HWPH <sup>1</sup> )	General Surgery & Urology	General Medicine	Psychiatry with Academic Day Release
F2 (OUH)	Intensive Care Medicine (JRH)	Academic Medicine (4 month placement)	Geriatric Medicine
Rotation 3			
F1 (Bucks <sup>2</sup> )	General Surgery	Geriatric Medicine	Anaesthetics with Academic Day Release
F2 (OUH)	Emergency Medicine (JRH)	Academic Medicine (4 month placement)	Psychiatry
Rotation 4			
F1 (MKH <sup>3</sup> )	Medicine CDU	Intensive Care Medicine	Psychiatry with Academic Day Release
F2 (OUH)	Emergency Medicine (JRH)	Neurosurgery (JRH)	Academic Medicine (4 month placement)
Rotation 5			
F1 (OUH)	General Medicine (JRH)	Orthogeriatrics (HGH) & SEU (JRH)	Dermatology (Ch) with academic day release
F2 (OUH)	Emergency medicine (JRH)	Academic Trauma and Orthopaedics (JRH) 80% academic 20% trauma	General Practice with Academic Day Release
Rotation 6			
F1 (OUH)	GIM/Geratology (HGH)	Emergency Medicine (JRH) with Academic Day Release	Gastroenterology (JRH)
F2 (OUH)	Intensive Care Medicine (JRH) with Academic Day Release	ENT (JRH)	General Practice with Academic Day Release
Rotation 7			
F1 (RBH <sup>4</sup> )	Academic Geriatric Medicine	General Surgery	Psychiatry with Academic Day Release
F2 (OUH)	Emergency Medicine (JRH)	Academic Medicine (4 month placement)	Intensive Care Medicine (JRH)
Rotation 8			
F1 (Bucks)	General Surgery	Rheumatology & Dermatology with Academic Day Release	T&O
F2 (OUH)	Emergency Medicine (JRH)	Academic Medicine (4 month placement)	Psychiatry (Ridgeway CMHT Didcot, Inpatient Warneford)

### NOTES:

<sup>1</sup> HWPH – Posts will be based at Wexham Park Hospital in Slough, with occasional travel to Heatherwood Hospital in Ascot. Psychiatry may be in a community setting.

<sup>2</sup> Bucks – Posts will be based at either Stoke Mandeville Hospital near Aylesbury or Wycombe Hospital in High Wycombe.

<sup>3</sup> MKH – Posts will be based in Milton Keynes Hospital. Psychiatry may be in a community setting.

<sup>4</sup> RBH – Posts will be based at the Royal Berkshire Hospital in Reading. Psychiatry may be in a community setting.

## Supervision

All foundation trainees will have a clinical supervisor and an educational supervisor whose roles will be crucial. A clinical supervisor is a trainer who is selected and appropriately trained to be responsible for monitoring, supporting and assessing the foundation trainee's day-to-day clinical and professional work. An educational supervisor is a trainer who is selected and appropriately trained to be responsible for monitoring, supporting and assessing the foundation trainee's educational programme and progress. This includes assessment, and/or the collection of assessment results.

The Clinical supervisor changes for each of the placements while the educational supervisor remains the same.

The Oxford Academic Foundation Programme is currently overseen by Prof Chris Pugh, Foundation Programme Lead for Academic Trainees. In addition, each Trust has Foundation Training Programme Directors who have responsibility for Foundation Trainees. Academic trainees will need to identify, in addition, an academic mentor. There is a list of university departments with research interests in this pack. This is not comprehensive but candidates should feel free to approach individuals working in their area of interest for advice and ideas. Candidates who are uncertain about how to proceed are very welcome to contact Prof. Chris Pugh ([cpugh@well.ox.ac.uk](mailto:cpugh@well.ox.ac.uk)), Foundation Programme Lead for the Academic Trainees or Dr. Anne Edwards ([anne.edwards@oxforddeanery.nhs.uk](mailto:anne.edwards@oxforddeanery.nhs.uk)), Foundation School Director, for advice. Trainees will need to arrange meetings with their academic mentor to develop a personalised programme and monitor progress through the academic curriculum. There is a Guide for Academic Mentors (see Appendix Three). For those on the OUH T&O programme Professor Keith Willett will be the academic mentor.

## Courses and training

All trainees will be required to achieve their foundation competencies and will be expected to attend the generic foundation training provided and complete required assessments. In addition academic trainees can access courses provided through the Medical Sciences Division free of charge. These can be viewed through the following link <http://www.medsci.ox.ac.uk/portal/skillstraining>

## The Academic Forum

There is a weekly academic forum held on Wednesday afternoon. All academic foundation trainees are expected to attend this unless they are prevented from doing so because of clinical commitments. This is informal and attended by a range of academics from many different disciplines. Academic trainees will have opportunities to present their ideas and their work as well as networking with other academic colleagues.

