

**CONSULTANT IN GENERAL INTERNAL MEDICINE with interest in DIABETES &
ENDOCRINOLOGY**

Liverpool University Hospitals NHS Foundation Trust

10.25 PA's



The New Royal Liverpool Hospital Site Opening September 2022

Liverpool University Hospitals NHS Foundation Trust is entering a very exciting time especially for the department of Diabetes and Endocrinology at the Royal Liverpool and Broadgreen Sites. We moved into our brand new, state of the art hospital at the Royal Liverpool site in September 2022. This will join the ongoing development of the world leading innovation of the Knowledge Quarter in Liverpool including the new RCP North at the Spine building.

With the move to the new hospital and in recognition of the increased demand for specialist services for Diabetes and Endocrinology this is an opportunity for us to expand our dynamic team which aims to provide quality, person centred care for people in Liverpool. Including our increasing pump and CGM services, young adults transitional services for diabetes and complex endocrine conditions and gestational diabetes support, with the aim of providing the best care and outcomes for patients.

We are looking for enthusiastic, innovative, dynamic consultants to join our team to continue to help realise these aspirations. The jobs offered are standard full time 10PA posts with on-call commitments but we would welcome applications for less than full time working will be considered. We are also open to consider job sharing and flexible working and encourage good work life balance.

This role is for a consultant to support Diabetes and Endocrinology and GIM ward cover at the Royal Liverpool site.

1. The Trust

The Royal Liverpool Infirmary was so named by Queen Victoria in 1851. The first ever district nursing service was set up there on the advice of Florence Nightingale. From the 1st October 2019 this became part of a city wide merged Liverpool University Hospitals NHS Foundation Trust this now includes Aintree University Hospital, Broadgreen Hospital, Liverpool Dental Hospital and the Royal Liverpool University Hospital.

Bringing together a combined workforce of over 12,000 staff, the Trust has become the largest NHS employer in Merseyside and Cheshire. As well as providing general hospital services to the local population, the Trust provides a range of highly specialist services to more than two million people in the North West and beyond.

This merger has been driven by clinicians, who for a long time have recognised that a union of the Trusts will enable significant changes that will transform the way healthcare is delivered. The aim is to address the current levels of variation and fragmentation that exists between acute hospital services in Liverpool, and to ensure that all services are of the highest quality. The new Trust will also seek to influence the wider determinants of health by closer involvement in employment, housing and education, and to be part of a first class research and scientific development partnership with Higher Education and business enterprise across the city and beyond.

These changes, which will take place over the next few years, through a phased approach, building on the skills and talents of a fantastic workforce, to spread best practice, deliver innovation and provide sustainable services for patients. This will be achieved by reconfiguring

services, centralised where necessary, local where possible and focusing on staff; with an ambition to be the best place for staff to train and work.

2. Overview of the Diabetes and Endocrinology Department

An exciting opportunity to recruit three enthusiastic and highly motivated consultants has arisen in the Diabetes and Endocrinology speciality and General Internal Medicine at the Royal Liverpool University Hospital.

The Diabetes and Endocrinology directorate at RLUH provides high-quality seven-day consultant-delivered provision of inpatient care on the Royal site and hosts numerous Diabetes and Endocrinology outpatient services. The Department also offers support to a very well-established community diabetes service as part of the Liverpool Diabetes Partnership (LDP) and supports diabetes and endocrinology care in neighbouring trusts such as Clatterbridge Cancer Centre, Liverpool Heart and Chest Hospital, Liverpool Women's Hospital etc.

3. Inpatient Service

Patients requiring inpatient admission are triaged by the Acute Physicians on a speciality-based system to the appropriate medical ward where possible. The Diabetes and Endocrinology Unit in the new hospital is expanding to comprise one and a half wards giving a total of 42 beds. The ward consultants are responsible for ward duties mainly, including a morning board round, followed by physical reviews shared with junior team members. There is a requirement for a daily 4 pm board round.

In addition to this, many patients with Diabetes and Endocrinology disease, either as their primary reason for admission, or as co-morbidity, are cared for by other teams in the hospital, and a regular and significant number of inpatient referrals are made to the Diabetes and Endocrinology team. Department has a fully functional inpatient diabetes team supported by on-call consultant and provides the referral service through a Diabetes review and discharge support (DRDS) service.

