

SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST

CONSULTANT PAEDIATRIC ENDOCRINOLOGY & DIABETES – 7 PAs

JOB DESCRIPTION

APPOINTMENT

An exciting opportunity has arisen to join the Endocrinology and Diabetes teams for a permanent consultant post at Sheffield Children's.

Applicants should possess, or be within 6 months of receiving, a CCT in paediatrics at the time of commencing the appointment and have had appropriate experience within a paediatric unit in Paediatric Endocrinology & Diabetes.

Any Consultant who is unable for personal reasons to work the proposed number of PAs will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with Consultant colleagues.

GENERAL INFORMATION

Health services in Sheffield are provided for a resident population of approximately 526,000. Regional services are provided for approximately 450,000 children under sixteen. The majority of acute children's services are based at the Children's Hospital. Sheffield Children's NHS Foundation Trust is one of only three dedicated children's hospital trusts in the UK and provides acute and specialist services combined with community and mental health care.

The hospital became a designated paediatric regional trauma centre in 2012 and the children's Emergency Department sees around 65,000 new patients per year. Sheffield Children's Hospital provides secondary paediatrics for the city, which comprises about 20% of the population of North Trent.

Hospital services for adults are provided by the Northern General Hospital (NGH) and the Royal Hallamshire Hospital, which, together with the Charles Clifford Dental Hospital and Weston Park Hospital, form the Sheffield Teaching Hospitals NHS Foundation Trust. They house University Departments in various disciplines and have academic, laboratory and library facilities on their respective sites.

The Supra-District Neonatal Intensive Care Unit is part of the Jessop Wing of the Royal Hallamshire Hospital, situated about a quarter of a mile from the Children's Hospital. Spinal injuries (except PICU) are based at the Northern General Hospital. Cardiac services for children are based at the Leeds General Infirmary and their Consultant Cardiologists provide an outreach service as required.

WHY SHEFFIELD?

Sheffield is the 4th largest city in England and one of the greenest in Europe. It combines city living (with some of the best voted neighbourhoods in the UK) with quick and easy access to one of the greatest outdoor playgrounds, the Peak District, with excellent walking, climbing and fell running. It is also one of England's safest cities. There is a varied arts and theatre programme, with the world renowned Crucible at its heart. There are some of the best sports facilities with the English institute of sport and Pond's forge acting as "hot houses" for many Olympic sports.

SHEFFIELD CHILDREN'S HOSPITAL (SCH)

The Children's Hospital is approximately one mile from the City Centre on the South-West aspect of Sheffield, close to the Royal Hallamshire Hospital and the Jessop Wing (Obstetrics/Neonates), the Charles Clifford Dental Hospital, Weston Park Radiotherapy and Oncology Hospital, the Medical School and the main University Campus.

Adjoining the Children's Hospital is the Stephenson Building, the research and education hub for the Trust. It contains a dedicated Clinical Research Facility, Illingworth library, Helena Davies Lecture Theatre, three seminar rooms for small group teaching and the Department of Medical Education.

Activity

A new outpatient department opened in 2017 and new inpatient facilities in April 2018. Currently the hospital supports approximately 150 beds. All paediatric inpatients in Sheffield are cared for at SCH.

There are currently 9 operating theatres, a procedure room, a 9-bedded Post-Anaesthesia Care Unit. There are about 16,000 anaesthetics given each year. Activity continues to grow at 5-10% per annum, and this along with neurosurgical standards has led to the development of theatres.

Surgical services involve general, urology, neonatal, orthopaedic (including spinal surgery and limb reconstruction), neuro-surgery, plastic, ENT, max-fax, dental and ophthalmology. Currently there are six Consultant General Paediatric Surgeons and seven Consultant Paediatric Orthopaedic Surgeons, plus a further 3 Spinal surgeons. The Trust has a 4-bedded Paediatric Burns Unit.

Medical Services comprise audiology and hearing services, allergy, infectious diseases, immunology, child development and neurodisability, child protection, safeguarding and forensic sexual abuse service, community paediatrics, cystic fibrosis regional centre, dermatology, diabetic medicine, general paediatrics, looked after children's Health team, oncology, haematology (including bone marrow transplantation), respiratory medicine including sleep studies, neurology, gastroenterology, hepatology, cardiology, nephrology, metabolic medicine, metabolic bone disease, neurophysiology and palliative care. The hospital has a separate children's Emergency Department that sees about 60,000-65,000 new patients per year.

All of the above are supported by specialist dietetics, physiotherapy and occupational therapy staff.