## Academic Foundation Programme Commencing August 2014 Person Specification

	ESSENTIAL CRITERIA	DEMONSTRATED BY
<b>Eligibility</b>	Applicants must meet the requirements set out in the UK Foundation Programme 2014 Eligibility Criteria.	Eligibility checking
<b>Qualifications</b>	The applicant must have achieved, or expect to achieve, a primary medical qualification as recognised by the General Medical Council (GMC) by the start of the Foundation Programme 2014.	Eligibility checking
<b>Clinical Knowledge &amp; Skills</b>	<p>The applicant must be familiar with and be able to demonstrate an understanding of the major principles of the GMC's <a href="#">Good Medical Practice (2013)</a><sup>1</sup> including:</p> <ul style="list-style-type: none"> <li>• Knowledge, skills and performance</li> <li>• Safety and quality</li> <li>• Communication, partnership and teamwork</li> <li>• Maintaining trust</li> </ul> <p>The applicant must demonstrate an understanding of the outcomes to be achieved in the UK Foundation Programme as set out in <a href="#">The Trainee Doctor (2011)</a><sup>1</sup>.</p>	<p>Application<sup>2</sup>/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p>
<b>Language &amp; Communication Skills</b>	The applicant must demonstrate skills in listening, reading, writing and speaking in English language that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's <a href="#">Good Medical Practice (2013)</a> <sup>1</sup>	<p>Application<sup>2</sup>/ pre-employment screening</p> <p>Clinical assessment <i>(where appropriate)</i></p>
<p><sup>1</sup> Please note that whenever General Medical Council documents are referenced, it is possible that revised versions will be produced after the UKFPO's information has been published. Therefore, applicants should always refer to the most up-to-date version of these publications.</p> <p><sup>2</sup> Please note that the application includes the Situational Judgement Test (SJT).</p>		

<b>Attributes</b>	<b>The applicant must demonstrate:</b> <ul style="list-style-type: none"> <li>• an understanding of the importance of the patient as the central focus of care;</li> <li>• the ability to prioritise tasks and information and take appropriate decisions;</li> <li>• an understanding of the importance of working effectively with others;</li> <li>• the ability to communicate effectively with both colleagues and patients;</li> <li>• initiative and the ability to deal effectively with pressure and/or challenge</li> <li>• commitment to learning and continued professional development;</li> <li>• self awareness and insight into the boundaries of their own abilities;</li> <li>• an understanding of the principles of equality and diversity</li> </ul>	Application <sup>2</sup> /pre-employment screening  Clinical assessment <i>(where appropriate)</i>
<b>Probity</b>	<p>The applicant must demonstrate appropriate professional behaviour, i.e. integrity, honesty, confidentiality as set out in the GMC's <a href="#"><i>Good Medical Practice (2013)</i></a><sup>1</sup></p> <p>By the start of the programme, the applicant must demonstrate criminal record and barring clearance at the appropriate level and complete all other pre-employment requirements according to current government legislation.</p>	Application <sup>2</sup> /pre-employment screening
<p><sup>1</sup> Please note that whenever General Medical Council documents are referenced, it is possible that revised versions will be produced after the UKFPO's information has been published. Therefore, applicants should always refer to the most up-to-date version of these publications.</p> <p><sup>2</sup> Please note that the application includes the Situational Judgement Test (SJT).</p>		



## The Application Process

### The University of Oxford & the Oxford Department of Postgraduate Medical and Dental Education – Two Year Academic Foundation Programme (2014-2016)

We are seeking to appoint 24 suitable candidates to these innovative two year integrated Academic Foundation Programmes. The posts will be based across all Trusts within the Oxford Deanery. We are keen to encourage applications from talented candidates from across the UK and EEA with academic potential who would like the opportunity to work in an academic environment or who are already committed to an academic career path. These posts will deliver the core competencies of Foundation training and will be enhanced by an academic curriculum.

Only candidates requiring provisional registration and who will not have completed a pre-registration House Officer, Foundation year 1 or equivalent will be eligible. Candidates must NOT have full GMC registration at the start of the programme (August 2014). Please refer to the person specification and eligibility criteria on the UKFPO website.

The recruitment to AFP has two distinct stages and is being undertaken by Academic Units of Application (AUoA) this year:

1. The first is completing a nationally agreed generic online application form.
  - a) 7–18 October 2013 – Complete the national online application form and additional information for each AUoA applied for (maximum of two)
2. The second is a locally-managed short-listing and selection process between 21 October 2013 and 17 January 2014.

Further information regarding the national recruitment process and the Academic Foundation Programme can be found on the [UKFPO website](#).

### Interviews

Shortlisted candidates for interviews will be informed via e-mail and interviews will be held on the 28 November 2013 at The Kassam Stadium, Grenoble Road, Oxford, OX4 4XP. On the day of interviews, each applicant will be interviewed and scored by a panel of two people, one clinical, and one academic using standardised scoring criteria. You will not be required to bring a portfolio with you, but should ensure you have photographic proof of identity (usually passport or driving license).

Members of the interviews and scoring panel will not have access to the personal details or preferences sections of your application form.

