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CARE  
FOR  
LOCAL  
PEOPLE**



DELIVERING  
**OUTSTANDING**  
CARE AND  
EXPERIENCE



RECRUITING,  
DEVELOPING AND  
RETAINING OUR  
**WORKFORCE**



AN **ANCHOR**  
IN OUR  
COMMUNITIES



**WORKING TOGETHER**  
WITH LOCAL HEALTH  
AND SOCIAL  
CARE PROVIDERS



DELIVERING  
LONG-TERM  
**SUSTAINABILITY**

**NHS**

**North West Anglia**  
NHS Foundation Trust

**Information pack for the post of**

**CONSULTANT PHYSICIAN**

**IN DIABETES AND ENDOCRINOLOGY AND**

**GENERAL INTERNAL MEDICINE**

**Division of Medicine**

**April 2024**



**GOOD TO  
OUTSTANDING**



## Welcome from Chief Executive Hannah Coffey

Hello and welcome to our Trust! I am delighted that you are considering our organisation as a place to work.

This is a really exciting time for our patients and staff as we work with our local health system partners across Cambridgeshire, Peterborough and South Lincolnshire to deliver some key development projects that will shape the care we provide for future generations within the 900,000-strong catchment we serve. As well as building a new hospital at Hinchingsbrooke and redeveloping our sites at Peterborough and Stamford to better meet the needs of patients, we are investing in a Trust-wide electronic patient record system and harnessing digital technology within our diagnostic services to enhance the quality and speed of diagnosis and treatment.

It's a great time to be joining TeamNWAngliaFT where we truly value the health and wellbeing of our staff and encourage our leadership team to empower their teams to be the best they can be, to help them develop in their careers and, at the same time, ensure our patients can experience good quality care by people who are dedicated to serving their health needs.

If you are looking to develop your career in an environment that's primed for organisational change, where you can actively contribute to the quality improvements we are making for our patients and staff, then look no further for your next role.



**Hannah Coffey**  
**Chief Executive Officer**

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## Section 1 – Job Description

<b>Job Title</b>	Consultant Physician in Diabetes & Endocrinology and General Internal Medicine
<b>Grade</b>	Consultant
<b>Location</b>	Peterborough City Hospital (you may be required to provide cover at other Trust & community-based sites)
<b>Hours of Work</b>	40 hours per week (10 PA)
<b>Reports to</b>	Clinical Lead
<b>Accountable to</b>	Chief Medical Director

### North West Anglia NHS Foundation Trust

North West Anglia NHS Foundation Trust was formed in April 2017. We run three acute sites Peterborough City, Hinchingsbrooke and Stamford and Rutland Hospitals. In addition, we deliver outpatient and radiology services at Doddington Hospital, the Princess of Wales Hospital, Ely, and North Cambridgeshire Hospital, Wisbech.

We deliver acute care services to a growing catchment of approximately 850,000 residents living in Cambridgeshire, Lincolnshire and the neighbouring counties of Norfolk and Bedfordshire.

### Background and Context

This post is an opportunity to combine providing a service in diabetes and endocrinology and general internal medicine in a new, state-of-the-art hospital and purpose-built community diabetes centre.

You will join our existing teams of Consultant Diabetologists and Endocrinologists and other Consultant Physicians at Northwest Anglia NHS Foundation Trust (Peterborough city hospital site). The appointment is for a total of 10 programmed activities with an approximate split of 8.5 direct clinical care programmed activities (CPA) of Diabetes and Endocrinology and General Internal Medicine and 1.5 PA's for supporting professional activity (SPA).

### Job Summary

To share in the collective responsibility for the provision of acute medical services at the Northwest Anglia NHS Trust at Peterborough City Hospital site (PCH) and to provide

specialist inpatient and outpatient Diabetes & Endocrine services. The post holder will be also part of a team of Consultant in Diabetes & Endocrinology providing outpatient services based at the Healthy Living Centre (HLC), Peterborough & Stamford hospital (STH), Stamford which is 12 miles from the main site.

