

**UNIVERSITY HOSPITALS OF DERBY AND BURTON  
NHS FOUNDATION TRUST**

**Senior Clinical Fellow in Diabetes Foot Care**

**(ST4+ level)**

**Department of Diabetes/ Endocrinology**

**Royal Derby Hospital**

**October 2023**



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## SECTION 1

## General Details of the Post

<b>Title:</b>	Senior Clinical Fellow (ST4+ equivalent)
<b>Location:</b>	Royal Derby Hospital (inpatient) Florence Nightingale Community Hospital (outpatient)
<b>New or Replacement Post:</b>	New
<b>Prime responsibility:</b>	Provision of outpatient & inpatient diabetes foot services, diabetes inpatient ward work, participating in multidisciplinary diabetes foot meetings, assisting in teaching, leading on quality improvement/ audit projects.
<b>Accountable to:</b>	Clinical Director Dr David Watmough Divisional medical Director- Dr James Woodard
<b>Reports to:</b>	Assistant Clinical Director of Department of Diabetes (Dr Emma Robinson)
<b>Key tasks:</b>  <b>Example</b>	<ul style="list-style-type: none"> <li>• Supporting diabetes foot clinics alongside consultants in diabetes</li> <li>• Supporting inpatient diabetes foot services alongside podiatry and with supervision from consultants in diabetes.</li> <li>• Provision of diabetes ward care where required</li> <li>• Administrative tasks for these services</li> <li>• Leadership to junior staff</li> <li>• Shared role in delivery of teaching and training to medical students and allied health professionals</li> <li>• Active participation in quality improvement, audit and research activities of these services, with encouragement and support to publish in peer-reviewed journals</li> <li>• Keeping up to date and participating in continuing professional development</li> <li>• Participation in annual appraisals</li> </ul>
<b>Tenure of Appointment</b>	1-year fixed term

## SECTION 2

### The Appointment

UHDB is seeking to recruit a physician who has or would like to develop a sub-specialty interest in the care of patients with diabetes related foot disease. There are opportunities within the role to increase experience in service development, quality improvement and teaching. Opportunities also exist to gain experience within other sub-speciality clinics within UHDB. Success candidates will be provided with a clinical supervisor and provided with a dedicated day a week for quality improvement work.

Working alongside a committed team of consultants in diabetes, vascular surgery, orthopaedics, microbiology, specialist podiatrists, orthotists and nurses, the appointed clinical fellow will gain a huge experience in the multidisciplinary complex management of patients with diabetes related foot ulceration, ischaemia and charcot neuro-arthropathy which will set them up extremely well for a future career as a diabetes consultant.

The post would suit someone who is a specialty trainee in diabetes and endocrinology who would like out of programme extra experience, someone working towards a CESR application, or someone looking to pursue a career in diabetes and endocrinology but wanting more experience before applying to specialty training posts.

UHDB has an excellent national and international reputation for diabetes foot care and has a well-established multidisciplinary service.

#### Provisional timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
am	Diabetes Foot Clinic (fortnightly joint with orthopaedics)	Inpatient Diabetes Foot round	Joint Vascular & Diabetes Foot Clinic (OR fortnightly Dialysis foot round)	QI project time	Diabetes Foot clinic (fortnightly joint with vascular)
lunchtime		Diabetes Dept Educational Meeting		UHDB Grand Round	
pm	Admin	Joint Microbiology & Diabetes Foot MDT meeting	Admin	QI project time	Diabetes Foot clinic OR Inpatient Diabetes Ward

- Applicants must hold **MBBS or an equivalent medical qualification** and have **post qualification experience** including experience in diabetes. In addition, applicants must have worked for **at least 6 months in the NHS within the past 2 years and have gained MRCP.**
- **Full Registration with the GMC** at time of applying is essential due to the requirement to commence in post as soon as possible. Applicants must also be eligible to work in the UK and have excellent skills in written and spoken English, adequate to enable highly effective communication about medical topics with patients and colleagues.

