INTEGRATED MEDICINE PILGRIM CLINICAL DIRECTORATE

JOB DESCRIPTION FOR THE POST OF CONSULTANT PHYSICIAN WITH AN INTEREST IN DIABETES & ENDOCRINOLOGY

APPOINTMENT

A full time 10 PA post in Diabetes & Endocrinology based at Pilgrim Hospital, Boston.

As part of the expansion of consultant input into provision of acute medical services on the site, we welcome applications for the post of a Consultant General Physician with an interest in Diabetes and Endocrinology. The appointee will join three other colleagues (both substantive) in the department. He/She will work co-operatively with other colleagues in the Medical Directorate, Accident and Emergency and the rest of the hospital to help deliver an increased Consultant input to acutely ill in-patients.

UNITED LINCOLNSHIRE HOSPITALS NHS TRUST

The United Lincolnshire Hospitals NHS Trust (ULHT) is a large acute NHS Trust responsible for a comprehensive range of health services within Lincolnshire and also provides some services to neighbouring authorities. ULHT has three main inpatient sites at Boston, Grantham and Lincoln, with outpatients being undertaken at a further four Community hospitals within the county. The combined revenues of the Trust are in the region of £370 million with 7,800 highly trained staff and volunteers.

The Trust’s management structure is based on eight Clinical Directorates that span the Trust. Each Directorate is led by a Clinical Director. The Directorates are managed pan-Trust for Medical Specialties and Haematology and Oncology; Surgery; Orthopaedics; Head and Neck; Women and Children. There are site based Directorates for Medicine and A&E (Pilgrim); Medicine and A&E (Lincoln); Louth.

LINCOLNSHIRE

Lincolnshire is a scenically and geographically varied county. It includes the Lincoln escarpment and the North Lincolnshire Wolds which are designated as an area of outstanding natural beauty, and extensive beaches on the coastal strip.

Lincolnshire is highly rated for education, from nursery through to secondary school, and has a growing university culture. South Lincolnshire has retained the grammar school system, and has a reputation for providing excellent state school education.

There are many places of interest to visit in Lincolnshire, including motor racing at Cadwell Park, lakes for sailing, some of the best coarse fishing in the country and horse racing at Market Rasen. There are a number of historic architectural gems including...
Lincoln Cathedral, Lincoln Castle, Tattershall Castle, Belton House, Belvoir Castle, and the Boston Stump.

Lincolnshire offers an attractive choice of pretty rural villages. For those who prefer urban living, there is a choice of the City of Lincoln which dates back to Roman times, or the traditional market towns of Grantham, Boston and Louth. The property market offers potential buyers high quality modern and traditional housing at attractive prices. London is only an hour away via mainline train services from Grantham.

The attractive market town on Boston has a population of approximately 80,000 and is the main hospital centre for South Lincolnshire. It is situated on the River Witham and has been a flourishing port since the 13th century. The majority of Boston's industry is linked either with agriculture, the trade of the port and light industry.

**PILGRIM HOSPITAL, BOSTON**

Pilgrim Hospital is a modern 391 bedded District General Hospital pleasantly situated on the outskirts of Boston with good transport links. A full range of clinical specialties and laboratory facilities of the highest standard are provided. It has close links with community hospitals in Skegness and Spalding and is the main hospital centre for South Lincolnshire. The hospital includes an Accident and Emergency Department and beds for General Medicine, Elderly Care, General Surgery, Orthopaedic Surgery, ENT, Ophthalmology, Paediatrics, Psychiatry, Oral Maxillofacial Surgery, Obstetrics and Gynaecology and Intensive Care with 9 beds. The Bostonian is Pilgrim Hospital's own private wing.

The hospital has recently undergone a major redevelopment programme with an upgraded and expanded endoscopy suite, and an enlarged intensive care unit. In addition, the radiology department has a new 128 slice CT scanner (2009), a 1.5 Tesla MR scanner (2011) and a new intervention suite installed in 2011.

Pilgrim Hospital has a strong identity underpinned by a philosophy of personal care to patients and staff. The unit has well developed clinical audit and quality assurance programmes. The medical community is encouraged to actively participate in management at all levels and clinical innovation is supported by the management wherever viable.

