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## Consultant Physician in Diabetes and Endocrinology (with General Medicine)

**Job Title:** Consultant Physician in Diabetes and Endocrinology

**Hours of Work:** 10 PA's

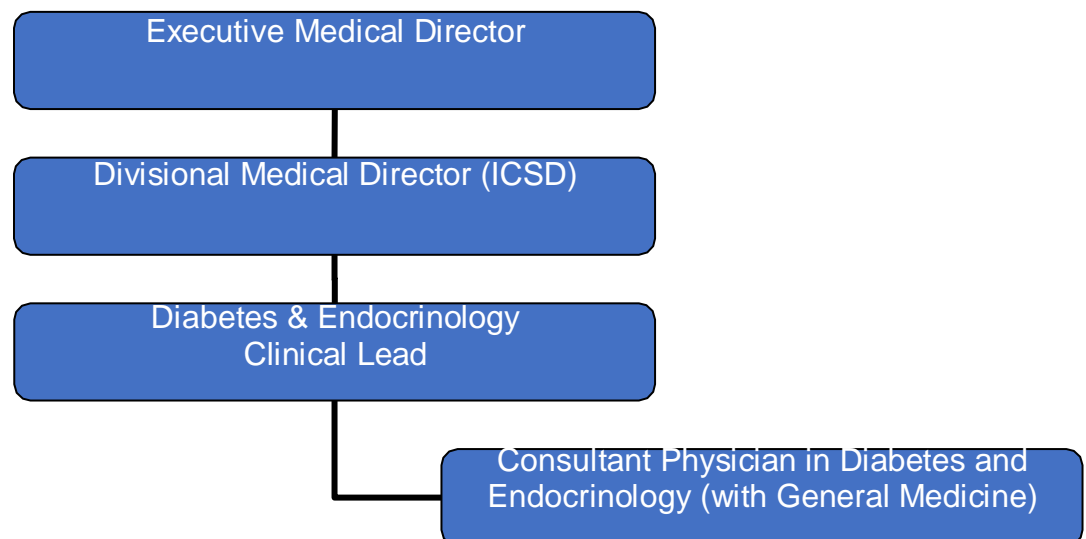
**Department/Ward:** Diabetes & Endocrinology

**Division:** Integrated Community Services Division

**Base:** Bolton Diabetes Centre and Royal Bolton Hospital

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### ORGANISATIONAL CHART



### REPORTING ARRANGEMENTS

**Managerially Accountable to:** Neighbourhood and Specialist Services Lead

**Professionally Accountable to:** Clinical Lead for Diabetes & Endocrinology

**Responsible for:** Speciality Registrars (Supervision)  
Diabetes Specialist Nurses (Supervision)  
Diabetes MDT Members (Supervision)

## **ABOUT US**

Bolton NHS Foundation Trust is a major provider of hospital and community health services in the North West Sector of Greater Manchester, delivering services from the Royal Bolton Hospital and also providing a wide range of community services from locations across Bolton. The Trust received a 'Good' overall rating from the CQC in April 2019. The Royal Bolton Hospital is a major hub within Greater Manchester for women's and children's services and is the second busiest ambulance-receiving site in Greater Manchester.

We aim to:

- give every person the best treatment every time
- be a great place to work
- spend our money wisely
- make our hospital and our buildings fit for the future
- join up services to improve the health of the people of Bolton
- develop partnerships across Greater Manchester to improve service

## **THE DEPARTMENT**

Diabetes & Endocrinology is a consultant-led, specialist service that delivers care at both the hospital for inpatients and in the community for outpatients. The service is based across a number of sites including Ward A4 at Royal Bolton Hospital, Main Outpatients, Bolton One and the Bolton Diabetes Centre.

The service offers a full assessment of people with complex diabetes related conditions including issues such as medication, diet, education, risk factors and complications. The service also delivers treatment for various endocrine problems such as thyroid, parathyroid, adrenal, pituitary diseases and others. The service has close links with other centres such as Salford Royal Hospital and Manchester Foundation Trust to deliver the best possible care for patients. Patient care is led by the Diabetes & Endocrinology Consultants, supported by a team of junior doctors and our highly specialised Diabetes healthcare professionals (nurses, dieticians and podiatrists).

Within diabetes & Endocrinology there are currently 4 Consultants who provide ward cover for A4 (Royal Bolton Hospital's specialist Diabetes ward), community based clinics and participate in the general medical on-call rota. An additional 4 Consultants provide outpatient and community based clinics. The team also provide daily advice and guidance to GP practices across Bolton.