The Trust delivers out-patient services from a range of sites including Western Bank, Northern General Hospital, and the Ryegate Centre and Community bases. Across many specialities, there are hub and spoke arrangements to deliver clinics in local hospitals across the region.

Community, Well Being and Mental Health (CWAMH) Services comprise community CAMHS (Child and Adolescent Mental Health Services), inpatient CAMHS, specialist CAMHS (Learning Disability and Mental Health, Adolescent Forensic and Services for Looked After Children). It also includes Community Midwives, Health Visitors and Chaplaincy Services. CWAMH services also provide a Paediatric Psychology Service to the acute side of the Trust.

There is full on-site laboratory and radiological support, including MRI and spiral CT with a new 3T scanner in the new build. The radiologists provide an echocardiography service and although the cardiology service is based at Leeds General Infirmary we have a cardiologist on site for advice.

Research is one of the Trust's core strategic objectives. The Sheffield Children's NHS Foundation Trust Children's Clinical Research Facility (CCRF) was the first dedicated CCRF in the UK. It was opened at Sheffield Children's Hospital in January 2008. The CCRF provides all the facilities needed to undertake first class research in children with on-site support from our governance and delivery teams from the Directorate of Research and Innovation. The CCRF can accommodate a range of studies, from experimental and translational medicine to phase IV clinical trials. Our organisation is dedicated to delivering non-commercial and commercial research supported by the NIHR Clinical Research Network. We have a strong collaboration with the University of Sheffield to support basic and translational research in child health and our collaboration with Sheffield Hallam University supports research in the fields of technology and innovation. Sheffield Children's Hospital also supports the TITCH Network (Technology and Innovation Transforming Child Health), which is a dedicated network to support the development and adoption of technologies for child health. Through the research that we deliver, our strong collaborative links and with the support of our dedicated research staff we strive to improve the lives and health of children

MEDICINE CARE GROUP

Managerial Relationships

The Medicine Care Group includes 24 Clinical Teams. The post-holder will be managerially and clinically accountable to the Clinical Director.

The Care Group is supported by two Associate Directors, Head of Nursing, 3 Deputy Divisional Managers, 2 Matrons, 3 Assistant Managers, 3 Operational support managers and linked finance and HR support. There are monthly Care Group meetings where a representative from each team is invited to attend.

SERVICE DESCRIPTION

Sheffield Children's NHS Foundation Trust provides an Endocrinology service for the region, offering a comprehensive range of tertiary referral paediatric and adolescent endocrinology. The diabetes

we care



team provide diabetes services for Sheffield and a regional service for more complex diabetes. The services are provided by large multidisciplinary teams, including close links with clinical chemistry and pharmacy colleagues. We have a Complications of Excess Weight (CEW) service, with 3 consultants, 2 specialist nurses, a dietitian, a psychologist and administrative support. Our Paediatric & Adolescent Gynaecology (PAG) team includes two consultant gynaecologists, a B7 specialist nurse and a consultant endocrinologist. The Endocrine team works alongside, but is separate from, the supraregional Metabolic Bone Disease team, which encompasses three consultants (two of whom only work in bone and one of the endocrinology consultants) and MDT support delivered by specialist nurses, physiotherapists, occupational therapists, a psychologist, a social worker and close links with orthopaedic surgeons and specialist radiology. We run joint clinics with the relevant adult teams based at the nearby Sheffield Teaching Hospitals NHS Foundation Trust, with transition clinics in diabetes, late effects, metabolic bone disease and endocrinology. We are research and innovation active teams and are involved in running and contributing to clinical trials. Two consultants are clinical academics and others have significant research roles including the current VP for Research & Innovation at the RCPCH.

Endocrinology & Diabetes Service

Current Consultant Staffing

8 x Consultants Endocrinology, CEW and Diabetes

- Dr Dee Aswani – CEW & Diabetes
- Prof Paul Dimitri – Endocrinology including late effects & Director of Innovation
- Dr Charlotte Elder – Endocrinology & PAG, Senior Clinical Lecturer in Paediatric Endocrinology (clinical team lead for endocrinology)
- Dr Elspeth Ferguson – endocrine, bone, CEW
- Prof Nils Krone – Endocrinology including DSD & Professor of Paediatric Endocrinology
- Dr Carrie Mackenzie – Diabetes & Chronic Fatigue
- Dr Astha Soni - Diabetes & General Paediatrics (clinical team lead for diabetes)
- Dr Neil Wright –Diabetes & CEW