4. Outpatient Service

The department runs a comprehensive endocrine service with general and complex endocrinology clinics. The team provides clinics for transitional endocrinology, thyroid disorders, adrenal disorders, neuroendocrine disorders, Calcium and parathyroid disorders and joint pituitary clinics. The site also offers regional MDTs on pituitary and adrenal disorders. We have close links with endocrine surgeons, specialists from Clinical Chemistry, and the Nuclear Medicine department on the site. Our regional joint pituitary services are run in collaboration with specialists from Walton Neurosurgery Centre.

The department provides multiple diabetes clinics, including specialist clinics for CSII and technology, Transitional diabetes care, Complex diabetes management, joint renal clinics, diabetic foot clinics, diabetes complications management, and antenatal diabetes clinics. The

team also provides a highly effective integrated community diabetes service in the region as part of the Liverpool Diabetes Partnership.

5. On Call

An on-call Physician of the week system is in place, with one of the Diabetes and Endocrinology consultants being on call for patients with diabetes and endocrinology issues. This person is on call from 9 am on Monday for 7 days(including the weekend) and provides daily ward rounds on the Diabetes and Endocrinology (and GIM ward) and reviews the inpatient referrals. This person also provides out-of-hours on-call and daily ward rounds on Saturday and Sunday on the whole of the Diabetes and Endocrinology bed base. The expected frequency of on-call is 1:8 weeks.

6. The Post

The post will be based at the Royal Liverpool University Hospital site. The successful candidates will join the 8 Diabetes and Endocrinology Consultants in providing inpatient care in the Diabetes and Endocrinology Unit by taking part in an on-ward / off-ward rotation and on-calls. The post holder will contribute to general internal medicine, diabetes and endocrinology and will be encouraged to develop subspecialty interests and contribute to research and education. The role includes delivering educational activities, raising the departmental research profile, and actively driving further innovation. There are opportunities to participate in ongoing research trials and develop their research interest further as clinical investigators for upcoming clinical trials.

7. On-ward duties

Each consultant is 'on ward' for a two-week period during which they provide daily care for patients on one of the two wards. The middle weekend is the on-call weekend. Two consultants are 'on ward' at any one time. Daily review of all patients is provided by the consultants and their teams Monday-Friday, with early morning and late afternoon board rounds to identify sick patients and those eligible for discharge. One of the on ward colleagues is responsible for inpatient referrals with help from specialist trainees.

8. Off- ward duties

When off the ward, the SPA allocation is adjusted to reflect the reduced SPA sessions in the 'on-ward' period and has been annualised to consider leaves (both annual and study). Each consultant delivers 5-6 outpatient clinics per week. The department has weekly Adrenal MDT, monthly Joint Pituitary MDT and monthly, Performance and Operational meetings and Governance meetings.

9. SPA duties

Dedicated 1.5 core SPA (annualised) for audit, CME, appraisal, and revalidation (adjusted for the ward weeks). Additional SPAs are allocated if a trust-approved lead activity is undertaken.

10. Junior Medical Staff

The unit currently trains four Diabetes and Endocrinology higher specialist trainees (HST), three internal medicine trainees (IMT), four Foundation Year (FY) doctors, and one Physician Associate (PA). Clinical and Educational supervision of the juniors is shared equally amongst consultants.

11. Teaching and Research

The teaching facilities are excellent. All Consultants are actively involved with undergraduate teaching for years 2, 3 and 4 students as well as final-year students on their “shadowing” placements, and trainee PAs. There are active Postgraduate Centres and library facilities with regular educational meetings planned throughout the academic year. Grand rounds, clinical seminars, tutorials, postgraduate classes, and audit/governance meetings are scheduled regularly. It is expected that the appointee will play a full part in the education and supervision of medical students and trainee doctors attached to the Directorate, as well as nurses and therapy staff. There is a strong tradition of research within the Trust. Successful candidates will be encouraged and supported to develop research interests within the department.

12. Continuing Medical Education

The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities. The appointee will be expected to participate fully in departmental CPD activities.