It is an exciting time to join the service – with recent investment we have grown our inpatient Diabetic Specialist Nurse provision over 7 days a week and have recruited an Endocrinology Specialist Nurse.

The Clinical Lead post for the Diabetes and Endocrinology Service is currently vacant. There is the opportunity to apply and interview for this role concurrently. Please contact us if interested for the job description specific to this role.

## DUTIES AND RESPONSIBILITIES

As the post holder, you would join the integrated Diabetes & Endocrinology service in Bolton. The specialist diabetes service is focused on the Diabetes Centre which is based on its own site near Bolton Town Centre. It is a purpose built community based facility for multi-disciplinary outpatient diabetes care and patient and professional education. Specialist services care for about 20% of the known diabetes population in Bolton.

The Bolton Diabetes Centre has recently received investment to improve our education facilities, including a refurbishment of our education room and the launch of the ORCHA mobile applications portal with use of Diabetes My Way.

The Diabetes and Endocrinology Consultants provide care for Ward A4, which is the D&E specialist ward at Royal Bolton Hospitals. They are assisted by 2 specialty registrars and a number of junior doctors. The post holder will join the inpatient rota, with 3 other consultants.

The post holder will work within the Integrated Community Services Division. You will join an excellent team of consultants including:

Dr Moulinath Banerjee  
Dr Ambar Basu  
Dr Simmi Krishnan  
Dr Aashutosh Patil  
Dr Suzanne Palin  
Dr Angela Gbegbaje

The team also consists of:

A dedicated, highly specialist team of Diabetes Podiatrists;  
Highly specialist Dieticians;  
Our Diabetes Specialist Nurses who provide wide-ranging care across a variety of sub specialisms  
Specialist psychology within our young persons MDT  
Our Endocrinology Specialist Nurse provides a number of interventions within the hospital and outpatient service;  
Our dedicated administrative and clerical teams who offer support across the department.

A full range of multidisciplinary clinics and specialty diabetes clinics are established. These include diabetes foot ulcer, young people, pump, antenatal and pre-pregnancy clinics. There is daily specialist nurse review of in-patients with diabetes in the hospital trust. We have expanded our inpatient service following significant investment from the trust to establish two new Diabetes Inpatient Specialist Nurse posts. Following Greater Manchester Transformation investments we are developing pathways within our district nursing services for insulin management, expanding our young persons offer and enhancing our diabetic foot pathway.

The post-holder should have a keen interest in these specialties as he/she would be expected to play a significant part in the development and improvement of these sub-specialty units.

Patient education is an area we are excited to redesign – with the ever changing demands of the modern lifestyle, some of our models of delivery are no longer effective. As a result, we are looking to modernise and redesign our education offering for patients across Bolton.

There are regular specialty team clinical governance and educational meetings to examine practice and maintain quality and co-ordinate care. There is a weekly foot MDT and a monthly Endocrine MDT.

The post holder will be required to participate in the Postgraduate Education programme. Contribution to Research programmes and regular clinical audit involvement is essential. Collaborative projects with academic centres in Manchester and local research on patient education and care delivery will be encouraged.

## **PROVISIONAL JOB PLAN**

### **INPATIENTS**

As one of our Consultants you would provide care for inpatients enabling the remaining consultants to cover clinics. When based on the ward the physician (working on a 1:4 rota) would be expected to be responsible for co-ordinating the care for patients on our Diabetes & Endocrine and General Medicine ward as well as cover for in-patient diabetes and endocrine care.

### **OUTPATIENTS**

The draft job plan is outlined below (showing DCC activity). This is subject to change following discussion upon successful appointment to the role.

1. Consultation for 13 patients (3 new + 10 FU ) in endocrine clinic (when off wards)
2. Consultation for 7 (2 new + 5 FU) in diabetes clinics (when off wards)

The job plan will also include PA's for inpatient/ward cover (pro-rata), supporting professional activities, on-call and evening ambulatory care cover plus teaching & supervision.

## **CLINICAL RESPONSIBILITIES/ADMINISTRATION**

- a. You would be expected to share the diabetes, endocrinology and general medical duties working collaboratively with your other Consultant colleagues.
- b. As part of the general medical duties you will be expected to rotate on to the ward 1:4 (currently one month in four) and to participate in the acute general medical take week days and weekends (frequency depending on number of rota participants).
- c. Practice SAFER patient flow principles whilst covering wards (Senior review, All patients identified with EDD), Flow, Early discharge, MDT Review)
- d. Participate in departmental team rota for Advice & guidance, triage of inpatient and outpatient referrals.
- e. Support development of sub-specialty areas - eg: Young Person's Diabetes, Foot Service. Personal area of sub-specialty interests welcome for discussion and developments  
Acts with honesty and integrity
- f. Strong team working skill.
- g. You will be encouraged to develop and continue your own research interests and to join in the research activities of the department/Trust.
- h. You will be encouraged to develop as a clinical leader.
- i. You will be expected to provide emergency cover on reciprocal basis for consultant colleagues' periods of leave.