### Interview travel expenses

Applicants must obtain written authorisation from the Deanery prior to booking any accommodation and purchase of flight ticket. For full details please refer to the Oxford Deanery website:

[http://www.oxforddeanery.nhs.uk/recruitment\\_careers/oxford\\_recruitment\\_2013/interview\\_expenses.aspx](http://www.oxforddeanery.nhs.uk/recruitment_careers/oxford_recruitment_2013/interview_expenses.aspx)

### Telephone interviews

Oxford Foundation School will be offering Skype interviews for students out of the country on their medical school elective at the time of interview, these will be arranged on an individual basis. Please ensure you provide evidence of your elective from your medical school.

### Application outcomes

Only short-listed applicants will be contacted however if an acknowledgement is required, please enclose a stamped self-addressed envelope.

## Timeline for AFP 2014 Recruitment

From 30 Sept 2013	Register and confirm on FPAS at <a href="http://www.foundationprogramme.nhs.uk">www.foundationprogramme.nhs.uk</a> . You must register on FPAS and confirm you are a nominated applicant before you can access the application form. Once confirmed, you will be able to see your EPM decile score.
2 Oct 2013	Deadline for requests for reasonable adjustments to the SJT.
7 -18 Oct 2013	Complete the online application form for both the Foundation Programme and Academic Foundation Programme. The application period closes at 12.00 noon (BST) on 18 October 2013. Late applications will not be accepted under any circumstances.
21 Oct – 17 Jan 2014	AFP local short-listing and interviews. Deadlines and processes for shortlisting and interviews will vary by AUoA. Each AUoA will communicate with the applicants who apply to it.
28 Oct 2013	View verified scores for EPM educational achievements. Your verified score for any educational achievements you listed in your application will be available to view on your FPAS account.
6 Dec 2013	1st SJT. If you are registered for the SJT on this date you must attend.
13 Dec 2013	Deadline for requests for pre-allocation to a particular UoA on the grounds of special circumstances.
6 Jan 2014	2nd SJT. If you are registered for the SJT on this date you must attend.
22 Jan – 19 Feb 2014	AFP offers. Successful AFP applicants will receive offers during this period. All offers must be accepted or declined on FPAS by the stated deadline.
10 Mar 2014	FP primary list allocation. You will be notified via email when you can log into your FPAS account to see your SJT and overall application score and, if you are on the primary list, you will be able to see which UoA you have been allocated to.
By 4 Apr 2014	Applicants on the FP primary list need to select their programme preferences on FPAS. Deadlines and processes for matching you to your specific foundation programme will vary by UoA. Check your allocated UoA's website for further information.
12 Mar – 9 Apr 2014	Your referees will be asked to submit a reference for you as part of pre-employment checks.
8 Apr 2014	FP primary list applicants notified of programme matches. You will need to log into your FPAS account to see which foundation programme you have been matched to by your allocated UoA.
May – Jul 2014	FP reserve list batch allocations. Highest scoring applicants on the FP reserve list will be allocated to any vacancies that have arisen since the last allocation.
Apr - Jul 2014	Pre-employment checks undertaken.
Jul 2014	You must have provisional GMC registration with a licence to practise before your employer will issue a contract of employment. Registering with the GMC is a different process from applying to the Foundation Programme and you must apply to them directly. The GMC recommends you apply in May 2014 to ensure you are registered before the start of your FP shadowing period.
From Jul 2014	Contracts of employment issued. Your employer will also confirm your salary, pay banding, location and starting rota.
Aug 2014	Foundation Programme starts. Newly appointed F1 doctors are required to attend a period of shadowing the F1 doctor they are taking over from before the start of the Foundation Programme. Your foundation school or employer will contact you with the details of local arrangements and your required start date which may be late July 2014.

# The Academic Curriculum

## Background

The Oxford Foundation School created a number of two year academic foundation training posts in response to the need to enhance recruitment of doctors into academic career paths. Each academic trainee will identify an academic mentor who will develop a personalised programme, based on the academic curriculum. This will take into account previous experience and achievements, and draw on the resources available through Oxford University and the departments through which the candidate will rotate.

The aim of the academic foundation curriculum is to combine clinical training with the opportunity for trainees to develop some skills and knowledge in research to equip them for future training for an academic career. Trainees will be expected to acquire the core competencies of foundation training, but in addition will be offered a range of opportunities in research/research methodology. Candidates will be expected to demonstrate attainment of competencies in these areas. Trainees will be expected to continue to develop their research/academic competencies throughout the two year period and will be offered clinical training rotations supportive of their goals. A central objective of the programme is for trainees to leave the programme with evidence of achievement including at a minimum the ability to formulate a research question and undertake the necessary background work related to the question.