Endocrinology

We provide both general and specialist endocrine services, with adrenal, DSD/CAH, late effects, pituitary tumour, Paediatric and Adolescent Gynaecology and thyroid surgery clinics. The team offers a regional tertiary endocrinology service (South Yorkshire, North Derbyshire and North Lincolnshire) with regular consultant clinic visits at surrounding District General Hospitals (Chesterfield, Barnsley, Rotherham, Retford, Worksop, Scunthorpe & Grimsby). We run a Consultant of the Week system, but currently do not provide an out of hours service. There are weekly clinical MDT meetings, fortnightly results meetings and a monthly MDT business meeting encompassing a regional endocrine network meeting with education. Our MDT consists of:

- 4 x Endocrine Specialist Nurses (3.0 WTE)
- 1 x Late Effects Nurse (0.8 WTE)
- 1 x dedicated auxologist with a trained growth & measurement team
- 1x psychologist for DSD (0.2 WTE)



Support from Specialist Registrars (Currently 2.8 WTE: 2 x Grid trainees (1 x 0.6 WTE, 1x NIHR Academic Clinical Lecturer NIHR (supernumerary 0.5 WTE)) and 3 with an interest trainees – (1.7 WTE))
Dedicated support from clinical chemistry and our endocrine pharmacist

Diabetes

The post holder will work alongside the existing Paediatricians with an Interest in Diabetes and the multidisciplinary team to improve the service provision for children with diabetes within the district.

The Diabetes team were runners up in the BMJ Diabetes team of the year competition in 2019 and are shortlisted finalists for Paediatric Diabetes team of the year in the 2020 Quality in Care awards. We are a strong cohesive team actively embracing innovation. Our QI programme has received national recognition and the team have been involved in the development of pathways and guidance for Diabetes at a national level.

Our outcomes in the National Paediatric Diabetes Audit benchmark strongly against other centres regionally and nationally. Currently over 50% of patients achieve an HbA1c <58 mmol/mol. Approximately 80% of our patients use insulin pumps and we are enthusiastic adopters of CGM and hybrid closed loop technologies. We have an active research programme of both investigator led, NIHR and commercial studies.

For Paediatric Diabetes there are currently two clinics per week (inclusive of two transition clinics per month) and two additional Young Person's (16-20 years) clinics per month. It is anticipated that the successful applicant will undertake a weekly Paediatric Diabetes clinic, based alternately at the Northern General hospital and Sheffield Children's hospital. We have regular MDT meetings, complex case meetings, monthly team education and fortnightly meetings to support our Quality Improvement programme. We were an early adopter in the RCPCH National Quality Improvement (QI) Programme, and the team are involved in QI projects which are discussed at fortnightly QI meetings.

The team currently comprises (the registrars train within both the endocrine & diabetes teams):

- 4 consultant paediatricians (this post will increase the number of consultants to 5)
- 5 Diabetes Educators from a nursing background (2 x band 7 – total 1.4 WTE and 3 x band 6 – total 2 WTE-).
- 2 Diabetes Educators from a dietetic background (0.8 WTE band 7 & 0.6 WTE band 6)
- 0.6 WTE support worker
- 1.0 WTE administrator
- 0.5 WTE psychologist.

Out of hours Diabetes provision:

The postholder will contribute to the diabetes out of hours provision. This will take the form of a non-resident on call with a category B telephone advice service and a 3% on call pay supplement. This is anticipated to have a frequency of 1 in 4. Currently the Consultants do a week at a time OOH on a rota basis.



Targets for the Diabetes service for 2022/23

1 st OP Attendances	Approx 45 newly diagnosed T1DM patients per year
F/Up OP Attendances	1500

(ii) Team Objectives

- Maintain Strong benchmarking with regard to NPDA outcomes
- Expand and develop adolescent provision and implement maturity based rather than age based transition model
- Continue QI work programme

Service Content for This Post

- Provision of outpatient clinics (Endocrinology at SCH and Diabetes at both SCH and NGH)
- Contribute to Provision of outreach Endocrinology outpatient clinics at local DGHs
- Provision of Adolescent/Transition Services across specialities as appropriate
- Supervision of Specialist Nurses and Test planning
- Contribute to "Consultant of the week" arrangements for Endocrinology & Diabetes ward cover
- In patient management of endocrine and diabetes patients
- Attendance at Endocrine/Diabetes emergencies and urgent patients including at adjacent Jessop Hospital
- Contribute to a 1:4 diabetes on call service
- Participate in departmental education programmes and MDT results meetings.
- Contribution to the service development, service evaluation, audit and research activity of the teams.

