

Job Description

Job Title:	Consultant in Endocrinology & Diabetes
Base:	Great Western Hospital
Grade:	Consultant (substantive)
Reporting to:	Clinical Lead for Endocrinology
Relocation expenses	Included as standard, applicants can claim up to £8,000 in relocation expenses (subject to eligibility, policy available on request).

Our Values

Our STAR values are at the heart of everything we do. You can expect to see them in the way we act and the way we treat each other. Our values make us who we are. We will expect your values and behaviours to reflect the STAR Values of the organisation:

Service	We will put our patients first
Teamwork	We will work together
Ambition	We will aspire to provide the best service
Respect	We will act with integrity

Visiting or Questions

The Great Western Hospital, Swindon is a large, busy, modern district general hospital situated on a green field site near junction 15 of the M4 between the Marlborough Downs, the Ridgeway and the Vale of the White Horse. The population served by the Diabetes and Endocrine Department extends between Oxfordshire, Wiltshire, Gloucestershire and Berkshire, a population of approximately 330,000.

We are a friendly department and would welcome any interested candidates to visit the Trust or to get in touch to ask any questions that you might have. The team are also open to discussing other sub-specialty interests you might like to explore in a potential job plan. To discuss the role or arrange a visit, please contact the clinical lead Dr Auditi Naziat on a.naziat@nhs.net or via her secretary on 01793 605800.

The GWH is a clinical base for Kings College London, Bristol and Oxford Universities with a potential to be involved in teaching/supervising via the Undergraduate Academy.

Shortlisted candidates are encouraged to visit the Trust and meet senior members of staff and management teams. Details will be shared following shortlisting.

Summary of the role & Department overview

We are delighted to advertise a consultant post in general Endocrinology & Diabetes and leading on our Insulin pump service along with 18-bedded general medical ward cover for 4 weeks once in every 4-months; and GIM on call currently 1: 16 weekdays and approx. 1:8 weekends. The leadership role has dedicated additional SPA in the timetable.

The clinical workload involves Insulin pump clinic and MDT, outpatient clinics including YAC clinic, Complex diabetes clinic, General Endocrine clinics, Integrated Diabetes MDT, monthly Diabetes and Endocrine/Radiology MDT meetings and ward cover in 4 monthly rotas. There is opportunity to work from home one day per week (except the ward cover weeks). There is dedicated time as 'virtual clinic' to review results for all Endocrine and Diabetes patient investigations carried out during

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Service Teamwork Ambition Respect

outpatient clinics or inpatient reviews or at MDT, in addition to the clinical admin time which can be used for other admin activities e.g., urgent patient queries or work email review.

The Department sees the full range of Endocrinology & Diabetes conditions, plus offers specialist clinics: Endocrinology - Thyrotoxicosis, Male Hypogonadism, Pituitary, Secondary Hypertension; Diabetes - Foot attack, Complex Type 2 Diabetes, Hot Diabetes, Atypical Diabetes, Diabetes Renal clinic, Antenatal Diabetes/Endocrinology and Preconception, Young adult Diabetes, Endocrine transition clinic; and also, Tier 3 Weight management MDT clinic. The team provides GPs advice & guidance via Cinapsis platform.

There are several Multidisciplinary team (MDT) meetings locally (Endocrine MDT, Endocrine Case discussion meeting, Diabetes MDT, Diabetes Foot MDT) and linked with Oxford MDTs (adrenal, pituitary and general endocrinology). GWH has also set up Severn Primary Aldosteronism MDT (regional).

The Department is supported by several diabetes Specialist Nurses, Endocrine specialist nurse with all endocrine dynamic tests on site, clinical psychologist, Dieticians, podiatry service, full radiology facilities including CT, MRI and nuclear medicine scans. Vascular support is provided by a network arrangement with Gloucestershire Hospitals NHS Foundation Trust.

The service also provides an Inpatient Diabetes in-reach service to review and treat patients for admission avoidance and Length of Stay reduction; led by Inpatient Diabetes Consultant and supported by the inpatient diabetes specialist nursing team.

A new Diabetes Digital Database on System One has been incorporated recently for diabetes outpatient activity to support the National Diabetes Audit.

In addition to the practical clinical experience, the post holder will be encouraged to develop local research and audit and participate in teaching for both undergraduates/postgraduates. The department is active in research and is a member of South-West diabetes and Endocrinology research committee.

