Job Title: Consultant Physician with an interest in Diabetes and Endocrinology

Pay Scale: £ 76,001 - 101,451

Clinical Business Unit: Urgent Care

Tenure: Permanent

Hours: 11.5 PAs

Terms and Conditions: Medical and Dental

**Job Summary**

- The post is based at Southport District General Hospital and Ormskirk District General Hospital, with all acute work based at Southport and elective outpatient activity undertaken on both sites.

- Participate on the Consultant on-call rota (currently 1:12). An availability supplement of 3% will be paid for this in addition to 1.5 PAs for evenings and weekends.

**Clinical Responsibilities**

The post holder will:

- Undertake outpatient diabetes and endocrinology, and general medical clinics across both sites.
- Undertake ward and board rounds, ensuring that Estimated Discharge Dates are set on admission for all inpatients.
- See diabetes and endocrinology inpatient referrals from other wards.
- Participate in development of Urgent Care pathway redesign to increase Ambulatory Care pathways.
- Support delivery of national targets (18 weeks, new to follow up ratios, length of stay).
- Provide training and supervision to junior doctors.
• Contribute to the teaching of undergraduate students and postgraduate staff.
• Participate in medical audit and clinical governance.
• Attend departmental, district and regional meetings as appropriate.

Education and Training

Every opportunity will be provided to the appointee to develop special interests and skills in aspects of medical care, information technology, medical audit, etc. The post holder will maintain his/her own continuing professional development in line with current guidelines on professional responsibilities.

There is a Postgraduate Medical Education Centre on the Hospital sites with library and study facilities. Study leave will be provided to support and develop the post holder’s interests.

Duties of the post

The Trust provides a combination of services, which is split between the two hospital sites namely Southport & Formby District General Hospital and Ormskirk District General Hospital.

The following allocation of sessions outlined in the sample timetables is purely indicative and would be subject to regular review with the post-holder. At present 1.5 PAs will be payable for participation in the on-call rota and are calculated at departmental level, and reviewed annually at job planning.

When on call on a weekday the consultant is on site at Southport 9am-7pm, during which all outpatient clinics are cancelled. At weekends the consultant is on site at Southport 9am-5pm. There is currently some discussion about changing the hours worked ‘on call’ such that the consultant is on site from 1pm-10pm. During a period of on call, patients are reviewed following clerking by junior doctors, in association with acute physicians. At weekends these duties are shared on Saturday mornings with a colleague. This forms part of the GIM rota and remuneration is as above.

With this appointment there will be periods when ward cover predominates alternating with periods when outpatient commitments are greatest. Ward cover will alternate with the other diabetologist (Dr. R Oelbaum) every 2 months, or a different periodicity to be agreed with the postholder. When ‘on the wards’ there will be a reduction in outpatient commitments.

The job plan will include 1.5 core SPAs to cover CME, audit, appraisal and revalidation, and 1 SPA for supervision of trainees, teaching and other SPA duties as agreed at job planning.
Job plan when covering outpatients:

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<th>Monday</th>
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<tbody>
<tr>
<td><strong>Am</strong></td>
<td>Endocrine Clinic ODGH 1.0</td>
<td>Diabetes Clinic ODGH 1.0</td>
<td>Clinical Admin ODGH 1.0</td>
<td>Endocrine Clinic ODGH 1.0</td>
<td>Diabetes Clinic ODGH 1.0</td>
</tr>
<tr>
<td><strong>Pm</strong></td>
<td>SPA TBC monthly joint ENT clinic 0.25</td>
<td>SPA TBC</td>
<td>Diabetes / Endocrine Clinic ODGH 1.0</td>
<td>Medical Disorders in Pregnancy Clinic ODGH 1.0</td>
<td>Clinical Admin 0.5 SPA TBC</td>
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*Please note that 30 minutes scheduled activity will be deducted to facilitate travel time where cross site travel is required

Job Plan when covering inpatients:

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<td><strong>Am</strong></td>
<td>Ward Round SDGH 1.0</td>
<td>Board Round SDGH 1.0</td>
<td>Ward Round SDGH 1.0</td>
<td>Board Round SDGH 1.0</td>
<td>Ward Round SDGH 1.0</td>
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<td>Inpatient Referrals 0.25 Clinical Admin 0.5</td>
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<tr>
<td><strong>Pm</strong></td>
<td>Clinical Admin 1.0</td>
<td>SPA TBC</td>
<td>Diabetes / Endocrine Clinic SDGH 1.0</td>
<td>SPA TBC</td>
<td>Endocrine Clinic SDGH 1.0</td>
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Department of Medicine