**The Diabetes and Endocrinology Department**

The current staffing of the department is:
4 Consultant Physicians (including this post)
- Dr Koshy Jacob, Consultant
- Dr Dilip Eapen, Consultant
- Dr Nyi Htwe, Consultant
- 1 Specialty Doctor
- 1 Deanery Specialist Registrar
- 2 Core Medical Trainees
- 2 Foundation Trainees
- 4 Diabetes Specialist Nurses, 2 Dieticians and 1 Podiatrist
- 2 Secretaries and 2 Secretarial Assistants
The Diabetes & Endocrinology Department at Pilgrim Hospital is looking to appoint an enthusiastic Consultant to join the firm.

**GIM & Inpatients:**

The Inpatient responsibility is predominantly based on ward 8B with approximately 20 patients including outliers. Pilgrim hospital has adopted “on the ward/ off the ward” model of care for inpatients. The Diabetes & Endocrine Consultants work 2 weeks “on the wards” followed by 6 weeks “off the wards”, i.e. clinics/admin/SPA etc. Whilst “on the ward” the consultant supports and delivers senior daily review of in-patients as well as ensures daily early morning board rounds to make sure patient care plans are on track. The consultant on the ward also attends to daily ward e-referrals and provides supervision of junior doctors and their training. In addition to this the post holder will be expected to contribute towards the medical on-call rota.

**Diabetes:**

The present diabetes service is well established and integrated with Primary Care as well as other allied specialist services throughout the hospital. The department works closely with the Obstetric Department in the management of diabetes in pregnancy, and with the Paediatric Department for the care of children and young people with diabetes.

This post holder is expected to provide a weekly Diabetes clinic at Spalding Hospital and alternating Diabetes / Endocrine clinic at Grantham. He/she is expected to lead our multidisciplinary outpatient diabetes foot clinic services at Grantham liaising with our vascular surgeons.

It is possible to take part in an Insulin Pump (CSII) or Transitional Diabetes clinic following discussions with colleague consultants.

The Diabetes services might change in the future to meet Lincolnshire Sustainable Services Review. The Trust along with the CCGs is negotiating the implementation of an integrated diabetes model (the 5&i model). This may result in some alterations to the proposed job plan in the future.

**Endocrinology:**

The post holder will take part in an Endocrine clinic. Endocrine investigations are conducted on our recently developed Patient Investigation Unit. In house Radioactive Iodine treatment is available at Pilgrim Hospital. Nottingham & Sheffield Hospitals act as tertiary referral centres. Pituitary surgery is referred to Nottingham while adrenal surgery is referred to Sheffield. Thyroid and parathyroid surgery is performed in house. The post holder is expected to take part in joint Endocrine meetings with consultant biochemist as well as take part in multidisciplinary Pituitary meetings conducted via video link with Nottingham Hospital.
Acute Medicine:

The majority of medical and surgical emergency admissions come through AMU (Acute Medical Unit). There are 35-45 admissions in 24 hours. The Unit is supported by an Operations Centre to co-ordinate bed management. The unit is run by four acute care physicians who oversee all medical admissions between 8am and 6pm. The on call physician is present on the unit from 6PM till 9PM.

The current team of Junior Doctors on AMU includes:
1 Specialty Doctor, 1 CT1, 1 GPVTS trainee and 1 FY2 doctors (permanent staff). 2 SpRs (on rota basis one on nights, the other days). Others ward staff on rotational basis There are specific rotations of four month periods for FY2, GPVTS and CMT doctors through AMU.

The post holder will participate in the rota for acute Medicine on a 1 in 16 basis. Days on call consist of 6-9pm on site covering the Acute Medical Unit, followed by overnight on call cover. The post take ward rounds are done by the Acute Medicine physicians. At weekends the appointee will be resident from 9am to 9pm (on average seeing 15-20 patients) and on call overnight. Weekend ward cover is also done on a 1 in 16 basis (not on call). On call intensity payment is 3%. There will be appropriate scheduling of non-direct clinical care activity following weekend on call commitments.

Relationship with other Departments.