## Research curriculum

A research mentor will supervise the trainee throughout their Foundation Programme. The precise skills learnt will vary depending on the interests of the individual, but may include laboratory research, clinical research, and epidemiology or health services research. However, all trainees will be expected to demonstrate that they have achieved the generic learning outcomes for research

The learning outcomes are to:

### Essential

- Demonstrate ability to formulate a research question
- Demonstrate ability to undertake and describe a systematic search, evaluation and synthesis of previous research related to the chosen question

### Desirable

- Formulate and justify the research question as above
- Demonstrate knowledge of study design and/or laboratory technique relevant to the planned research
- Describe study intervention or technique:
- Describe study population and outcome measures
- Calculate sample size
- Describe methods of data collection
- Describe statistical techniques for analysis of results
- Describe plan for obtaining ethical approval
- Describe plan of study management
- Describe study costing
- Identify possible sources of funding

- Demonstrate ability to learn and apply study methodologies or laboratory techniques to pilot work in the chosen area of research (for example, description of use of a PCR technique, description of the methods of a systematic review).
- Demonstrate ability to give a presentation of research plans and/or findings to scientific peers.

## Other elements

### Teaching and training

This is part of the core curriculum. Academic trainees who wish to develop their teaching and training skills further should discuss this with their academic mentor. There may be opportunities for those wishing to undertake more training in medical education to pursue this during their 2 year programme.

### Attendance at Relevant Courses

There is a wealth of training opportunities available in the University through the Division of Medical Sciences which are available to Academic Foundation post holders. These can be viewed and booked online at: [www.medsci.ox.ac.uk/portal/skillstraining](http://www.medsci.ox.ac.uk/portal/skillstraining). Trainees should review, at the start of the rotation, with their academic mentor those that will be especially relevant.

### Presentations, Journal Clubs

All academic trainees should prepare and present at least one medical or surgical grand round during the rotation. They should expect to participate regularly at journal clubs and undertake case presentations during the different elements of the rotation.

### Audit

An understanding of audit is part of the foundation programme. Academic trainees should expect to complete one audit project each year.

### Assessment

All foundation trainees will have regular training reviews. Academic trainees will have additional assessments to evaluate progress through the academic curriculum.

### Research

Attainment of these learning objectives will be assessed by the academic mentor using a variety of methods and including the following:

- Achievement of set objectives such as completing a systematic review, formulating a research question and developing a project proposal, grant proposal
- A short written report of pilot work
- Review of academic portfolio

## LIST OF ACADEMIC DEPARTMENTS AND INTERESTS FULL DETAILS OF NEUROSCIENCE AT OXFORD LAST SECTION

All the major academic departments of the University are keen to offer mentors who would support candidates through the two year Academic Foundation Programme.

Please note the list below is not exhaustive but gives an indication of the range of opportunities available.

### The Nuffield Department of Medicine (NDM).

The Department is structured around several substantially autonomous sub-divisions, supported by a central administrative unit (NDM Strategic). Major Divisions are

- Centre for Cellular and Molecular Physiology (CCMP)
- Cancer Epidemiology Unit (CEU)
- Clinical Trial Service Unit & Epidemiological Studies Unit (CTSU)
- Experimental Medicine Division (EXPMED)
- The Jenner Institute (JENNER)
  - Clinical Biomanufacturing Facility (CBF)
- Ludwig Institute for Cancer Research Oxford Branch (LICR)
- Offices of the Nuffield Professor of Medicine (NDMS)
- Oxford Centre for Diabetes, Endocrinology & Metabolism (OCDEM)
- Structural Genomics Consortium (SGC)
- Division of Structural Biology (STRUBI)
  - Oxford Particle Imaging Centre (OPIC)
  - Oxford Protein Production Facility (OPPF)
- The Target Discovery Institute (TDI)
- Tropical Medicine and Global Health (TROPMED)
- Wellcome Trust Centre for Human Genetics (WTCHG)

Below are given details of members of the department who may be able to advise regarding projects/mentoring in the Foundation programme.

The Nuffield Department of Medicine website has more detailed descriptions of the research programmes of all those listed below. To access these go to <http://www.ndm.ox.ac.uk/researcher-list/principal-investigators>.

Professor Vincenzo Cerundolo, Professor of Immunology.

Research interest: Immunology The interaction between the innate and adaptive immune responses, and how harnessing the innate immune system can facilitate the expansion of antigen specific T and B lymphocytes.

Weatherall Institute of Molecular Medicine

[vincenzo.cerundolo@imm.ox.ac.uk](mailto:vincenzo.cerundolo@imm.ox.ac.uk)

Professor Richard Cornall, Professor of Immunology.

Research interest: Immunology Understanding how the immune system is formed and regulated and the causes of autoimmunity, particularly the systemic autoimmune diseases. Differences in inherited susceptibility to these diseases.

Henry Wellcome Building for Molecular Physiology

[richard.cornall@orh.nhs.uk](mailto:richard.cornall@orh.nhs.uk)

Professor Jonathan Flint, Professor of Molecular Psychiatry.

Research interest: Genetics and Genomics The genetic basis of psychiatric disorders, in particular the origins of stress related conditions, such as anxiety and depression. Knowing more about the biological basis of these very common disorders could help develop better therapies, and use more efficiently those we already have.