The Endocrinology and Diabetes service hold busy outpatient clinics from the Osprey unit on the third floor of the hospital, matching high outpatient demand and activity. The department works collaboratively with Oxford centre for Diabetes, Endocrinology and Metabolism (OCDEM) as the Tertiary centre for referrals and opinions.

There is an integrated PCN based Diabetes service model providing clinical and education support to patients and Primary care service.

Current consultant team:

Name	Specialty clinical role / Service Lead	Contact details
Dr Auditi Naziat	Clinical Lead/ Departmental Research Lead Lead for Secondary hypertension and Monogenic Diabetes service Training Programme Director for Endocrinology & Diabetes at Severn Deanery	a.naziat@nhs.net Secretary: Michela Fletcher Tel: 01793606444 E-mail: Michela.fletcher@nhs.net
Dr Vladimir Vaks	Lead for Pituitary /Male hypogonadism/ Antenatal Diabetes-Endocrine Service and GP Cinapsis Endocrine advice line. Departmental Undergraduate Lead	Vladimir.vaks@nhs.net Secretary Philippa Dickinson Tel: 01793604313

		E-mail: philippa.dickinson2@nhs.net
Dr George Alias	Swindon Diabetes integrated Service Lead. Lead Consultant for Diabetes foot disease. Lead for Audit/Departmental Mortality & Morbidity.	george.alias@nhs.net Secretary: Belinda Neal Tel: Tel:01793 604313 E-mail: belindaneal@nhs.net
Vacant post 1	Lead for Insulin Pump, Young Adult Diabetes Ward Lead.	
Vacant post 2		
Dr Ahmed G Ahmed (Acting Consultant) & Dr Ira Pakianathan (Locum)	Lead for Inpatient Diabetes service	
Dr Mahendra Yadegari (locum)	Lead for Inpatient Endocrinology Service	

There are nine junior doctors in training within the department: SpR4 – 1, IMT3-1, IMT2 – 2, FY1 – 2, CT GP – 2, CTF-1.

We will help you achieve your goals

Continuing Professional Development and Continuing Medical Education:

We expect all staff to be committed to the concept of lifelong learning, we will support you to achieve this using personal development plans. You will be given a minimum of 1.5SPAs within your job plan for CPD, within this core SPA, you will be able to prepare for revalidation, undertake personal study, attend educational meetings, undertake QI/Audits, complete appraisals, mandatory training and support basic teaching sessions. In addition, there are a variety of roles that may attract additional SPA, such as being an appraiser, taking on lead roles, chairing meetings, rota leads and educational supervision.

Lifelong learning is vital to the maintenance of a safe, patient focused, effective service and we expect all team members to participate in the academic development of our department. We actively offer a range of medical education opportunities to our colleagues, including collaborative educational sessions with primary care colleagues in our PCN.

The post holder will be given access to the Trusts Consultant Mentoring scheme which aims to support new consultants in the transition from trainee to consultant and moving to a new hospital. Your mentor will be allocated from outside of your own speciality enabling a more open conversation, they will be an experienced consultant who has received training in mentoring.

Clinical Excellence Awards:

The Trust actively participates in an annual Clinical Excellence Awards process and encourages consultants to apply and achieve National awards.

Any spare CEA funding is allocated collaboratively with our LNC, in previous years this has been transferred to the study leave budget enabling all consultants access additional funding supporting a constant strive for excellence.

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Leadership support:

Having capable leaders is a key element in striving for future excellence, our executive team are personally committed to supporting our staff and developing leaders. There are a range of packages available to help individuals fulfil potential as a leader, these include a monthly leadership forum with a variety of speakers and additional training for those that wish to develop this aspect of their career.

Equal Opportunities:

We feel the Trust is a progressive organisation, we pride ourselves on having a collective Equality, Diversity and Inclusion strategy that is more than just words. We use this to translate principles into real practise across the organisation, with tangible outcomes. This together with multiple groups and committees enables all voices to be heard and all groups to be represented, ultimately improving the working experience for all trust staff.

The Trusts EDI strategy can be viewed on the following link:

https://www.gwh.nhs.uk/media/2913/equality_and_diversity_strategy.pdf

Main duties of the role

The Duties outlined below are not definitive and may be changed in accordance with the needs of the service.