- j. The professional supervision and management of junior medical staff.
- k. Responsibilities for carrying out teaching, examination and accreditation duties as required, and for contributing to postgraduate and continuing medical education activity, locally, regionally and nationally.
- l. The Trust supports the requirements for Continuing Professional Development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.
- m. Managerial, including budgetary responsibilities where appropriate. These include membership of the Integrated Community Services Division.
- n. Appraisal and job planning cycle will be in line with revalidation.

## **CLINICAL AUDIT & GOVERNANCE**

The Department takes an active part in audit and clinical governance and all members of the Directorate are expected to attend and participate. There is an active Clinical Audit department, from which support for clinical and medical audit is available. As a senior clinician, you would also be expected to attend the departmental Governance Meetings.

### **Health, Safety and Security:**

All employees have a duty to report any accidents, complaints, defects in equipment, near misses and untoward incidents, following Trust procedure.

To ensure that Health and Safety legislation is complied with at all times, including COSHH, Workplace Risk Assessment and Control of Infection.

### **Confidentiality:**

Working within the trust you may gain knowledge of confidential matters which may include personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

### **Data Quality**

All employees are reminded about the importance of Data Quality and staff should make themselves aware of both departmental and corporate objectives for Data Quality.

Data Quality forms part of the appraisal and objective setting process for staff responsible for data entry and data production; staff should ensure that they adhere to policies and procedures at all times. Failure to do so may result in disciplinary action being taken.

#### **Codes of Conduct and Accountability:**

You are expected to comply with relevant Bolton NHS Foundation Trust codes of conduct and accountability.

#### **Infection Prevention and Control:**

You must comply with all relevant policies, procedures and training on infection prevention and control.

#### **Safeguarding Children and Vulnerable Adults:**

You must comply with all relevant policies, procedures and training on safeguarding and promoting the welfare of children and vulnerable adults.

#### **Valuing Diversity and Promoting Equality:**

You must comply with all relevant policies, procedures and training on valuing diversity and promoting equality.

#### **Training:**

Managers are required to take responsibility for their own and their staff's development.

All employees have a duty to attend all mandatory training sessions as required by the Trust.

Any other general requirements as appropriate to the post and location

**The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.**

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**Date Prepared:** May 2023

**Prepared By:** Helene Strong, Dr Krishnan & Dr Rebecca Lennon





## PERSON SPECIFICATION

The person specification sets out the qualifications, experience, skills, knowledge, personal attributes, interests, other requirements which the postholder requires to perform the job to a satisfactory level.

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	<b><i>ESSENTIAL</i></b>  i.e. Those qualities without which a post holder could not be appointed	<b><i>DESIRABLE</i></b>  i.e. those extra qualities which can be used to choose between candidates who meet all the essential criteria	<b><i>METHOD OF ASSESSMENT</i></b>  i.e. the method by which the person specification criteria will be assessed/evaluated
<b><i>QUALIFICATIONS</i></b>	Basic Medical Qualification MRCP On the specialist register in Gen. Med., Diabetes & Endocrinology or on the register by the time of taking up appointment	MD or PhD	Application Form Certificates
<b><i>EXPERIENCE</i></b>	Minimum 5 years experience in Gen. Med, Diabetes and Endocrinology (CCT in Diab/Endo/GIM or within 6 months of CCT)  Participation in Clinical Audit	Evidence of service development	Application Form Interview References
<b><i>SKILLS</i></b>	Outward looking Good networking skills Excellent patient communication Interested in service development Interested in teaching Ability to work in multi-professional team Acknowledgement of evidence-based practice Research experience and publications		Application Form Interview References Psychometric Tests



**Bolton**  
NHS Foundation Trust

<b>KNOWLEDGE</b>	Management of general diabetes, endocrine problems and GIM problems  Experience in managing foot disease in diabetes and microvascular complications in diabetes		Application Form Interview References
<b>OTHER</b> (Please Specify)	Current driving license/use of car for work  Able to participate in on-call rota		Application Form Interview Document Check

**Date Prepared:**

11<sup>th</sup> November 2020

Updated May 2023

**Prepared by:**

Samuel Carney & Dr Moulinath Banerjee

Updated by Helene Strong, Dr Simmi Krishnan and Dr Rebecca Lennon