Henry Wellcome Building of Genomic Medicine

[jf@well.ox.ac.uk](mailto:jf@well.ox.ac.uk)

Dr Helen McShane Reader in Vaccinology.

Research interest: Immunology The development and clinical evaluation of new immunisation strategies for enhancing T-cell responses against tuberculosis. The induction of mucosal immunity and the aerosol delivery of vaccines. Old Road Campus Research Building

[helen.mcshane@ndm.ox.ac.uk](mailto:helen.mcshane@ndm.ox.ac.uk)

Dr Chris O'Callaghan, Reader, Consultant General Physician and Nephrologist

Research interest: Inflammation in atherosclerotic vascular disease; renal Medicine. Innate immunity. New immune and inflammatory pathways as potential therapeutic targets in vascular disease.

Nuffield Department of Medicine and Oxford Kidney Unit

[chris.ocallaghan@ndm.ox.ac.uk](mailto:chris.ocallaghan@ndm.ox.ac.uk)

Dr Graham Ogg Reader in Cutaneous Immunology.

Research interest: Immunology, Dermatology Understanding the role of human cutaneous T cells in mechanisms of disease, treatment and vaccination. Investigating these questions through studies based on two common human diseases, atopic eczema and varicella zoster virus infection.

Weatherall Institute of Molecular Medicine

[graham.ogg@ndm.ox.ac.uk](mailto:graham.ogg@ndm.ox.ac.uk)

Professor Chris Pugh, Professor of Renal Medicine.

Research interest: Cell and Molecular Biology, Renal Medicine Analysing transcriptional responses to oxygen availability that regulate processes such as angiogenesis, cellular energy metabolism and proliferation/survival signals that operate in development. Oxygen is of fundamental importance for most living organisms. Inappropriate oxygen delivery to cells plays a major role in many human diseases.

Henry Wellcome Building for Molecular Physiology

[cpugh@well.ox.ac.uk](mailto:cpugh@well.ox.ac.uk)

Professor Paul Klenerman, Professor of Immunology.

Research interest: Immunology Understanding the role of host immune responses in determining the outcome of viral infections; the evolutionary relationships between persistent viruses and their human hosts.

Peter Medawar Building

[paul.klenerman@medawar.ox.ac.uk](mailto:paul.klenerman@medawar.ox.ac.uk)

Professor John Stradling, Professor of Respiratory Medicine.

Research interest: Clinical management of respiratory sleep disorders. Cardiovascular consequences of obstructive sleep apnoea.

Churchill Hospital

[john.stradling@orh.nhs.uk](mailto:john.stradling@orh.nhs.uk)

Professor Ian Tomlinson.

Research interest: Genetics and Genomics Cancer Genetics: in particular colon cancer, renal cancer, cancer metabolism and endometrial cancer

Henry Wellcome Building of Genomic Medicine

[iant@well.ox.ac.uk](mailto:iant@well.ox.ac.uk)

## Department of Cardiovascular Medicine

Professor Hugh Watkins, Professor of Cardiovascular Medicine and Head of Department, with interests in genetics of inherited heart diseases.

[hugh.watkins@cardiov.ox.ac.uk](mailto:hugh.watkins@cardiov.ox.ac.uk)

Professor Barbara Casadei, BHF Senior Fellow and Professor of Cardiovascular Medicine, with an interest in the nitric oxide and redox regulation of myocardial function and electrophysiology in diabetes mellitus, heart failure and atrial fibrillation

[barbara.casadei@cardiov.ox.ac.uk](mailto:barbara.casadei@cardiov.ox.ac.uk)

Dr Robin Choudhury, Wellcome Trust Senior Research Fellow in Clinical Science, interest in MRI in atherosclerosis and vascular disease.

[robin.choudhury@cardiov.ox.ac.uk](mailto:robin.choudhury@cardiov.ox.ac.uk)

## Nuffield Department of Surgery

Prof Paul R V Johnson, Professor of Paediatric Surgery, University of Oxford, Consultant Paediatric Surgeon, Director of Pancreatic Islet Transplant Programme Fellow, St Edmund Hall, University of Oxford Basic research areas are pancreatic islet transplantation, human islet isolation, and developmental biology (particularly of the pancreas). Clinical research relates to a range of neonatal and paediatric surgical conditions.

[paul.johnson@nds.ox.ac.uk](mailto:paul.johnson@nds.ox.ac.uk)

Miss Linda Hands Clinical Reader in Surgery fields of interest are aetiology of varicose veins and skin changes in chronic venous insufficiency, inflammatory markers and coagulation changes in arterial disease and telemedicine.

[linda.hands@nds.ox.ac.uk](mailto:linda.hands@nds.ox.ac.uk)

Professor Peter Friend, Director of Oxford Transplant Centre. Research interest: preservation and conditioning of organs for transplantation; novel approaches to immunosuppression.