13. Audit and Clinical Governance

The successful candidate will be expected to contribute towards audit activity in the directorate and take an active part in the continuing development of our Clinical Governance strategy. They will be expected to participate in CPD activities and in appraisal and revalidation as required. The Trust is fully committed to providing the support and time necessary for the appointee to undertake CPD as outlined by the Royal College of Physicians. There are weekly educational meetings within the Diabetes and Endocrinology division which include audit and clinical governance as well as critical reviews of evidence-based guidelines and peer review, risk management, morbidity and mortality meetings and reflective practice sessions. All Consultants have an annual appraisal and annual job plan review conducted by the Clinical Director or appraiser identified in the trust. The post-holder will be required to comply with the principles of research governance and Caldicott requirements.

14. Diabetes and Endocrinology Department - Consultant Colleagues

The Department is a branch of the Medical Division and consists of 8 consultants (7.5 WTE).

Dr Dushyant Sharma

Clinical Director, Consultant in Diabetes and Endocrinology.

Dr Tejpal Singh Purewal

Service lead for Antenatal Diabetes and Endocrinology service and pituitary service.

Dr Philip Weston

Service Lead for Type 1 Diabetes, Continuous Subcutaneous Insulin Infusion (CSII).

Dr Dhanya Kalathil

Service lead for Inpatient diabetes service, Diabetic foot service.

Dr Reza Zaidi

Service lead for Diabetes in Young Adults, Type 1 Diabetes.

Dr Deepa Beeharry

Service lead for Transitional and Young Adult Endocrinology service, Calcium and Parathyroid disorders.

Dr Pallavi Hegde

Service lead for Neuroendocrinology and MEN service, and adrenal tumour service.

Dr Janki Panicker

Speciality Interest in thyroid disorder and pituitary disorders and manages general and complex endocrinology.

The appointee will be clinically and managerially accountable to the Clinical Director for Diabetes and Endocrinology.

Contact information For an informal discussion regarding this post and to arrange a visit, please contact: Dr Dushyant Sharma, Clinical Lead Diabetes and Endocrinology (0151 7063091), **Dr Mark Lawton, Divisional Medical Director: 0151 706 3147.**

15. Job Plan / Weekly Programme

Sample Timetable*

Indicative Job Plan:

*the elements will remain but the specific days may vary depending on needs.

Week 1- On wards

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	Ward Round	Ward Round	Ward Round	Ward Round	Ward Round
PM	Referrals AMU in reach -3 hours Board ward round 1 hour	Referrals AMU in reach -3 hours Board ward round 1 hour	Referrals AMU in reach -3 hours Board ward round 1 hour	Referrals AMU in reach -3 hours Board ward round 1 hour	SPA 1 Hour Referrals AMU in reach -2 hours Board ward round 1 hour
	DCC 9.75 SPA 0.25				

Week 2- on wards

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	SPA	Diab Clinic	Diabetes Clinic	SPA 2 hour Admin 2 hour	Foot clinic/ endo clinic
PM	LDP Clinic Diabetes Clinic	Endocrine Clinic/ ANC	Admin	Endo Clinic	Teaching SPA 2-hour Admin 2 hours
	DCC 6 Admin DCC 1.5 SPA 2				

Week 3-6 (Off wards)

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	SPA	Diab Clinic	Diabetes Clinic	SPA 2 hour Admin 2 hour	Foot clinic/ endo clinic
PM	LDP Clinic Diabetes Clinic	Endocrine Clinic/ ANC	Admin	Endo Clinic	Teaching SPA 2-hour Admin 2 hours
	DCC 6 Admin DCC 1.5 SPA 2				

Annualised Job Plan

DCC 6.5
Admin DCC 2
SPA 1.5
Weekend WR 1:8 paid separately for 4 sessions for the weekend.
On call supplement 2%

These job plans are indicative and subject to annual job planning review. The SPA sessions are added flexibly other than Friday pm when the department meetings are scheduled (Mortality, consultant meeting, governance and journal club). Core SPA 1.5 over 42 weeks.

16. Liverpool

Liverpool is an old established port City which has experienced major revitalisation in recent years. The City is a cosmopolitan and vibrant centre for industry and commerce.