Currently, patients on the Acute Coronary Care Unit are managed by the Cardiology team during normal working hours and by the on-call team out of hours. Patients on HDU/ICU are currently managed by Anaesthetists/Intensivists. The Accident and Emergency Department is staffed by 6 whole time Consultants supported by a team of junior doctors including 11 Middle Grades.

Other consultant members of the Department of Medicine include:
- Dr D Mangion; Consultant in Stroke Medicine
- Dr S Markova; Consultant in Stroke Medicine
- Dr K Jergovic; Consultant in Stroke Medicine
- Dr F Ihama; Consultant in Care of the Elderly Medicine
- Dr S Zubiaga; Consultant in Care of the Elderly Medicine
- Dr S Goyal; Consultant in Care of the Elderly Medicine
- Dr G Castejon-Morales; Consultant in Care of the Elderly Medicine
- Dr H Aldoradin; Consultant in Care of the Elderly Medicine
- Dr V Joshi; Consultant Respiratory Physician
- Dr B Asuquo; Consultant Respiratory Physician
- Dr A Buls; Consultant Respiratory Physician
- Dr A Raj; Consultant Gastroenterologist
- Dr MJ Perry; Consultant Gastroenterologist
- Dr SK Jain; Consultant Gastroenterologist
- Dr R Armstrong; Consultant Gastroenterologist
- Vacant post; Consultant Gastroenterologist
- Dr A Falayajo; Consultant Physician in Acute Medicine/Ambulatory Care
- Dr P Paczko; Consultant Physician in Acute Medicine/Ambulatory Care
- Dr P Zafeiris; Consultant Physician in Acute Medicine/Ambulatory Care
- Dr M D’Arbela; Consultant Physician in Acute Medicine/Ambulatory Care
Other doctors in the Medical Directorate (not including Diabetes/Endocrinology) are:

3 Speciality Doctors in Acute Medicine, Gastroenterology and Stroke
5 Specialist Registrars
6 CT1/2 doctors
4 GPVTS doctors
4 FY2 doctors
7 FY1 doctors

Dermatology, Rheumatology, Nephrology and Neurology are provided by visiting consultants from Lincoln and Nottingham.

CLINICAL DUTIES, ADMINISTRATION AND MANAGEMENT

The appointee will be responsible for effective administration of clinical and non-clinical workload for which he/she is responsible.

Office accommodation will be provided with access IT facilities.

There are 2 Medical Secretaries working for the Consultant body supervised by the Speciality Co-ordinator for Gastro/Diabetes/Endocrine and 2 Secretarial Assistants. The secretarial staff will cover all the consultants equally, and will cover both all inpatient and outpatient work. Outpatient work at Grantham and Spalding will be covered by secretaries at those sites.

The Consultant will be supported by trainees and/or the speciality doctor in the clinics where possible. Apart from in emergencies, there is no cross covering of clinics while on the wards. Clinic templates for single consultant clinics are as follows.

<table>
<thead>
<tr>
<th>Clinic Type</th>
<th>New Cases</th>
<th>Follow-up Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Diabetes</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>General Endocrine</td>
<td>3</td>
<td>8</td>
</tr>
<tr>
<td>Diabetic foot</td>
<td>3</td>
<td>7</td>
</tr>
</tbody>
</table>

When on ward duties there will always be junior support.

The post holder will make decisions about future care (e.g. in-patient admission, direct discharge and organising investigations in a contemporaneous manner). The appointee will undertake the administrative duties associated with the care of his/her patients and running of his/her clinical department. The post holder will be responsible for effective communication with other departments within the hospital, General Practices and outside agencies.

The appointee will share responsibilities for the selection of new staff and their deployment and daily supervision within the unit.

The appointee will be expected to participate in the development of operational policies for the unit jointly with medical, nursing and administrative colleagues.
The appointee will be a member of the Department of Medicine and he/she will participate in Departmental meetings and also be a member of the Senior Medical Staff Committee.

TEACHING AND EDUCATION

The appointee will be expected to partake in teaching activities for junior doctors in training and medical students. Postgraduate activities are based at the Education Centre, Pilgrim Hospital, which houses the medical library. There is a full-time Librarian and facilities for computerised literature searches and CD-ROM. There is also a weekly clinical meeting and a weekly X-ray meeting. There is a monthly two hour morbidity/mortality and audit meeting. There are state of the art audio-visual and teaching aids in the Postgraduate Centre.