[peter.friend@nds.ox.ac.uk](mailto:peter.friend@nds.ox.ac.uk)

Professor Tipu Aziz, Professor of Neurosurgery. Research interest: functional neurosurgery in movement disorders and intractable pain.

[tipu.aziz@nds.ox.ac.uk](mailto:tipu.aziz@nds.ox.ac.uk)

Professor David Taggart, Professor of Cardiovascular Surgery. Research interests include large scale clinical trials, coronary revascularization using arterial grafts and off-pump surgery.

[david.taggart@nds.ox.ac.uk](mailto:david.taggart@nds.ox.ac.uk)

Professor Freddie Hamdy, Nuffield Professor of Surgery, Head of Department and Professor of Urology. Basic science research interests include molecular and epigenetic mechanisms of disease progression in prostate/bladder cancer and minimally invasive and robotic surgery.

[Freddie.hamdy@nds.ox.ac.uk](mailto:Freddie.hamdy@nds.ox.ac.uk)

## Nuffield Department of Anaesthetics

Dr Andrew Farmery, Senior Lecturer in Anaesthetics, Fellow in Physiology, Wadham College, Oxford. Studies in clinical measurement techniques in the diseased lung (clinical and laboratory), Mathematical modelling of ventilatory and blood gas inhomogeneity, Bioengineering development of optical intravascular oxygen sensors, Studies of dynamic oxygen signalling in animal models of Acute Lung Injury.

[andrew.farmery@nda.ox.ac.uk](mailto:andrew.farmery@nda.ox.ac.uk)

Dr Duncan Young Consultant and Senior Clinical Lecturer in Anaesthetics and Intensive Care  
 Research area: Clinical trials - mostly academic multi-centre RCTs in critical care and associated areas.  
 Training offered: Training in clinical trials and observational study methodology, and systematic reviews.  
[duncan.young@nda.ox.ac.uk](mailto:duncan.young@nda.ox.ac.uk)

## National Perinatal Epidemiology Unit

Dr Jenny Kurinczuk, Director of the National Perinatal Epidemiology Unit (NPEU). Research interests: the causes and consequences of neonatal encephalopathy, cerebral palsy and birth defects, and the health outcomes of children born following assisted conception procedures. She is also involved in leading national studies of near miss maternal morbidity (<https://www.npeu.ox.ac.uk/ukoss>) and the evaluation of paediatric surgical interventions for congenital anomalies (<https://www.npeu.ox.ac.uk/baps-cass>)

[jenny.kurinczuk@npeu.ox.ac.uk](mailto:jenny.kurinczuk@npeu.ox.ac.uk)

## Obstetrics and Gynaecology

Ahmed Ahmed, Clinical Reader. Research interests: personalization of therapy to circumvent antimetabolic drug resistance in cancer.

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## Public Health and Primary Care

Professor Michael Goldacre, Professor of Public Health in the Oxford University Department of Public Health, Fellow of Magdalen College, Consultant in Public Health Medicine in the NHS, Scientific Advisor to the South East England Public Health Observatory. His NHS work has included generalist work



across a wide range of public health activities and specialist work in epidemiology and medical statistics. His academic research interests have included epidemiological and health services research using large medical databases and medical record linkage; and cohort studies of the careers of qualifiers from all UK medical schools and their views about working in medicine. He is an experienced teacher, supervisor of graduate students, and trainer of service NHS public health practitioners.

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Dr Premila Webster is the Head of School of Public Health at the Oxford deanery and the Director of Education & Training at the Department of Public Health, University of Oxford. Main research areas include the impact of urbanisation on non-communicable disease risk factors and medical education in emerging economies. As the expert advisor to the World Health Organization on the Healthy Cities Project, Dr Webster is involved in developing health indicators to measure the 'health' of a city and health profiles to provide an evidence base for informing urban health policy and planning.

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## University Department of Paediatrics

Philip Goulder Wellcome Trust Senior Clinical Fellow, Hon Paediatric Consultant Special interests: Paediatric HIV infection, Immune control of HIV Infection, Coevolution of HIV and Man

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Andrew J Pollard, Professor of Paediatric Infection and Immunity, Director of the Oxford Vaccine Group (the largest paediatric research group in the UK), Honorary Consultant Paediatrician. Special Interests: Paediatric Infectious Diseases, Vaccine design, development and evaluation.

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## Oncology

Professor Ruth Muschel, Professor of Molecular Pathology, research interest in the mechanisms underlying the development of metastases.

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Professor Gillies McKenna, Professor of Radiation Oncology and Biology, Head of Department of Oncology. Research interest:: effects of radiation on cancer cells and on mechanisms of resistance to radiation.

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Professor Katherine Vallis, CR-UK Research Group Leader and Honorary Consultant (Clinical Oncology). Research interests: development of novel anticancer therapeutic and diagnostic radiopharmaceuticals.

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## Neurosciences

Dr Jeremy Taylor, University Lecturer. Research interest: Axon growth and guidance in the developing and regenerating CNS.