The City of Liverpool is compact and is served by excellent links to both the motorway network and rail services. It is within easy reach of Liverpool and Manchester airports. Most of its

suburbs are within 30 minutes travelling of the city centre. Liverpool has also been awarded the prestigious honour of being the European Capital of Culture 2008.

The City has historically been a centre for the arts and sport. Liverpool's theatres, concert halls, museums and art collections are nationally acclaimed. Art galleries, include the Walker and Tate. The Philharmonic Hall is home to the Royal Liverpool Philharmonic Orchestra. The City is also alive with a huge variety of independent theatre groups, musicians and artists and is of course famous for "The Beatles".

As well as its two premier ship football teams, Liverpool is home to first class county cricket. The Grand National has made Aintree race course world renowned. The City also has unrivalled facilities for participative sport at all levels.

Liverpool is rightly famous for its two cathedrals, but it is also home to two major universities with a rich and varied academic community. The City can offer a range of excellent schools in both the independent and state sectors.

The City's recent renaissance, centred around the re-development of the docks and inner city, has also made Liverpool a centre for tourism with millions of visitors each year coming to enjoy the City and the surrounding area. Liverpool is within easy reach of the national parks of North Wales, the Peak District and the Lake District, as well as the Lancashire and Welsh coasts and historic cities such as Chester and Lancaster.

There are excellent schools for both genders, including a variety of denominational schools, both in the private and public sectors. Very good housing in pleasant suburbs near the sea and in rural areas are available, the cost of which is rather less than the national average.

17. Main Conditions of Service

The appointment is subject to the Trust terms and Conditions of Service and those of the Hospital Medical and Dental Staff (England and Wales) and the General Whitley Council conditions of Service as amended from time to time. The successful candidate will be required to maintain their private residence in contact with the public telephone service and such residence must not be more than a 10-mile radius from the hospital, unless specific approval is given by the Trust to a greater distance.

18. Additional Responsibilities

Infection control and prevention responsibilities

All medical/dental staff must co-operate with infection control measures which are in place throughout the Trust and comply with any guidance and best practice relating to infection control. The post holder will:

- Act as a role model for junior medical staff along with the ward manager to promote hand hygiene compliance and implementation of high impact interventions.
- Oversee root cause analyses and encourage participation of junior medical staff and multidisciplinary review process.

- Support non-confrontational challenge so that staff are advised by their peers where non-compliance with standards of best practice has been observed.
- Support publication of infection control audit results on notice board in clinical areas for staff & patients.

Confidentiality

Confidentiality/Data Protection regarding all personal information and Trust activity must be maintained at all times (both in and out of working hours). All staff should ensure that they are familiar with and adhere to all Trust privacy, confidentiality and security policies and procedures. Any breach of confidentiality will be taken seriously and appropriate disciplinary action taken.

Health and Safety

All employees have a duty to take reasonable care to avoid injury to themselves or to others and to co-operate with the Trust in meeting its statutory requirements. All staff will:

- Take care of own safety and others who may be affected by their actions or omissions.
- Adhere to Trust and Directorate Health & Safety policies and use any equipment or personal protective equipment provided to ensure safety.
- Co-operate with their managers to maintain safe systems and safe workplaces.
- Report any accidents, incidences or ill health and any failings in the premises, equipment or personal protective equipment.
- Not interfere with any equipment provided to ensure Health & Safety.
- Not attempt to carry out tasks or repair beyond their competence.

Safeguarding Children and Vulnerable Adults

All trust employees are required to act in such a way that at all times safeguards the health and well-being of children and vulnerable adults. Familiarisation with and adherence to trust Safeguarding policies is an essential requirement of all employees, as is participation in related mandatory/statutory training.

Freedom of Information

In accordance with Freedom of Information and other associated legislation, the Trust may be required to make public recorded information available upon a request, or do this as part of a publication scheme. Please note, that in your public role, your name or job role may be contained in a document that is published in accordance with such legislation

IT Skills

All staff are expected to have or to gain a minimum of basic level IT skills to enable them to use the Trust IT systems to support Trust services and needs. All staff should be familiar with relevant IT systems and security policies and procedures.