Clinical Duties:

- Multidisciplinary team working is key component of the working within the Trust and involves regular MDT discussions with colleagues
- Providing evidence-based care for patients in a multidisciplinary setting.
- Continuing responsibility for the care of patients in your charge, including all administrative duties associated with patient care
- Development of sub-specialty interests that fit in with departmental needs and the strategic direction of the Trust.
- Responsibilities for carrying out teaching, examination and accreditation duties are required, and for contributing to undergraduate and post-graduate and continuing medical education activity.
- Provision of cover for consultant colleagues' periods of leave in accordance with arrangements agreed within Trust policy.
- Participation in Quality Improvement and in continuing medical education.
- Conducting suitable duties in cases of emergencies and unforeseen circumstances.
- The post holder will participate in an out of hours consultant rota for unselected Medical take, detailed within the job plan section
- Other general medical responsibilities by mutual agreement

Management and Leadership Responsibilities:

All staff in each Division are managerially accountable through their Lead Clinician to the Associate Medical Director, who has overall responsibility for the services within the Division. Consultants are key members of the Division and are accountable and responsible for leading changes to service that will improve the patient experience.

- To support the Clinical Lead in policy and strategy development as a senior member of the Division Management Team.
- To contribute to the leadership and development of Services under the direction of the Clinical Lead and Associate Medical Director and in line with the Trust's business plans.
- The post holder will ensure effective communication and involvement of staff across the Division including support to the Divisional Director to achieve their objectives.
- Work in partnership with colleagues in other Divisions within the Trust.
- As part of the Division Management Team, assist in the cost-effective utilisation of resources, including pay and non-pay items such as equipment and drugs, within budgets.

- Work within the Trust's framework for Clinical Governance and Risk, including the development of clinical policies and adherence to standing orders, standing financial instructions and financial procedures.
- Undertake direct supervision of junior colleagues and participate in departmental/trust wide teaching programmes.
- Undertake investigations and report writing for incidents where required and participate in clinical risk management
- Appointed candidates will embody the STAR values and use the principles of the NHS Constitution for England to guide decisions.

Clinical Governance and Audit

All consultants are expected to participate in clinical effectiveness activities. They are expected to maintain and foster improvements in the quality and standards of clinical services. Consultants lead the safeguarding of high standards of care by participating in the creation of environment in which excellence in clinical care will flourish.

Consultants are expected to support the Clinical/Medical Leadership teams within their division to achieve the following:

- Production of a Division annual clinical governance plan.
- Production of a Division quality strategy.
- Production of a Division quarterly report to the Trust's Clinical Governance and Risk Committee.
- Ensuring targets within the plan are met, including:
 - Adoption of evidence-based practice including compliance with government guidance, e.g. NICE
 - Establishment and implementation of a Division clinical audit programme
 - Completion of risk assessments as required and compliance with the Trust's risk management policies and strategies including controls assurance standards
 - Encouraging research and development
 - Ensuring, through the Divisional Director, in association with the Division of Workforce and Education, that Division staff meet the education and training targets agreed within the Trust's annual plan.
 - Ensuring through the Divisional Director that complaints management is timely and effective including implementing action plans relating to individual complaints.
 - Contributing to work force planning to ensure timely availability of appropriate clinical skills to maintain excellence in patient care.

Salary and conditions of service

- The appointment is made subject to the national Terms and Conditions for Consultants as amended from time to time, most recent version is available here: [https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/consultants-and-dental-consultants/consultants-and-dental-consultants-tcs-handbook/consultant-contract-\(2003\)](https://www.nhsemployers.org/pay-pensions-and-reward/medical-staff/consultants-and-dental-consultants/consultants-and-dental-consultants-tcs-handbook/consultant-contract-(2003))
- All participants of on call rotas are required to be able to attend the hospital within 30 minutes when on call.
- Consultants are expected to provide cover for each other during annual leave, study leave and sick leave, including supervision of the junior staff, supporting them in patient management.
- All Trust employees are expected to abide by local Trust policies
- Due to the nature of the work in these posts, they are exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975).

Applicants are therefore not entitled to withhold information about convictions, including those, which, for other purposes are "spent", under the provisions of the Act, and are required to disclose convictions, including those pending, to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.

- The appointments are subject to standard pre-employment checks including references and a satisfactory medical examination
- The post holders will have a broad base of training in Endocrinology and GIM and must hold full registration with the General Medical Council and have CCT (or equivalent for non-UK applicants of equivalent status), or be accredited (or equivalent), and be on the GMC Specialist Register in the specialty appropriate for this consultant post at the time of taking up the consultant appointment. Alternatively, candidates can hold or be within 6 months of their CCT at interview.
- The person specification attached to the job description reflects the requirements for both experienced consultants and those Specialty Registrars who have recently attained their CCT.