The post-holder will share the responsibility for provision of care for in-patients on the Diabetes/General Medical ward. To contribute to the development of excellence in clinical practice through research, audit, and participation in clinical and social care governance.

### **Main Duties and Responsibilities**

The post holder, along with colleagues, will provide specialist led inpatient and outpatient Diabetes & Endocrine services (This includes ward referrals and supporting the team of trained DSNs).

The post holder shall liaise with colleagues maintain and further develop the Diabetes & Endocrine services at the North West Anglia NHS Foundation Trust.

The post holder's prime clinical responsibility will be accountability for the continuous care of his/her in-patients and outpatients, and as part of this responsibility, a share of the out-of-hours general medical on -call rota arrangements at the North West Anglia NHS Foundation Trust.

The post holder will work as an integral part of the Multidisciplinary Trust wide Diabetes network and attend Clinical Governance and Multidisciplinary Team meetings at multiple Trust and external provider sites.

The post holder must ensure appropriate standards of care for patients and appropriate standards of education and training for medical staff in training.

### **Other Duties**

The successful candidate will be required to undertake managerial duties associated with the care of their patients and the running of their Clinical Department

### **Teaching and Audit**

The department has a long-standing commitment to undergraduate medical education, taking students regularly from Leicester and Cambridge Universities, and sometimes from other areas.

The post holder will be expected to take part in this teaching. The department also has an active postgraduate programme particularly aimed at the FY2s and the MRCP, and the post holder will be expected to take part in this teaching. The post holder would be expected to share in the training of the Specialist Registrars with the existing consultants.

## Research

We have an established record not only in participation in major multi-centre clinical trials but also regular publications and local educational projects (1 to 3 peer reviewed papers or abstracts each year over the last 10 years).

## Continuing professional development

Continuing medical education and professional development is expected and encouraged by provision of appropriate facilities and study leave.

Peterborough City Hospital is one of eight hospitals within the Norfolk, Suffolk and Cambridgeshire Health Authority designated as a Postgraduate Medical Education Centre. An active programme of postgraduate education is provided on site.

The physicians meet on Thursday morning and review clinical cases, the delivery of care, medical literature, and audit. A rolling half day programme of audit and education takes place once a month in which routine clinical commitments are cancelled. A well-established clinical audit department provides assistance for these sessions.

## Job plan

### Proposed job plan

1. One clinic each in general endocrinology at Peterborough City Hospital & Stamford Hospitals per week
2. One Endocrine telephone (virtual) clinic a week.
3. To share inpatient ward referrals and advise & guidance via E-referrals sharing with other colleagues in 1:5 rota basis.
4. Once a month Insulin Pump clinic at Healthy living centre, Peterborough.
5. A fortnightly General Diabetes clinic at Healthy living centre, Peterborough.
6. Inpatient diabetes foot MDT thrice a week sharing with another colleague and to cross cover each other.
7. Leading diabetes MDT & supporting DSNs at Healthy living centre once a week.
8. The appointee will provide leave cover for the Consultant in Diabetes and Endocrinology who normally supervises the team's inpatient and base ward. This cover will include providing daily senior input for inpatients on the diabetes and endocrinology half ward and any outliers under the team, conducting full ward rounds twice a week, supervising the trainee doctors and providing the service for diabetes and endocrinology advice for referrals from ED, Emergency Short Stay, Woman's Health, and other areas (This is shared among five consultants on a rotational basis).
9. It is expected that there will be the need from time to time to make changes to the job plan. It is expected that the successful candidate will be prepared to negotiate such changes for the benefit of clinical service delivery and the department as a whole.

Monday	Tuesday	Wednesday	Thursday	Friday
Ward round/ADMIN/Referrals /Foot MDT	Ward round/Admin/Referrals/SPA/A&G	Ward round/Referrals/Foot MDT	Ward round/A&G/HLC MDT	Ward round/Admin/Foot MDT/A&G/SPA
Endocrine Clinic (STH)	Endocrine clinic (PCH)	A&G/e-referrals/SPA	Diabetes Clinic at HLC (Pump or general diabetes)	Virtual clinic

## General Conditions of Employment

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

The successful candidate will be required to live within 20 miles of the Trust or 30 minutes travelling time when on-call.