- The appointment and salary will mirror the TCS for NHS Doctors & Dentists in Training (England) 2016. Your leave will be pro-rata (27-32 days pa depending on NHS service), which must be booked 6 weeks in advance. Your leave can be taken throughout the contract, subject to approval.
- For those international medical graduates considering an application, the Trust would act as a sponsor for your visa requirements where applicable.
- We are happy to discuss any request for less than full-time hours, with applicants fulfilling the person specification
- The out of hours commitment is 1:6 weekends

### **SECTION 3                      Trust Profile**

To find out more information about the University Hospitals of Derby and Burton NHS Foundation Trust please visit: <https://uhdb.nhs.uk/>

### **SECTION 4                      The department of diabetes and endocrinology**

#### **Introduction**

There are 4 Clinical Divisions within the Trust:

- Surgery
- Medicine
- Women's and Children's
- Cancer, Diagnostics and Clinical Support

#### **4.2 Specialty of Endocrinology and Diabetes**

The Endocrinology and Diabetes department forms part of the Medicine Division.

Divisional Medical Director: Dr James Woodard

Clinical Director: Dr David Watmough

Assistant Clinical Director: Dr Emma Robinson

Out-Patient Department

#### **Endocrinology**

The department runs various general, specialist and joint surgical endocrine clinics. Joint clinical sessions are run with the thyroid/parathyroid surgeons, ENT/Head & neck surgeons, ophthalmologists & Neurosurgeons. The department is supported by 3 Endocrine specialist nurses.

The department is well supported by the biochemistry team with monthly MDT meetings to discuss service improvements and clinical cases. The team participate in the thyroid and adrenal cancer MDTs and deliver a wide range of secondary and some tertiary services.

### **The Diabetes Multidisciplinary Foot Clinic**

The foot service has been led by Professor Fran Game who has an international reputation in the field of the Foot disease. She has been Chief Investigator on several National and International trials in the field of diabetes foot disease. She regularly lectures at national and international diabetes conferences on the subject and has published over 70 papers and book chapters. She is current Chair of the Wound Healing subgroup of the International Working Group of the Diabetic Foot and has been an Associate Editor of Diabetic Medicine for the past 8 years. Closer to home, she co-chairs the East Midland Diabetic Foot network and works with Diabetes UK on their "Putting Feet First" campaign.

UHDB foot multidisciplinary team includes seven consultants, a team of podiatrists, vascular surgeon, orthopaedics, OPAT pharmacists and clinical microbiologists. As with other parts of the service there is a focus on innovative ways of working to support optimal patient care.

### **Insulin Pump Service**

UHDB has over 500 patients with Type 1 diabetes who use insulin pump therapy. The service is led by Dr Emma Wilmot, former chair of the ABCD Insulin Pump Network UK. The insulin pump team run weekly multidisciplinary clinics and hold bi-monthly meetings to review patient cases and downloads. We have recently been a pilot site for the NHSE closed loop project.

### **Young adult and transition service**

Derby and Burton have a well-established diabetes transition service in which both the adult and paediatric diabetologists work together to ensure a smooth transition from paediatric to adult care. Clinics are held in the paediatric setting with multidisciplinary meetings before and after each clinic, providing the opportunity for adult diabetologists to gain a better understanding of the young adults entering their service. We have been successful in being awarded NHSE pilot funding to allow us to expand our Young Adult clinic, which is one of the key components of these posts.

### **In-patient Diabetes Service**

Ward 310 at Royal Derby hospital and Ward 16 at QHB are the specialist wards for Diabetes and Endocrinology in-patients. The Medical Day case Unit is routinely used for Endocrinology investigations which are coordinated by our Endocrine Nurse Specialist. We have a dedicated team of in-patient Diabetes Nurses Specialists which champion a novel approach to admission avoidance with a presence on MAU/ED. Dr Rudrappa leads the 'Insulin Patient Safety group', which has delivered substantial improvements to care and safety of our inpatients.

### **Integrated Diabetes Services**

Derby has a history of nationally recognised Integrated Care models involving joint venture organisations working in partnership with primary care colleagues. This unique and award winning model uses a whole system approach to integrated care putting the patient at the centre of their care. Candidates will be encouraged to work within and contribute to the strengthening of these services. We are currently working with local ICBs in designing a county wide model to deliver Integrated Care to a wider cohort.