<table>
<thead>
<tr>
<th>Consultants</th>
<th>Dr P McDonald</th>
<th>Dr G Butcher</th>
<th>Dr M Roberts</th>
<th>Dr F Gordon</th>
<th>Dr L Hussain</th>
<th>Dr P Mennim</th>
<th>Dr C McManus</th>
<th>Dr A Youzguin</th>
<th>Dr R Oelbaum</th>
<th>Dr M Roberts</th>
<th>Dr K Binymin</th>
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<tr>
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<td>General Medicine with Elderly/ Stroke/ Clinical Director</td>
<td>General Medicine with Gastroenterology</td>
<td>General Medicine with Gastroenterology</td>
<td>General Medicine with Elderly/ Frailty</td>
<td>General Medicine with Elderly/ Frailty</td>
<td>General Medicine with Cardiology</td>
<td>General Medicine with Respiratory Medicine</td>
<td>General Medicine with Respiratory Medicine</td>
<td>General Medicine with Diabetes &amp; Endocrinology</td>
<td>General Medicine with Gastroenterology</td>
<td>General Medicine with Rheumatology</td>
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</table>
In addition, the department of Medicine is supported by the following Consultants who solely provide a specialist role:

Dr H Sykes – Consultant Rheumatologist
Dr S Alusi – Consultant Neurologist (1 day/wk)
Dr U Weishmann – Consultant Neurologist (1 day/wk)

Consultant nephrologists from Aintree hospital are on site 3 days/wk and will see renal inpatient referrals.

Inpatient medical care is provided from within 8 medical wards at Southport District General Hospital and the Rehabilitation ward at Ormskirk District General Hospital. Each Consultant has responsibility for 15 in-patient beds with the potential for outlying patients on 1 of 3 surgical wards.

In addition there is also:

4 bedded Coronary Care Unit
20 bedded Acute Stroke Unit situated within one of the medical wards at Southport District General Hospital

The Department of Medicine is supported by a Cardio-respiratory Department situated on both Southport & Ormskirk District General Hospital sites offering a comprehensive range of Cardio Respiratory diagnostics.

Full range of Outpatient clinics are provided on both hospital sites.
**Diabetes**

The post holder will join an integrated diabetes and endocrinology service, which comprises: Two consultant endocrinologists, one middle grade Doctor (1 ST), and junior medical staff. There are a total of 8 diabetes specialist nurses and diabetes nurse educators across Southport and Ormskirk sites, and an additional inpatient diabetes specialist nurse (currently vacant) and diabetes nurse educator within the hospital.

Both Southport and Ormskirk have a diabetes dietitian covering clinics, and there are general dietitians within the hospital setting. Dynamic endocrine tests are usually performed on the Medical Day Unit, and there is an MRI scanner at Southport and CT scanning on both sites. There is a DEXA bone density scanner at Southport, and a nuclear medicine department at the Royal Liverpool Hospital.

The diabetes service receives an average of 18 referrals per month/ 210 per year, shared amongst the two Consultant firms. The Endocrinology service receives 31 referrals per month 375 per year shared between the two Consultant firms.

In addition to the general diabetes and endocrinology clinics, there are several special clinics. There are young person's diabetic clinics at both Southport and Ormskirk, and additionally there are transition clinics run at each site in association with Dr May Ng, Paediatric Endocrinologist. The postholder will be expected to assist in the weekly medical disorders in pregnancy clinic, which sees patients with a wide spectrum of medical disorders. There is also a monthly joint ENT clinic, with Mr N Roland, where patients needing thyroid or parathyroid surgery are assessed. There is a diabetic foot clinic run by the vascular surgeons, and patients admitted with diabetic foot problems are usually managed jointly.

The Diabetes/ Endocrinology team has responsibility for 14 inpatient beds based on 11B in addition to an average of 4 outliers.

Having been an Integrated Care Organisation since April 2011, we continue to engage with community teams to develop care pathways. There is the opportunity for some diabetes mentoring clinics with GPs, following on from a successful mentoring programme in West Lancashire.

We are a small, friendly department that works closely together. We are able to deliver a wide range of services to the patients of Southport and Ormskirk and want to continue this in a more comprehensive way.

**Office Facilities and Secretarial Support**
Shared office and shared secretarial support are available within the Trust.

**Mentorship**

In line with Royal College of Physicians recommendations that new consultants should have access to a mentor, arrangements will be made to identify an appropriate mentor to provide support.