Other aspects of the post

The above is an outline only. It is not exhaustive and may be altered from time to time in accordance with the needs of the Trust. The post holder will be required to be co-operative and flexible in accordance with the needs of the Trust.

Safeguarding

The Trust is a safeguarding employer committed to the safeguarding and promotion of welfare of children, young people and vulnerable adults and expects staff and volunteers to share this commitment.

What the patients can expect from Staff

Patients can expect to be treated with courtesy and respect when they meet Trust staff. They can expect confidential information about them not to be disclosed to those who have no need to know. Patients can also expect staff to respond constructively to concerns, comments and criticism.

What the Trust expects of individuals

The Trust expects individuals to act with honesty, integrity and openness towards others. Individuals will show respect for patients, staff and others. Individuals are expected to learn and adapt the use of information technology where relevant, in order to transform the way we respond to patients. Staff should be helpful to patients and their visitors at all times, should respond constructively to criticism and praise, and should work to foster teamwork both within the immediate team and across the Trust.

What individuals can expect from the Trust

Individuals can expect to be trained for the job they are employed to do. Individuals can expect to be given feedback on their performance and to be encouraged and supported in their personal and professional development. Individuals can also expect to be treated with respect by others including those who manage them. Individuals can expect that issues of cultural diversity are treated tactfully and with respect by all who work within the organisation.

The Trust will provide appropriate office space, secretarial support, and access to IT.

Policy Statement

It is the policy of the Trust that neither a member of the public, nor any member of staff, will be discriminated against by reason of their sex, sexual orientation, marital status, race, disability, ethnic origin, religion, creed or colour. Individuals can expect to have their views listened to, particularly when they are raising legitimate concerns about the quality of the service provided. The Trust is committed to the spirit of as well as the letter of the law, and also to promotion of equality and opportunity in all fields.

Flexibility

This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances, in discussion with the post holder. This role profile

is intended to provide a broad outline of the main responsibilities only. The post holder will need to be flexible in developing the role with initial and on-going discussions with the designated manager.

Job Plan

1. Post Details

Specialty	Endocrine & Diabetes	
Clinical Division	Unscheduled Care Division	
Nature of Contract	Full Time 10 PA's Endocrine & Diabetes With 1.308 PA's GIM On Call	
Number of programmed Activities	Contracted (10 or less)	Additional
	10	1.308

2. On-call Availability Supplement

Specialty:	GIM
Frequency:	Currently 1: 16 weekdays (5 – 8pm WR and 'on-call' overnight) and approx. 1:8 weekends with a 'short (8-2) and long (8-6) day with on-call overnight on the long day
Category A or B:	B
On-call supplement:	5 %

3. Supporting Resources

Facilities and resources required for delivery of duties and objectives
<ol style="list-style-type: none"> 1. Study / Professional Leave (30 days over a 3-year cycle) 2. Access to shared secretarial support 3. Dedicated office workspace (desk and computer)

4. Objectives

Objectives and how they will be met:
<ul style="list-style-type: none"> • Participate in an annual job planning process using the Trust's electronic system. • Participate in an annual appraisal process. • Keep up to date with mandatory training. • Manage junior staff within the department. • Keep up to date with Continuing Professional Development and maintain revalidation

Programmed Activities (Indicative Only)

The Job Plan below outlines the expected PA commitment but remains flexible around days worked. This will include the following elements but will be subject to review and agreement of final Job Plan following recruitment:

Timetable:

Day	Time	Location	Work	Category	PA Allocation
Monday	0900-1100 1100-1300	Home Except Ward cover weeks	SPA	SPA	1.0
Monday	13:00-14:00 1400-1700	GWH	Clinical Admin /Integrated Diabetes meeting/Virtual clinic	DCC	0.25 0.75
Tuesday	0900-1100 11:00-13:00	GWH	Insulin Pump clinic	DCC	1.0
Tuesday	1300-1400 1400-1700	GWH	Clinical admin Endocrine MDT/ Diabetes MDT/ clinical governance meeting/ business and service development MDT/clinical admin	DCC DCC	0.25 0.75
Wednesday	0900-1300	GWH	Insulin Pump clinic	DCC	1.0
Wednesday	1300-1400 1400-1700	GWH	Departmental Teaching Insulin pump service lead SPA Virtual clinic	SPA SPA DCC	0.25 0.25 0.50
Thursday	0900-1300	GWH	Endocrine/Thyroid clinic	DCC	1.0
Thursday	13:00-14:00 1400-1700	GWH	Grand round Clinical Admin/ YAC MDT (3 rd week)	SPA DCC	0.25 0.75
Friday	0900-11:00	GWH	Complex Diabetes Clinic	DCC	1.0
Friday	1300-1700	GWH	Virtual clinic	SPA	1.0
Saturday	OFF				
Sunday	OFF				
Unpredictable emergency on-call work		GWH	On-Call	DCC	1.308
TOTAL					11.308