### **East Midlands Bariatric & Metabolic Institute (EMBMI)**

UHDB hosts the EMBMI and is a regional centre of excellence for bariatric surgery. It is recognised as an Approved Centre for weight management by the Association for the Study of Obesity (ASO). The institute includes a full medical MDT tier 3, surgical MDT tier 4 and a combined MDT service for complex patients. The medical tier 3 service

is currently run by Professor Idris and Dr David Hughes. There is strong focus on both research and education through the University of Nottingham. It currently hosts a Royal College of Physicians Obesity fellow

### Other Clinical Collaborations

The department also has close working relationships with obstetrics (diabetes and endocrinology), renal medicine (joint clinics), paediatrics (joint clinics), obstetrics (joint clinics), gynaecology (joint clinics), neurosurgery (with monthly East Midlands pituitary MDT meetings), oncology (thyroid cancer clinics), ENT (joint thyroid lump clinic), ophthalmology (joint thyroid eye disease clinics) and Clinical Biochemistry (monthly meetings).

### Research

The unit has a track record in clinical research and currently has three main areas of interest:

- Diabetes Foot Disease– led by Honorary Professor Fran Game
- Type 2 diabetes & Obesity (pharmacotherapy, vascular complications and muscle metabolism) – led by Professor Is Idris
- Type 1 diabetes, technology and also early onset Type 2 diabetes – led by Associate Professor Emma Wilmot

The department has the support of a CLRN research nurse and 0.4 Whole-Time-Equivalent research podiatrists.

There are excellent academic links within the Trust and with the University of Nottingham. Regular departmental educational meetings are held to encourage and stimulate research and audit activity.

### Current staffing in the department includes:

NHS Consultants	Specialty Interest
<b>Royal Derby Hospital</b>	
Dr Hisham Ali	Endocrinology, Thyroid MDT working
Professor Fran Game	Diabetes Foot & Research
Dr David Hughes	Diabetes Foot, Bariatrics, Endocrinology, & Adrenal
Dr Iskandar Idris	Bariatrics, Diabetes and Acute Medicine (Academic)
Dr Paru King	Integrated Diabetes, Antenatal care including Diabetes
Dr Emma Robinson	Diabetes Foot, Diabetes Young Adult, transition and pump services, Integrated Diabetes, antenatal
Dr Supreeth Rudrappa	Diabetes Foot, Bariatrics, Lipids and Endocrinology
Dr Sunita Sandhu	Diabetes Foot and Endocrinology

Dr Luckni Sellahewa	Diabetes Foot, Integrated Diabetes, and Endocrinology
Dr Roger Stanworth	Endocrinology, Pituitary, Osteoporosis, Lipids and Acute Medicine
Dr Suma Sugunendran	Insulin pumps and Endocrinology including Antenatal young adults and Transition
Dr Antonia Ugur	Endocrinology, Osteoporosis, Lipids, education
Dr Emma Wilmot	Diabetes- Insulin pumps, Young Adults and Transition
<b>Queens Hospital Burton</b>	
Dr Haleema Hayat	Antenatal, insulin pump, Endocrinology and community clinics
Dr Christine Kotonya	Antenatal, Insulin pump, Endocrinology and community clinics
Dr Andrew Willis	Diabetes Foot, Community clinics and Endocrinology
Dr Anjan Lenkalapally	Diabetes Foot, General diabetes, endocrinology and antenatal endocrine.
<b>Other Medical Staff Royal Derby Hospital</b>	
Specialist Registrar	<b>3</b>
IMT1/2	<b>1</b>
FP1	<b>2</b>
Endocrine Nurse (cross site)	<b>2.8 WTE</b>
Specialist	
Diabetes Specialist (cross site)	<b>19 WTE</b>
Nurses	
<b>Other Medical Staff (Queens Hospital Burton)</b>	
Specialist registrar	<b>1</b>
Diabetes Specialist Nurses	<b>(cross site)</b>

You will be employed on Local terms and conditions. The salary will mirror the NHS Doctors and Dentist in Training (England) 2016

### **Teaching & Training:**

The Trust supports an active, post-graduate and undergraduate medical education programme. NHS Library facilities are available at the Royal Derby Hospital / Queens Hospital Burton whilst the Graduate Entry Medical school library (Royal Derby Hospital) is directly linked to the Greenfield Library in Nottingham.

Leicester & Nottingham medical students attend the Trust for clinical attachments in medicine and surgery, obstetrics and gynaecology and paediatrics, as well as for BMedSci project work.