The appointee will be expected to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Lead, in accordance with standard Trust and NHS regulations. It is essential that eight weeks' notice is given to allow for proper planning and prevent cancellations of patients' appointments / surgery. This includes all forms of leave. Leave is granted in line with Trust Policy and Specialty protocol.

The Trust requires the successful candidate to have and maintain full registration with the General Medical and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.

All appointments are subject to satisfactory Occupational Health Clearance being obtained and a satisfactory DBS check.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

Subject to the provisions of the Terms and Conditions of Services, the appointee is expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust.

In particular, where the appointee manages employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures. The appointee will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of patients, to be able to contact them when necessary, and to observe the current local arrangements for advising details of leave.

### **Compensation and Benefits**

Consultants are remunerated according to nationally agreed NHS pay scales and terms and conditions.

Newly appointed Consultants may be eligible for reimbursement with the whole or part of the cost of their removal expenses, provided that the removal is necessary to comply with North West Anglia NHS Foundation Trust's requirements concerning the place of residence.

## Person Specification

**Job title:** Consultant Physician in Diabetes and Endocrinology and General Internal Medicine

**Division:** Medicine

**Reports to:** Clinical Lead

Criteria	Essential or Desirable Criteria	Assessment Method				
		A	I	T	R	
<b>Education and Qualifications</b>						
<ul style="list-style-type: none"> <li>MChB/MBBS or equivalent MRCP</li> </ul>	E		√			
<ul style="list-style-type: none"> <li>Entry on the GMC Specialist Register for Diabetes &amp; Endocrinology/General Internal Medicine: CCT (or equivalent or within 6 months of receipt of CCT at time of interview)</li> </ul>	E		√			
<ul style="list-style-type: none"> <li>Higher qualification (e.g. MD, PhD)</li> </ul>		D	√			
<b>Medical Knowledge and Experience</b>						
<ul style="list-style-type: none"> <li>Extensive training and experience in Diabetes &amp; Endocrinology &amp; General Medicine</li> </ul>	E		√	√		
<ul style="list-style-type: none"> <li>Evidence of ability to pursue independent research.</li> </ul>		D	√			√
<b>Communication Skills</b>						
<ul style="list-style-type: none"> <li>Ability to communicate with other members/ grades of staff, patients, families, and General Practitioners.</li> </ul>	E		√	√		
<ul style="list-style-type: none"> <li>Commitment to multidisciplinary work</li> </ul>	E		√	√		
<ul style="list-style-type: none"> <li>Specific training in communications skills, teaching etc</li> </ul>		D	√	√		
<b>Planning Skills</b>						
<ul style="list-style-type: none"> <li>Evidence of involvement in service developments/ planning</li> </ul>	E		√	√		√
<ul style="list-style-type: none"> <li>Evidence of successful implementation of new working patterns/methods</li> </ul>		D	√	√		√
<b>Management Skills</b>						
<ul style="list-style-type: none"> <li>Knowledge of corporate structure of NHS Trusts, the NHS plan and clinical governance</li> </ul>	E		√	√		
<ul style="list-style-type: none"> <li>Evidence of specific training in management (e.g. courses, practical experience)</li> </ul>		D	√	√		√
<b>Other Requirements</b>						
<ul style="list-style-type: none"> <li>Full Registration and license to practice with the GMC</li> </ul>	E		√			√
<ul style="list-style-type: none"> <li>Successful health screening</li> </ul>	E		√			√
<ul style="list-style-type: none"> <li>Demonstrates honesty, commitment, and integrity</li> </ul>	E		√	√		
<ul style="list-style-type: none"> <li>Car driver</li> </ul>	E					√
<ul style="list-style-type: none"> <li>Member of Medical Defence Organisation</li> </ul>		D				√

Assessment Criteria: A = Application, I = Interview, T = Test, R = References

## Section 2 - The Department and Division

### Divisional Structure

Following the formation of our new Trust in April 2017, our operational functions across the three hospitals merged to form five clinical divisions. They are:

- Division of Medicine
- Division of Urgent and Emergency Care
- Division of Surgery
- Division of Family and Integrated Support Services
- Division of Maternity, Gynaecology and Breast Services

The clinical divisions are key to our service delivery and the structure is based on 'family groups' of services that have greater clinical interdependencies, which ensures working relationships remain closely aligned. The Divisions are led by a triumvirate comprising a Divisional Clinical Director, Divisional Operations Director, and Divisional Nursing Director.