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Professor Irene Tracey, Nuffield Professor of Anaesthetic Science. Research interests: Study of pain processing within the human brain and spinal cord in patients with chronic pain, using FMRI and EEG.

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Professor Angela Vincent, Professor of Neuroimmunology. Research interests: the role of autoimmunity in neurological diseases, including multiple sclerosis and autoantibody-mediated ion channel and receptor disorders.

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Professor Christopher Kennard, Professor of Clinical Neurology. Research interests: cognitive neuroscience and visual science, particularly using the analysis of abnormalities of visual perception and eye movements in human neurological disease to further understanding of brain function.

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Professor Kevin Talbot, Nuffield Department of Clinical Neurosciences. He is Director of the Oxford Motor Neuron Disease Centre. His research uses in vitro and in vivo models to understand why motor neurons are vulnerable to degeneration. He is also Deputy Director of the Oxford Parkinson's Disease Centre.

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Dr Martin Turner, Clinician Scientist. His research interest is in understanding the variation in the clinical presentations of motor neuron disease and finding biomarkers.

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Professor Russell Foster, Professor of Circadian Neuroscience and the Head of Department of Ophthalmology. He is also a Nicholas Kurti Senior Fellow at Brasenose College and a Fellow of the Royal Society. Research interests: The neurobiology of sleep and circadian rhythms with the main focus on the mechanisms whereby light regulates these systems and the relationship between sleep/circadian rhythm disruption and abnormal brain states.

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## Psychiatry

We welcome enquiries from interested colleagues. Responsible for postgraduate clinical training in the department is Professor Klaus Ebmeier ([Klaus.ebmeier@psych.ox.ac.uk](mailto:Klaus.ebmeier@psych.ox.ac.uk)), who will be happy to answer your questions. You are welcome to directly contact potential supervisors, starting your enquiries from the website ([www.psych.ox.ac.uk](http://www.psych.ox.ac.uk)), following the following links:

### Areas of Research Interest (please follow hyperlinks)

*Clinical Neurobiology:* [Molecular Neuropathology](#); [Neurobiology of Ageing](#); [Psychopharmacology and Emotion Research Laboratory](#); [Oxford Centre for Human Brain Activity](#)

*Psychological Treatments:* [Experimental Psychopathology and Cognitive Therapy Research Group](#); [Oxford Cognitive Approaches to Psychosis](#); [Psychological Medicine Research](#); [Centre for Research on Eating Disorders](#)

*Developmental Psychiatry:* [Child & Adolescent Psychiatry](#)

*Evidence Based Psychiatry:* [Centre for Suicide Research](#); [Forensic Psychiatry](#); [Oxford Clinical Trials Unit for Mental Illness](#); [OXTEXT](#) & [Social Psychiatry](#)

## APPENDIX 1

### Learning outcomes: Education for those choosing to develop these skills

Educational training will be undertaken through a programme of group seminars, project development and practical teaching opportunities. Each trainee will have a longitudinal educational mentor in addition to their research mentor. The precise skills learnt will vary depending on the interests of the individual, but may include such areas as bedside teaching, evidence-based medicine, communication skill or science teaching. However, all trainees will be expected to demonstrate that they have achieved the generic learning outcomes for education.

The generic learning outcomes are:

#### *Curriculum design*

- Demonstrate ability to write learning objectives and describe principles of curriculum design

#### *Assessment:*

- Demonstrate understanding of the following principles of assessment: blueprinting, validity, reliability, standard setting. Be able to describe the sources of error in assessment and methods for minimising them.
- Demonstrate knowledge of the strengths and limitations of different forms of assessment in medical education such as multiple choice questions, extended matching items and OSCE stations

#### *Teaching and learning*

- Demonstrate ability to design, test, evaluate and produce a teaching or assessment package in an area of interest (for example an e-learning package, a set of OSCE stations, a powerpoint presentation, an anatomy tutorial)
- Demonstrate teaching skills in a specified area of interest
- Demonstrate ability to collect and act on feedback on teaching (for example, through peer observation or collection of student feedback data)

### Assessment

Attainment of these learning objectives will be assessed by:

- A presentation during an educational seminar
- Submission of the trainee's teaching or assessment package
- Submission of feedback on teaching skills

## APPENDIX 2

Examples of the courses available through the Medical Sciences Division  
University Skills Portal for training opportunities and personal development planning  
[www.skillsportal.ox.ac.uk](http://www.skillsportal.ox.ac.uk)

## APPENDIX 3

### Guide to Academic Mentors for Academic Foundation Trainees

#### Background Information

##### The Foundation Programme

The first two years of medical practice have been reformed. From August 2005 all UK medical graduates entered a two year foundation programme which has replaced the PRHO and first year SHO appointments. Local Deaneries have established Foundation Schools. These are made up of the supporting administrative structures based in the Deanery and the local Trusts responsible for hosting Foundation Programmes, and the trainees. The Oxford Foundation School has a Foundation Programme Director, Manager, Administrator and Project Support Officer, based in the Deanery and Foundation Training Programme Directors and Managers based in Trusts. Nationally a competency based curriculum has been developed with an agreed assessment process.