The post holder will be encouraged to undertake personal postgraduate training within the provisions of the terms and conditions of service for Hospital Medical and Dental staff. He/she will be expected to participate in Continuing Medical Education (CME) for which appropriate study leave entitlement will be provided.

CONTINUING PROFESSIONAL DEVELOPMENT

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.

CLINICAL AUDIT

An active audit Programme exists within the Trust and within the Department of Medicine. The post holder is expected to carry out audit and participate in the programme. Audit is supported by a Clinical Effectiveness Unit.

CLINICAL GOVERNANCE

The Trust has developed a Clinical Governance Strategy which seeks to deliver the Quality agenda. The post holder is expected to work within this framework and contribute to its continued development. This includes a mentorship programme for newly appointed Consultants.

The appointee will be expected to participate to quality improvement programmes and will be given the support to do so. The department is keen to support the successful candidate in developing sub-speciality interest clinics including multidisciplinary insulin pump.

Travel to peripheral clinics are counted as (Direct Clinical Care). Opportunities abound to increase the amount of SPA time in the job plan by taking on Educational Supervision roles or other suitable positions within the Business Unit.
JOB PLAN AND APPRAISAL

There will be an annual job plan review conducted by the Clinical Director or Head of Service and a Directorate Manager.

The Trust has the required arrangements in place, as laid down by the Royal College of Physicians to ensure that all doctors have an annual appraisal with a trained appraiser and supports the doctor going through the revalidation process. Job plan review will take place after 3 months when the SPA allocation can also be reviewed.

MENTORING

The appointee will be allowed to choose a mentor from within the Trust or, if they prefer from outside the organisation. This will be discussed on appointment.

RESEARCH

There are opportunities for clinical research. The Trust has developed good links with the Institute of Health Studies at Lincoln University and there is ample scope for research and further study.

APPOINTMENT PROCEDURES

This is a full-time post. Candidates must hold MRCP or equivalent, and be on, or within 6 months of eligibility to be on, the Specialist Register held by the General Medical Council.

All new employees of the Trust are appointed subject to a satisfactory health clearance. This will initially be assessed via your health questionnaire. If this is satisfactory you will be able to commence work on your arranged start date.

Re-imbursement of removal expenses are according to Trust policy.

Doctors working for the Trust are required to have an up-to-date certificate of Hepatitis status prior to employment. This can be obtained either by attending the Occupational Health Department or from your current employers. Doctors will not be able to commence duty without confirmation of status.

The Trust operates a policy whereby all employment for staff who have access to children/vulnerable adults will be subject to a satisfactory Disclosure and Barring Service check.

The appointee would be expected to undergo annual appraisal and will be flexible in accommodating changes to job plan after discussions to facilitate the delivery of departmental and trust objectives.
RESIDENCE

The person appointed will be required to maintain his/her private residence in contact with the public telephone service and reside within reasonable access bearing in mind the duties of the post. The Trust requires the successful candidate to live within a distance of 10 miles by road of their main site.

VISITING ARRANGEMENTS

Arrangements to visit can be made through any of the team listed below.

CONTACT DETAILS

Dr K Jacob  Clinical Director for Medicine and A&E and  
Consultant in Diabetes and Endocrinology  01205 446718  
Koshy.jacob@ulh.nhs.uk

Dr D Eapen  Consultant Physician – Diabetes & Endocrinology  01205 446499  
Dilip.eapen@ulh.nhs.uk

Dr N Htwe  Consultant Physician, Diabetes and Endocrinology  01205 445132  
Nyi.htwe@ulh.nhs.uk
# Job plan for this post