Division of Medicine					NHS North West Anglia NHS Foundation Trust				
<b>Senior Leadership Support</b>	<b>Divisional Triumvirate</b>				<b>Business Hub</b>	<b>Rota Coordinators</b>			
Anne O'Dell -Senior Admin/PA to Divisional Operations Director & Divisional Director, Divisional Nursing Director Vacant PA to HoN & Deputy DOD Jo Scudamore: Divisional CBU Administrator Gastroenterology / Cardio & Respiratory Kerry Ray ( from 2nd Jan) Divisional CBU Administrator MfOP, Neurology & Stroke / Diabetes, Endocrinology & Renal	 <b>Bharat Patel</b> Divisional Operations Director	 <b>David Staples</b> Divisional Director	 <b>Kevin Boyle</b> Divisional Nursing Director	Kerrie Owen: Business Development Manager Angelika Wrzesinska Performance Manager Jonny Bell Business Support Manager Subin Varghese Recruitment & Workforce	<b>James Hook</b> Rota Coordinator <b>Sarah McLaughlin</b> Rota Coordinator <b>Gemma Coppard</b> Rota Coordinator <b>Gillian Clarke</b> Rota Coordinator Assistant				
<b>Divisional leadership team</b>									
 <b>Sara Burbridge</b> Deputy Divisional Operations Director	 <b>Rebecca Schofield</b> Associate Divisional Director	 <b>David Hardiman</b> Head of Nursing (cover Mat leave)	<b>Support Hub</b>	<b>Governance Team</b>					
Charlotte Lock, HR Business Partner Zoheeb Ahmed, Finance Business Partner	<b>Lisa Herson</b> Divisional Governance & Complaints Manager <b>Jenny Pepper</b> Complaints Co-ordinator								
<b>Matrons</b>									
 <b>Maneesha Joseph</b> A10, Plum, Endoscopy/ Bowel Screening	 <b>Claudia Fernandes</b> B1, Resp/Cardio Invest Angio, B12, CCW/CCU, Walnut	 <b>Linda Nkhata</b> Cancer Services	 <b>Rachel Dix</b> B11, Apple, Neuro A3,	 <b>Bev Hughes</b> A9, B14, JVG, Cherry	 <b>Leanne Albon</b> A8, B6 Apple and Pear				
<b>Gastroenterology, Hepatology &amp; Endoscopy Services CBU</b>	<b>Cardiology &amp; Respiratory CBU</b>	<b>Cancer Services CBU</b>	<b>MfOP, Neurology &amp; Stroke incl. JVG CBU</b>	<b>Diabetes, Endocrinology &amp; Renal CBU</b>					
Divisional Operational Manager (cross-site) Sue Shipton <b>Clinical Leads</b> Dr Phil Roberts: Bowel Cancer Screening Dr Irfan Amin: Endoscopy (PCH) Dr Syed Shaikat Endoscopy (HH) <b>Service Manager</b> Sarah Plink—Gastro enterology/Hepatology Jemma Sturgeon—Endoscopy <b>Admin &amp; Performance Coordinator</b> Gemma Ford —Gastro enterology/Hepatology Marie Hesselden-Green—Endoscopy <b>Programme/Project Manager Bowel Cancer Screening</b> Jane Minett <b>Lead Nurse</b> Gill Anderson—IBD	Divisional Operational Manager (cross-site) Nicola Paterson <b>Clinical Leads</b> Dr Rob Buttery: Respiratory Dr Brian Gordon: Cardiology <b>Service Manager</b> Alison Tuckwood <b>Admin &amp; Performance Coordinator</b> Sian Brown <b>Head of Cardiac Investigations</b> Michael Purdon <b>Head of Respiratory Investigations</b> Kelly Pauley <b>Lead Nurses</b> Catherine Laventure—Cardiology Hayley Lloyd—Respiratory Fiona Greenfield—Plural Service Respiratory	Divisional Operational Manager (cross-site) Samantha O'Herlihy <b>Clinical Leads</b> Dr A Hollindale Oncology PCH Dr Cheryl Palmer: Oncology HH Dr Sarah Treece: Radiotherapy Dr Alexis Fowler: Haematology Dr Richard Partridge: Palliative Care Dr Sally Carding: Palliative Care <b>Head of Radiotherapy</b> June Dean <b>Head of Radiotherapy Physics</b> Jamie Fairfoul <b>Lead Nurses</b> Zara Ball—Cancer Services Rosie Colcott— Lymphoedema Jane Day — Anticoagulation Jane Carpenter—Palliative care	Divisional Operational Manager (cross-site) Jeanne Waterson-Read <b>Clinical Leads</b> Dr Dirk Baumer Neurology Dr Olu Akintade: MfOP Dr Radim Licenik: Stroke <b>Service Manager</b> Claire Walker <b>Service Manager—Neurophysiology</b> Steph Chilton <b>Admin &amp; Performance Coordinator</b> Sue Cunningham	Divisional Operational Manager (cross-site) Paul Johnstone <b>Clinical Leads</b> Vacant: Diabetes & Endocrinology Dr Frieder Kleemann: Renal <b>Admin &amp; Performance Coordinator</b> Sue Cunningham <b>Lead Nurse</b> Janet Collins					
					<b>Virtual Ward</b>				
					<b>Clinical Lead</b> Deyo Okubadejo <b>Lead Nurse</b> Hannah Woods				