### **Occupational Health Clearance:**

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

### **Criminal Records Disclosure and Check:**

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales). It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check). Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s). 9

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

### **GMC Registration and Revalidation:**

The Trust requires the appointee to have & maintain full registration with the General Medical Council (GMC), with a license to practice, & to fulfil the duties & responsibilities of a doctor as set down by the GMC Good Medical Practice. It is the responsibility of all medical and dental staff to ensure that this registration is maintained.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

### **Identity and Right to Work:**

All employees are required to provide original photographic evidence of identity at appointment and have the necessary documentation to demonstrate they have the right to reside and work in the UK

### **Cover:**

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with both Divisions and the Trust. This is arranged by mutual agreement of consultant colleagues

and approval of the Clinical Director, in accordance with standard Trust and NHS regulations. It is essential that six weeks' notice of leave is given to allow for proper planning and prevent cancellations of patients' appointments/procedures. This includes all forms of leave.

### **Research:**

The Trust comprises research-active Teaching Hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation according to their subspecialty interests. Our department also has strong research links with the University of Nottingham, National Institute of Health Research (NIHR), Biomedical Research Centre (BRC) based at the Division of Graduate Entry Medicine and Health, situated within the Royal Derby Hospital campus.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies. Some of our Consultants have academic appointment or honorary affiliation with the University of Nottingham. One of our consultant is a Director for R&D and Derby Clinical Trials Unit.

For those international medical graduates considering an application, the Trust would act as a sponsor for your visa requirements where applicable.

### **Clinical Governance**

All members of staff have a responsibility to abide by all clinical governance policies, practices and codes provided by the Trust and have an equal responsibility with management for developing and maintaining appropriate systems and practice for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

- Co-operating and liaising with clinical governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.
- Attending and contributing to the Trust's Clinical Governance Programme, including the Trust's Clinical Incident Reporting systems, Adverse Incident Policy and other umbrella policies.
- Encouraging and promoting an open climate within the Trust to enable training grade staff to participate fully in Trust wide programmes.

Copies of Trust wide clinical governance policies are available on the Trust intranet site. The post holder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Trust and external accrediting bodies.

## **SECTION 6**                      General Information about the Trust and Derby/Derbyshire

### **Section 6 – General Information about the Trust and Derby/Derbyshire**

### **Derby:**

Derby is an historic city, which lies at the heart of some of England's most magnificent countryside. The Derbyshire Dales and Peak District National Park are only a short drive away, with the spa towns of Ashbourne, Matlock and Buxton within easy reach.

Southern Derbyshire has a population of approximately 600,000 and is well served by rail and road within easy travelling distance of the M1, M5, M6 and M42. The Nottingham East Midlands Airport is close by.

The city offers a wide range of recreational amenities. Other nightlife centres around two multi-screen cinemas, various nightclubs, several traditional public houses and excellent restaurants in the city centre and throughout the county. There are various social and cultural facilities, museums, stately homes, castles, gardens and numerous places of historical and archaeological interest. There are first class facilities for sport enthusiasts within Southern Derbyshire including Derbyshire County Cricket Club and Derby County Football Club.

Housing is both plentiful and reasonably priced, with a choice of country village settings and modern hustle and bustle of city life, with the larger cities of Nottingham and Leicester within easy access. There are many good schools, primary and secondary, both state and private.

#### **Burton:**

Burton is located in central England and is a medium sized town straddling the River Trent in East Staffordshire. Burton, best known for its 'Brewing' heritage, has an estimated population of 64,000 and lies within the heart of the 'National Forest'.

Burton is served well by trunk roads and motorways. The A50 and A38 provide links to the M1, M5, M6, M40, M42 which are all within 30-60 minutes away. The town also has a Railway Station and provides rapid services to Birmingham, London, The North and Southwest. East Midlands and Birmingham Airports are equally accessible. The railway station is only approximately 1 mile away from the hospital itself.

Burton is a developing town with a variety of attractive housing in the town and surrounding villages, including recently developed modern apartments so there is plenty of opportunity to rent/buy within a few minutes of the hospital and close to leisure/shopping facilities. The Copper's Square Shopping Centre hosts a wide range of shops, modern bars and restaurants and has recently been extended to include a multiplex cinema and shopping park which includes a gymnasium.

We are fortunate to have one of Britain's best loved landscapes the 'Peak District National Park' only 30 minutes away.

Whether it be sailing or climbing, walking or biking, seeing films or reading, having afternoon tea, meeting your spiritual needs or relaxing with friends, fine dining or fish and chips, Staffordshire and Derbyshire will be able to cater for your needs.

#### **Trust:**

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



Our *VISION* is to deliver exceptional care together.



Our *PRIDE objectives* are about putting patients first, making sure we get it right first time, investing our resources wisely, developing our people and ensuring value through partnerships.

## Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

## Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

### **Data Protection**

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

### **Confidentiality**

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

### **Infection Control**

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

### **Health and Safety at Work Act**

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

### **Smoke Free Trust**

The smoke free policy applies to staff, patients, resident's visitors and contractors.

## **Trust Policies and Procedures**

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

## **Further Information**

We understand that where you work is just as important as the hospital, your patients and the team you work with.

To find out more about the Trust, please visit [www.uhdb.nhs.uk](http://www.uhdb.nhs.uk)

To find out more about Derbyshire or Staffordshire please visit [www.derby.gov.uk](http://www.derby.gov.uk) or [www.enjoystaffordshire.com](http://www.enjoystaffordshire.com)

## SECTION 7

## Person Specification

Entry criteria	Essential	Desirable	Assess by
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent medical qualification</li> <li>• Advanced Life Support certification</li> <li>• MRCP Part 2</li> </ul>	Full MRCP	A
<b>Eligibility</b>	<ul style="list-style-type: none"> <li>• Full GMC Registration with a licence to practice at time of application</li> <li>• Eligibility to work in the UK.</li> <li>• 4 years Post qualification medical experience in the UK or abroad, including experience in Diabetes</li> <li>• Minimum 6 months NHS experience within the last 2 years</li> </ul>		A, HS
<b>Language skills</b>	<ul style="list-style-type: none"> <li>• All applicants to have demonstrable skills in written and spoken English that are adequate to enable highly effective communication about medical topics with patients and colleagues</li> </ul>		A, I
<b>Health</b>	<ul style="list-style-type: none"> <li>• Meets professional health requirements (in line with GMC standards in Good Medical Practice)</li> </ul>		A,P,HS
<b>Clinical knowledge and skills</b>	<ul style="list-style-type: none"> <li>• Applicant's knowledge is up to date and is safe to practice</li> <li>• Capacity to apply sound clinical knowledge relevant to the job</li> <li>• Ability to work as middle grade on the ward with indirect supervision.</li> <li>• Experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need</li> <li>• Shows aptitude for practical skills, required in the job</li> <li>• Proven ability to work effectively in different clinical settings required in the job</li> </ul>		A,P,C,I,R
<b>Specialty specific skills</b>	<ul style="list-style-type: none"> <li>• Experience of diabetes foot care</li> </ul>		A,P,C,I,R
<b>Clinical governance and improving quality of patient care</b>	<ul style="list-style-type: none"> <li>• Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations.</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in audit.</li> <li>• Familiarity with clinical governance systems</li> </ul>	A,I

Entry criteria	Essential	Desirable	Assess by
<b>Communication skills</b>	<ul style="list-style-type: none"> <li>• Demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation</li> <li>• Capacity to listen and take in others' perspectives</li> <li>• Always considers patients preferences when discussing treatment options</li> <li>• Always considers the full impact of clinical decisions on the patients. Practice shared decision making</li> <li>• Directs and supports patients to access the information they need to support decision making</li> <li>• Excellent communication skills</li> <li>• Demonstrable influencing and team working skills in a multi-professional environment.</li> </ul>	<ul style="list-style-type: none"> <li>• 360 degree feedback</li> <li>• Patient survey feedback and reflections</li> <li>• Ability to provide constructive feedback</li> </ul>	A,I
<b>Personal skills</b>	<ul style="list-style-type: none"> <li>• Demonstrated experience working in a team, values the input of other professionals in the team</li> <li>• Capacity to work co-operatively with others and demonstrate leadership when appropriate.</li> <li>• Demonstrates punctuality, preparation and self-discipline.</li> <li>• Able to adapt and work with the Trust to deliver improved patient care</li> <li>• Promotes equality and diversity</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity to use logical/lateral thinking to solve problems &amp; make decisions</li> <li>• Capacity to organise oneself and prioritise own work</li> </ul>	A,I,R
<b>Probity</b>	<ul style="list-style-type: none"> <li>• Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others.</li> <li>• Displays honesty, integrity, awareness of confidentiality and ethical issues</li> </ul>		A,I,R
<b>Commitment to on-going CPD</b>	<ul style="list-style-type: none"> <li>• Demonstrates a willingness to fully engage in appraisal.</li> <li>• Self-awareness and ability to accept and learn from feedback</li> </ul>		A,I

**For informal contact or enquiries please contact**

Dr Emma Robinson

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