Liaison

To work with the Trust management to make optimum use of Medical Wards and other resources to contribute towards:

- providing a high quality acute medicine services for children
- meeting relevant Trust targets

Teaching

The postholder will take part in the training programme at undergraduate and postgraduate level.

Cover

The person appointed will be required to provide cover for colleagues during periods of absence. They will have continuing responsibility for the patients in their care and for the proper functioning of the department.

Proposed weekly timetable:

This is a provisional job plan, the final details of which may be subject to change related to the overall service requirements.

Endocrinology	PAs
SCH Endocrine weekly (including monthly Paediatric Adolescent Gynaecology) clinic*	1.5
Peripheral clinics - Grimsby x 6 with admin & travel	0.32
Grimsby virtual MDT monthly	0.125
Post clinic weekly meeting	0.25
Ward round	0.2
Endocrine results meetings	0.75
Endocrine MDT meeting	0.14
Diabetes	
Diabetes clinics weekly half SCH, half NGH	1.625
Diabetes MDT	0.1875
Diabetes ward	0.25
SPA	1.7
Total	7 PAs

* To note – the inclusion of a monthly PAG clinic, run jointly with adult gynaecology consultant colleagues, will be confirmed in relation to the successful candidate. It is anticipated that there may be an increase in demand for this service so may offer an area for professional development.

Sample weekly timetable (note that the actual days / detail are subject to change related to final job plan and co-ordination with consultant of the week working).

Please note – in relation to current service needs / clinic availability it will be necessary to work on Fridays

As noted in the diabetes section above there is an out of hours telephone on call provision for diabetes, likely to occur with a 1 in 4 frequency. There is no on call component for the endocrinology service.

	Monday	Tuesday	Wednesday	Thursday	Friday	Weekend
AM	Clinic admin 0.5 (endocrine clinics) Clinic admin 0.5 (diabetes clinics)	OFF	Diabetes clinics (fortnightly) SCH 0.5 Grimsby clinic (6 x per year) incl admin & travel 0.32 Grimsby MDT (monthly) 0.125	OFF	Endocrine clinic 3 out of 4 weeks 0.75 Diabetes ward work (flexible on working days) 0.25	On call supplement, currently 3% in relation to diabetes telephone on call service, 1 in 4
PM	Endocrine post clinic meeting 0.25 Endocrine results meeting 0.75	OFF	PAG clinic (monthly) 0.25 Endocrine MDT 0.14 SPA 0.7	Diabetes MDT 0.1875 SPA 1	Diabetes clinic (fortnightly) + NGH travel time 0.625	
	Endocrine ward/CoW 0.2					
	2 PA		2 PAs	1.19 PAs	1.59 PAs	

CLINICAL GOVERNANCE

Audit

The appointee will be expected to take an active part in local, regional and national audit.

Continuing Professional Development

The trust is committed to supporting the professional and personal development of consultant staff. Consultants are expected to participate in Continuing Medical Education. Study and Professional leave (up to 10 days per annum, pro rata) and financial support for this is available (up to £800 per year)

All consultants are required to participate in the Trust's Consultant Appraisal Programme which includes an element of mandatory training.

THE MAIN CONDITIONS OF SERVICE

The Consultant will be appointed by Sheffield Children's NHS Foundation Trust. Terms and Conditions will be in accordance with nationally agreed conditions of service for Consultants (England) 2003 in the National Health Service as approved by the Secretary of State for Health and may be amended from time to time. The arrangement of duties will be such as may be agreed from time to time between the Trust and the person appointed. The Trust has no objection to the post holder undertaking private practice in accordance with the Terms and Conditions of Service and the Code of Conduct for Private Practice.

This post has been assessed as having a high risk of occupational transmission of Hepatitis B; therefore, evidence of pre-existing immunity of Hepatitis B is a condition of appointment. The evidence provided must be to the satisfaction of our Occupational Health Doctor; in the event of the Occupational Health Doctor not being satisfied with the evidence produced, the appointee will be required to undergo a further blood test as confirmation of immunity. The successful candidate may be required to undergo a medical examination and will be required to undergo a police criminal convictions check.

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure and apply it.

Disclosure and Barring Service Check

This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (formerly known as CRB) to check for any previous criminal convictions.

Privacy & Dignity & Respect and Equality of Opportunity

The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, ethnicity, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

Children's Rights

The post holder will endeavour at all times to uphold the rights of children and young people in accordance with the UN Convention Rights of the Child.