Foundation Programmes are designed to ensure trainees achieve the Foundation Curriculum, which is focussed on the care of the acutely ill patient as well as the acquisition of a number of generic skills. All UK graduates are still required to achieve GMC registration after the first year of Foundation Training (F1) and all posts have to offer a mix of acute and non-acute experience. It is no longer compulsory to have acute medicine and acute surgery in F1. In addition the placements should expose trainees to a number of different specialties, including those that may not have had doctors in the original House Officer or first year SHO grade.

*Please note that the PRHO and SHO titles are no longer used when referencing F1s and F2s.*

#### The Oxford Foundation School

The participating Trusts are in Buckinghamshire, Berkshire, and Oxfordshire.

Foundation programmes have been developed which try to maximise opportunities in both DGH and teaching hospital settings. In F1 (the old PRHO year) some rotations are 3x4 months and some 2x6 months. In the 2x6 months placements Trusts have been asked to work towards posts that give a mixed experience. Rather than 6 months in for example acute surgery, some Trusts offer 3 months in acute surgery and 3 months in breast surgery and similar arrangements in acute medicine. All F2 programmes in the Oxford Foundation School are 3x4 months. 55% of F2 posts contain a placement in General Practice. All F2 posts should offer a mix of acute and less acute experience and a range of specialties make up the programme including psychiatry, palliative care, radiology, GUM, paediatrics, CCU, cardiothoracic surgery and many others.

#### Key Administration and Support Staff for the Academic Rotations

##### Foundation School:

Foundation School Director	Dr Anne Edwards
Foundation School Manager	Miss Ann Spafford
Foundation School Administrator	Mrs Cordelia Egbuniwe
Foundation School Project Support Officer	Mr Jonathan Ruffler
Academic Foundation Programme Leads	Prof Helen McShane & Dr Graham Collins

Academic Mentor	One per trainee
Educational Supervisors	One per trainee
Clinical Supervisors	One per trainee for each placement (4 months)

**Oxford University Hospitals NHS Trust:**

FTPD	Dr Stuart Benham
FTPD	Dr Kenny McCormick
FTPD	Dr Andrew Woodhouse
FTPD	Mr Alex Lee
FTPD	Dr Sue Burge
FTPD (Horton Hospital)	Dr Mike Ward

**Buckinghamshire Healthcare NHS Trust:**

FTPD	Dr Marc Davison
FTPD	Dr Simon Bays
FTPD	Dr Sudesna Chatterjee

**Royal Berkshire Hospital NHS Foundation Trust:**

FTPD	Dr Helen Allott
FTPD	Dr Rogan Corbridge

**Heatherwood & Wexham Park Hospitals NHS Foundation Trust:**

FTPD	Mr Jas Kalsi (F1)
FTPD	Mr Ram Moorthy (F2)

**Milton Keynes Hospital NHS Foundation Trust:**

FTPD	Dr Yaw Duodu
FTPD	Mr Peter Thomas

**Role of the Academic Mentor**

All Foundation Trainees are expected to take responsibility for achieving the curriculum and for undertaking the required assessments. The emphasis is very much that the Foundation years should be trainee driven. There are the same expectations of those appointed to academic posts. The curriculum (see below) indicates clearly that they should achieve certain objectives. It is hoped that the academic mentor will be prepared to be actively involved throughout the two year programme. Trainees, in accepting these posts, have agreed to commit over and above what would be expected in the other posts. In return the programmes have been designed to allow time out to pursue the academic curriculum. This will require excellent organisation on the part of the trainee as well as good support from the academic mentor, working with the FTPD.

**Summary of Main Responsibilities**

- At the start of the first year the academic mentor will develop with the trainee a personalised programme, based on the academic curriculum.
- The academic mentor will supervise the trainee throughout their two year in the academic elements of the Foundation Programme.
- A major outcome is that trainees will leave the programme with evidence of achievement including at a minimum, the ability to formulate a research question and undertake the necessary background work related to the question.
- Teaching and training - Academic trainees who wish to develop their teaching and training skills further should plan this with their academic mentor.
- Courses available through the university – trainees should review, at the start of the rotation, with their academic mentor those that will be especially relevant. There is a wealth of training

opportunities available in the University through the Division of Medical Sciences, available to Academic Foundation post holders. These can be viewed and booked online [www.medsci.ox.ac.uk/portal/skillstraining](http://www.medsci.ox.ac.uk/portal/skillstraining)

- Attendance will be reviewed during meetings with the academic mentor and at formal training reviews
- Assessment and appraisal - academic trainees will have additional assessments organised by the academic FTPD and individual academic mentors to evaluate progress through the academic curriculum and attainment of learning objectives

For more information on the curriculum please visit <http://www.foundationprogramme.nhs.uk/pages/home>