**Revalidation**

The Trust has the required arrangements in place, as laid down by the Royal College, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

**Requirements of the Post**

Applicants are required to

- hold membership with the Royal College of Physicians (UK or equivalent qualifications) be fully registered with GMC and
- to be on the specialist register for diabetes/ endocrinology or due to obtain their CCST within 6 months of date of interview.

The post is subject to Enhanced DBS (previously known as CRB).

**General**

1. To abide by the relevant Codes of Professional Practice if applicable and NHS Codes of Conduct.

2. It is a requirement of employment within Southport and Ormskirk Hospital Trust that all staff must comply with the obligation of confidentiality to person identifiable information. The Data Protection Act 1998 safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the trust to uphold the principles of the Act.

   Any employee disclosing confidential/patient records or information to any unauthorised person or persons will render the employee subject to disciplinary action.

3. The Freedom of Information Act 2000 requires all public organisations to provide any member of the public, upon receipt of a written request, with the information they require, subject to certain exemptions. Every member of staff employed by the Trust must take responsibility for any request for
information that they receive and respond in line with Southport and Ormskirk Hospital Trust’s Freedom of Information Policy and guidance.

4. All employees are required by Section 7 of the Health and Safety at Work Act (1974) to take reasonable care of their own health and safety and that of others who may be affected by their acts or omissions.

5. All staff employed by Trust must adhere to the standards of record keeping outlined in the Records Management Policy and guidance documents.


7. Undertake appropriate Induction and Mandatory training, including infection control and comply with all Trust Infection Control policies relevant to the post, particularly with regard to the hand hygiene policy. To remind and challenge colleagues of their Infection Prevention and Control responsibilities if there is a potential or actual breach of policy.

8. It is incumbent on the post holder to continually update his/her professional awareness and carry out other duties deemed appropriate to the grade of the post.

9. The post holder is required to take all reasonable measures in relation to their health and well-being.

10. The post holder is required to adhere to Trust procedures in relation to Equality and Diversity, including the Staff Charter and NHS Constitution.

11. The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. All staff therefore who come into contact with children, young people and vulnerable adults have a responsibility to ensure they are trained and competent to be alert to potential indicators of abuse or neglect, and know how to act on their concerns in line with the policies and procedures of Southport and Ormskirk Hospital NHS Trust.

12. This job description is not intended to be exhaustive but to indicate the main responsibilities of the post and may be amended from time to time after consultation with the post holder.

13. The duties listed above may change over time and additional duties may be required appropriate to the pay band of the post.
Further information can be obtained from:

Dr P McDonald, Joint Associate Medical Director/ Clinical Director/ Consultant Physician, Urgent Care Division, Tel: 01704 705181

Dr R Oelbaum, Consultant Physician, Urgent Care Division, Tel: 01704 705180

<table>
<thead>
<tr>
<th>Date job description reviewed</th>
<th>Sep 2016</th>
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<tbody>
<tr>
<td>Author</td>
<td>Dr R Oelbaum, Dr P McDonald</td>
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### PERSON SPECIFICATION

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<tr>
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<th>Essential</th>
<th>Desirable</th>
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<tr>
<td>Higher Qualification</td>
<td>Basic Medical Qualification M.R.C.P. or equivalent</td>
<td>MSc, MD or PhD</td>
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<td>On the specialist register with a CCT in General Internal Medicine and Diabetes and Endocrinology or within 6 months of achieving this.</td>
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<tr>
<th>Knowledge</th>
<th>Knowledge and experience of Diabetes and Endocrinology</th>
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| Training Expected: | Extensive training and experience in Diabetes and Endocrinology in an accredited training programme. |                           |
| Management/Audit | Participation in Clinical Audit | Evidence of service development |
| Teaching Experience | Experience of teaching / educational supervision | Educational qualifications /courses |

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<thead>
<tr>
<th>Academic Achievements</th>
<th>Acknowledgement of evidence-based practice</th>
<th>Current publications</th>
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<tbody>
<tr>
<td>Research/Publications</td>
<td>Research experience</td>
<td>Research degree</td>
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<th>Personal Skills</th>
<th>Outward looking&lt;br&gt;Good networking skills&lt;br&gt;Excellent patient communication&lt;br&gt;Interested in teaching&lt;br&gt;Ability to work in a multi-professional team&lt;br&gt;Team Management Skills&lt;br&gt;Commitment to Partnership working and the development of primary care</th>
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<td>Personal Circumstances</td>
<td>Current Driving licence/use of car for work or alternative travel arrangements</td>
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