Timetable during ward cover (for 4 weeks in every 16 weeks)					
Day	Time	Location	Work	Category	PA Allocation
Monday	0900-1100 1100-1300	GWH	Ward round	DCC	1.0
Monday	13:00-14:00 1500-16:00 16:00-17:00	GWH	Clinical Admin SPA Ward round	DCC SPA DCC	0.20 0.50 0.25
Tuesday	0900-1100 11:00-13:00	GWH	Ward round SPA	DCC SPA	0.5 0.5
Tuesday	1300-1400 1400-1700	GWH	Clinical admin Endocrine MDT/ Diabetes MDT/ clinical governance meeting/ business and service development MDT/clinical admin	DCC DCC	0.25 0.75
Wednesday	0900-11:00 12:00-13:00	GWH	Ward round Clinical admin	DCC DCC	0.50 0.50
Wednesday	1300-1400 1400-1500 1500-1700	GWH	Departmental Teaching General Endocrine/thyroid clinic	SPA DCC	0.25 0.75
Thursday	0900-1100 1100-1300	GWH	Ward round Clinical admin	DCC	0.50 0.50
Thursday	13:00-14:00 1400-1700	GWH	Grand round YAC clinic and YAC MDT	SPA DCC	0.25 0.75
Friday	0900-11:00	GWH	Ward round	DCC	1.0
Friday	1300-1600	GWH	Diabetes/Endocrine virtual clinic Ward round	DCC DCC	0.75 0.25
Saturday	OFF				
Sunday	OFF				
Unpredictable emergency on-call work		GWH	On-Call	DCC	1.308

TOTAL	11.308
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Predictable emergency on-call work	1.308	Direct clinical care	1.308
Unpredictable emergency on-call work	N/A	Direct clinical care	N/A

Programmed activity	Total Number
Direct clinical care (including predictable/unpredictable on-call)	9.808
Supporting professional activities	1.5
Other NHS responsibilities	
External duties	
TOTAL PROGRAMMED ACTIVITIES	11.308

Timetable for post 2:

Job Plan Overview

Job plans will be reviewed annually.

Teaching

All consultants are expected to take part in the department's postgraduate education programme. This involves taking part in both informal teaching and the formal teaching programme.

Quality Improvement

All consultants will be mandated to participate in and contribute to Quality Improvement.

Person Specification

Job Title:	Consultant in Endocrine & Diabetes
Base:	Great Western Hospital

Criteria	Essential
Qualifications	<ul style="list-style-type: none"> Fully registered with the GMC CCT (or equivalent for non-UK applicants of equivalent status), or be accredited (or equivalent), and be on the GMC Specialist Register in Endocrine & Diabetes and GIM at the time of taking up the consultant appointment. Alternatively, candidates can be within 6 months of their CCT at interview. MRCP (UK) or equivalent
Clinical Experience	<ul style="list-style-type: none"> Clinical training/experience equivalent to that required for gaining UK CCT Expertise in full range of Endocrine & Diabetes conditions Ability to lead a multi-professional team and take full and independent responsibility for clinical care of patients Sub-speciality interests in line with the needs of the department will be supported
Management Administration	<ul style="list-style-type: none"> Demonstrable ability to manage priorities Demonstrable multi-disciplinary team leadership skills Experience of QI, audit and management Flexible approach to work organisation Evidence of management/leadership skills training IT skills
Teaching & Research	<ul style="list-style-type: none"> Ability to teach clinical skills to trainees and multi-disciplinary teams Interest in leading multi-professional education Publications in peer reviewed journals
Personal Attributes	<ul style="list-style-type: none"> Ability to work in a multidisciplinary team Enquiring, critical approach to work Caring and empathetic attitude to patients Ability to communicate effectively with patients, relatives, GPs, hospital staff and other agencies. Commitments to Continuing Medical Education Willingness to undertake additional professional responsibilities at local, regional or national levels Willingness to work in other areas of the Trust or Trust wide sites if required as directed by the department Clinical Lead