### The Department of Diabetes and Endocrinology

The Diabetes and Endocrinology Department is composed of a multidisciplinary team consisting of Consultants, Speciality doctors, and Diabetes Specialist Nurses. We work in

collaboration with a larger multidisciplinary team including Diabetes Specialist Midwives, Dietitians, and Podiatrists.

The Endocrinology service sees patients in various outpatient settings across the Trust, supported by the general outpatient nursing teams. Endocrinology patients are seen in the Outpatients Departments at Peterborough City Hospital and Hinchingsbrooke Hospital. We also have some limited services at Stamford & Rutland, Ely, and Doddington Hospitals.

Patients admitted for Endocrine or Diabetes specific reasons are cared for on Ward B6 at Peterborough City Hospital or Peartree Ward at Hinchingsbrooke. We also have a dedicated 7-day diabetes specialist nursing service on both main hospital sites which provides care, support and advice for all patients admitted with diabetes and the healthcare professionals who are caring for them.

Currently, there is a weekly general endocrinology clinic in which the appointee will participate. There is also monthly joint thyroid clinic in the ENT department. Thyroid ultrasound and isotope scanning are also available on site.

In addition to thyroid surgery there is a service for minimally invasive parathyroid surgery. The radio-iodine therapy service for non-malignant thyroid conditions is supervised locally by Dr Oyibo. With the exception of inferior petrosal sinus sampling there is a full range of endocrine investigations available including a comprehensive endocrine biochemical service, CT, MRI ultrasound and DEXA scanning. Patients requiring transphenoidal hypophysectomy are referred to the neurosurgical unit (Pituitary MDT) at Addenbrooke's Hospital.

## **Consultants**

The Consultant team based at Peterborough City Hospital comprises of:

- ❖ Dr S Oyibo
- ❖ Dr S Sagi
- ❖ Dr J Rajkanna
- ❖ Dr K Htun
- ❖ Dr A Swamy (part time across Trust).

Our Consultant Endocrinologist team based at Hinchingsbrooke Hospital in Huntingdon comprises of:

- ❖ Dr Krishnan
- ❖ Dr Khan

❖ Dr Fayad Ali.