Records Management

All staff are personally responsible for record keeping. A record is anything that contains information in any medium e.g. paper, tapes, computer information, etc. which have been created or gathered as a result of any NHS activity. All individuals within the Trust are responsible for any records they create or use. Please ensure that records are retained in accordance with the Records Management Policy and are stored in a manner that allows them to be easily located in the event of a Freedom of Information (FOI) request.

Information Quality

All staff must ensure complete and accurate data is collected to the highest standard at all times. Data collection should be supported by adequate documentation and processes should be regularly reviewed. Staff should ensure that processes conform to national standards and are fit for purpose. All staff should comply with the Information Quality Policy.

Change of Job Description

The duties outlined above are not intended to be exhaustive and may change as the needs of the department alter in line with current agendas. This job description will be subject to periodic review and amendment in accordance with the needs of the Trust.

Person Specification

	Essential	Desirable
Qualifications	MB ChB (or equivalent) MRCP (or equivalent)	Fellowship of the Royal College of Physicians Higher degree such as MD or PhD
Registration	Full registration with the GMC and licence to practise (or eligible for) On GMC specialist register for Geriatric and General Medicine or Eligible for specialist register in Geriatric and General Medicine	
Clinical Experience	CCT in Geriatric and General Medicine (or equivalent training) or within 6 months of attaining one at time of interview.	Evidence of continuing medical education Diabetes and Endocrinology Medicine experience across the specialties and for the duration required for CCT.

Teaching & training Experience		<p>Evidence of training & education (PGCE)</p> <p>Evidence of delivery of education, both undergraduate and postgraduate</p>
Knowledge		<p>To have a good understanding of 'Good Medical Practice' from the GMC</p>
Audit Experience		<p>Proven track record in significant audit</p> <p>Publication of audit results</p>
Research Experience		<p>Involvement in research</p> <p>Publication of research</p>
Managing Self		<p>Ability to offer expert clinical opinion on clinical conditions of adult patients and in particular, older patients. Ability to offer management of long term conditions.</p> <p>Ability to advice on efficient and smooth running of the department of medicine for the elderly.</p> <p>Ability to take responsibility, make decision, exert appropriate authority.</p> <p>A commitment to the highest standards in clinical care and service and personal development.</p> <p>Must be able to demonstrate and model the key Trust Common Purpose 'Getting it right for every patient every time' and the Trust values of</p> <ul style="list-style-type: none"> - Delivering safe compassionate care - Improve through learning and innovation - Communicate honestly and openly - Work as a team - Use resources wisely - Value each other

		Positive approach to lessons learnt
Working with others		<p>Excellent communication and knowledge sharing, both within the multidisciplinary team and externally, and with patients, carers and healthcare professionals as appropriate.</p> <p>Committed to improving the patient healthcare experience and improving Trust performance.</p> <p>Projects a positive image and able to challenge negativity, internally and externally.</p> <p>Empathic and sensitive approach to patient needs.</p>
Managing Others		<p>Demonstrates an understanding of management and the specific management issues within a NHS Foundation Trust.</p> <p>Demonstrates ability to work in a multi-disciplinary team with the ability to lead and manage conflict.</p> <p>Committed to the delivery of operational targets.</p> <p>Develops, supports and motivates trainee medical staff</p>
Leading People		<p>Experience of implementing service change to enhance the quality of patient care.</p> <p>Ability to provide consultant level leadership</p> <ul style="list-style-type: none"> - Experience of and ability to work in multi-disciplinary teams - Evidence of leadership skills within multi-disciplinary teams. - Ability to organise own workload and prioritise clinical needs -
Leading People cont'd		<ul style="list-style-type: none"> - Understanding of NHS, Clinical Governance and risk management - Able to assess, contain and manage clinical risk and support colleagues in managing risk - Ability to act as mentor to junior medical staff - Act as a role model

		<ul style="list-style-type: none"> - Able to demonstrate management skills <p>Demonstrates an approach based on critical enquiry, evidence based practice and the development of practice based evidence.</p> <p>Strong but collaborative leadership abilities, within the multidisciplinary team, across the Trust and in an interagency context.</p> <p>Good leadership skills with the ability to adapt and innovative and lead change within the healthcare system.</p> <p>Shows enthusiasm for the development of the service and an ability to think strategically.</p>
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