Safeguarding Children and Vulnerable Adults



The Trust is committed to safeguarding children and vulnerable adults throughout the organization. As a member of the trust there is a duty to assist in protecting patients and their families from any form of harm when they are vulnerable.

UK Visas and Immigration

Applicants should be aware that regardless of country of origin, their ability to communicate in written and spoken English to the standard required to carry out the post will be assessed during the selection process.

www.ukba.homeoffice.gov.uk/visas-immigration/working/

Applications from job seekers who require Skilled Worker visas to work in the UK are welcome and will be considered alongside all other applications.

www.ukba.homeoffice.gov.uk/visas-immigration/working/tier2/general/

Major Incident or Civil Unrest

In the event of a major incident or civil unrest all trust employees will be expected to report for duty on notification. All Trust employees are also expected to play an active part in training for and preparation or a major incident or civil unrest.

Residence

The successful candidate will be required to maintain their place of residence in contact with the public telephone service and live not more than 10 miles by road or half-an-hour's drive from the Children's Hospital, Sheffield, (or their base location) unless prior specific approval to a greater distance is given by the Trust.

Removal expenses on appointment will be paid in accordance with the Trust's Relocation Expenses Policy. This document can be obtained from the Human Resources Department.

VISITS

If candidates wish to visit the hospital, they may make arrangements direct with:

Dr Sally Gibbs, Clinical Director, MEDicine

at: Sheffield Children's NHS Trust,

Western Bank,

Sheffield,

S10 2TH.

Tel: 0114 271 7000 (Acute Site)



HR Use only
AFC code:

Dr Jeff Perring, Medical Director, at:
Sheffield Children's NHS Trust,
Western Bank,
Sheffield,
S10 2TH.
Tel: 0114 271 7000 (Acute Site)

Team Leaders,
Dr Charlotte Elder (endocrinology)
Sheffield Children's NHS Trust
Western Bank,
Sheffield,
S10 2TH.
Tel: 0114 271 7149 (secretary)

Dr Astha Soni (diabetes)

at: Sheffield Children's NHS Trust,
Western Bank,
Sheffield,
S10 2TH.
Tel: 0114 271 7169 (secretary)

Rachael Goodman, Associate Director Division Medicine

At: Room E58
Orange wing
Western Bank
Sheffield
S10 2TH
Tel 0114 2267917 (secretary)

Our Values express what it is like to work in our organisation and our employees should make these a part of everything we do.

Keeping children, young people and families at the heart of what we do

Compassion 

We are led by kindness for all – for our patients, their families and our colleagues

We will show empathy and understanding, treating everyone with dignity and courtesy

We will respect each other and those we care for

Accountability 

We always strive to do the right thing

We own responsibility for our successes, failures and understand where we need to improve

We will create a supportive working environment where everyone takes responsibility for their own actions

Respect 

We value differences and treat everyone fairly and consistently

We will actively tackle inequality and will foster a culture of inclusion

Excellence 

We will seek to improve the way we work and deliver a high-quality standard of care

We will be open to new ideas, through innovation, partnership, research and education locally, nationally and internationally

Together we care

SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST
MEDICAL STAFF – PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Qualifications/Training a) Professional Qualifications b) General Professional Training	MBBS or equivalent MRCP or MRCPCH or evidence of equivalent qualification Full GMC registration On the GMCs Specialist Register OR within six months of CCT at time of scheduled interview Completion of a recognized higher training programme in paediatrics with Higher Specialist Training in General Paediatrics Valid Level 3 Safeguarding Training Valid APLS and NLS	Relevant Higher Degree	Application form Relevant Royal College or GMC Specialist Register
Knowledge/Previous Experience Clinical Expertise in Specialty	CCT in paediatric endocrinology (UK RCPCH CCT or equivalent international qualification)		Application form Interview
Previous Training Management/Audit	Basic experience in management e.g., trainee rotas Clear involvement in audit /service development	Preparation of audit	Application form Interview

	Understanding of NHS management responsibilities of consultants		
Academic Achievements Research/Publications	Has experience in research and teaching	Shown evidence of interest in relevant specialist research	Application form Interview
Skills a) Leadership Skills b) Organisation Skills c) Communication Skills	Able to work under own initiative and motivate/lead others	Ability to teach	Application form Interview
	Able to communicate well with children, parents, and staff Ability to work as a team with professional colleagues from medical and other disciplines		References
Demonstrates Trust Values	Compassion, Accountability, Respect and Excellence		Interview References
Other Requirements	Medical Insurance Right to work in UK		