### **Informal Enquiries**

If you wish to discuss the post informally or arrange a visit, please contact Dr Satya Sagi, Consultant at [s.sagi@nhs.net](mailto:s.sagi@nhs.net).

## Section 3 - Working at the Trust

### Teaching programme

There is a strong commitment to education from a departmental and organisational level, and the appointee will be expected to undertake teaching.

There is an active Medical Education Centre with seminar rooms and a lecture theatre, and an on-going programme for senior and junior medical staff organised by the Clinical Tutor and the Medical Education Department.

### Continuing Professional Development (CPD)

There is dedicated support for CPD within the Trust, under the direction of the Medical Director, Clinical Tutor, and Specialty Tutors.

All non-training grade medical staff are required to undertake CPD to fulfil the requirements of revalidation.

Senior medical staff have an entitlement to study leave of 30 days in a three-year period and the current study leave budget allowance is £700 per annum per person.

### Clinical Library

The Trust has clinical libraries. The Library Services Manager and assistants can support medical staff in conducting literature searches via MEDLINE and accessing books and journals.

### Research and Development (R&D)

The Trust actively contributes to research in the NHS and has an extensive research portfolio covering 28 of the 30 National Institute for Health Research (NIHR) clinical specialties. The Trust is currently recruiting to over 160 NIHR Portfolio research studies and is set to recruit over 2,000 participants during 2017-18.

A key metric in assessing R&D performance is a Trust's Value for Money (VFM) score. At present NWAngliaFT has the best VFM score of any acute trust within CRN Eastern and is third in overall study recruitment.

Principal Investigators are supported by an R&D Department encompassing both clinical and non-clinical staff. With over 60 members of the team the department provides end-to-end research support throughout the study life cycle, from protocol development through to delivery and study closedown. The growth of R&D remains a key objective for the Trust as it actively promotes the growth of its sponsored research portfolio.

## **Clinical Quality Assurance**

The appointee will take an active part in clinical audit and clinical governance.

The appointee will ensure that they are up to date with mandatory and statutory training requirements as required by the Trust and or external organisation.

There is a wide-ranging clinical audit programme across many specialties within the Trust supported by specialist staff.

The appointee will ensure data collection and processing undertaken is consistently accurate and timely and complies with the Trust Data Quality Policy and Information Governance procedures.

The Trust is developing several acute care pathways, and is working towards a system of integrated care, and the appointee will be expected to contribute to and support these.

## **Other**

To comply with the roles and responsibilities as defined in the Trust's Health & Safety Policy.

To be responsible for safeguarding and promoting the welfare of children and adults by undertaking the appropriate level of training in accordance with the safeguarding policy training strategy and being aware of and working within the Trust's safeguarding policies.

Ensure all data collection and processing undertaken is consistently accurate and timely and complies with the Trust Data Quality Policy and local procedures.

Undertake any other similar duties in line with the key purpose of the job.

Act in accordance with Trust policies and GMC guidance regarding 'Confidentiality: good practice in handling patient information' so that patient confidentiality is maintained both in terms of patient's electronic and paper records, and when holding conversations about and with patients in appropriate environments.

Infection prevention is of paramount importance to the safety and wellbeing of all our patients. The Infection Prevention and Control Team use national and local guidance and policy to formulate Infection Prevention Policy and Procedure documents. It is the responsibility of all Trust employees to comply with the Infection Prevention and Control Policy and Procedure documents. Compliance with the relevant documents will be assessed during appraisal.

The person appointed will be indemnified by the Trust for all duties undertaken as part of his/her contracts of employment. He/she is encouraged to take out adequate defence cover as appropriate to cover him/her for any work which does not fall within the scope of the Trust's indemnity scheme.

As a member of staff, you will automatically be classed as a staff member of the North West Anglia NHS Foundation Trust - this means that you will be able to vote for a staff governor to represent you at the Trust's staff council and on the Trust's Council of Governors, or indeed stand to be a Staff Governor.