## ON WARDS

<table>
<thead>
<tr>
<th>Time</th>
<th>MON AM</th>
<th>TUES AM</th>
<th>WED AM</th>
<th>THUR AM</th>
<th>FRI AM</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AM</strong></td>
<td>Board Round 0830-0900</td>
<td>Ward Round 0900-1200</td>
<td>LUNCH 1200-1230</td>
<td>SPA 1230-1400</td>
<td>Board Round 0830-0900</td>
</tr>
<tr>
<td><strong>PM</strong></td>
<td>SPA 1600-1700</td>
<td>SPA 1600-1700</td>
<td>Ward Referrals 1430-1600</td>
<td>Diabetes Team Meeting 1300-1400</td>
<td>Grand Round 1300-1400</td>
</tr>
<tr>
<td><strong>LUNCH</strong></td>
<td>1200-1230</td>
<td>1200-1230</td>
<td>LUNCH 1200-1230</td>
<td>LUNCH 1200-1230</td>
<td>LUNCH 1200-1230</td>
</tr>
</tbody>
</table>

## OFF WARDS

<table>
<thead>
<tr>
<th>Time</th>
<th>MON AM</th>
<th>TUES AM</th>
<th>WED AM</th>
<th>THUR AM</th>
<th>FRI AM</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>AM</strong></td>
<td>Ante-Natal Clinic 0900-1230</td>
<td>Patient Administration 08.30-12.00</td>
<td>Diabetic Foot Clinic - Boston 0900-1300</td>
<td>Diabetes MDT 0900-1000</td>
<td>SPA 0900-1100</td>
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<tr>
<td></td>
<td>LUNCH 1230-1300</td>
<td>LUNCH 1300-1300</td>
<td>LUNCH 1400-1430</td>
<td>LUNCH 1230-1300</td>
<td>LUNCH 1230-1300</td>
</tr>
<tr>
<td><strong>PM</strong></td>
<td>Travel to Spalding</td>
<td>Diabetes/Endocrine Clinic 1400-1700</td>
<td>Diabetes Team Meeting 1300-1400</td>
<td>Radiology Meeting 1300-1400</td>
<td>Grand Round 1300-1400</td>
</tr>
<tr>
<td></td>
<td>Diabetes Clinic 1400-1700</td>
<td>Travel from Spalding</td>
<td>Admin 1430-1700</td>
<td>SPA 1400-1700</td>
<td>Diabetes Clinic 1400-1700</td>
</tr>
</tbody>
</table>

- On call 1 in 16 (3% supplement)
- Weekdays 17.00pm-21.00pm Resident On-Call AMU Ward Round, 21.00pm-08.00am Non-Resident On-Call
• Where the post-holder’s On-Call falls on a Friday, they will provide Saturday and Sunday 2nd On-Call cover Resident On-Call for Wards 09.00am to 13.00pm.

• Weekend On-Call (approx. 3 times per year) Saturday & Sunday Resident On-Call 09.00am-21.00pm & AMU/AEC Ward Round, Non-resident 21.00pm to 09.00am

• 1.5 SPA’s minimum, not including other roles such as Clinical and Educational Supervision and Research roles etc.

• Additional PA’s for Clinical & Educational Supervision can be negotiated at Job Planning.

Break down of Programmed activities (Averaged between On & Off the wards)

<table>
<thead>
<tr>
<th></th>
<th>Average number of PA’s weekly</th>
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<tbody>
<tr>
<td>Direct Clinical Care</td>
<td>8.0</td>
</tr>
<tr>
<td>Core SPA</td>
<td>1.5</td>
</tr>
<tr>
<td>Total</td>
<td>10.5</td>
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</table>

Includes:

<table>
<thead>
<tr>
<th></th>
<th>1.306 (+ 3% On-Call Supplement)</th>
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</thead>
</table>

SPA allocation is in line with Trust guidelines for CPD, governance, teaching, appraisal. Additional SPA is awarded for clinical and educational supervision and other agreed responsibilities.

Additional clinical sessions may be available in discussion with the Clinical Directorate management team.

The post will be reviewed after 3 months to ensure that it has the correct number of PA’s and to include any new/additional commitments.

The post holder will be Consultant of the Week/Senior Decision Maker for 2 out of 8 weeks. The other 6 weeks in this cycle will consist of clinics, admin, SPA as outlined in the timetable.
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td>Qualifications</td>
<td></td>
</tr>
<tr>
<td>MRCP (UK) or equivalent</td>
<td>An appropriate higher degree (MD, PhD or equivalent)</td>
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<tr>
<td>Certification</td>
<td></td>
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<tr>
<td>Entry on the GMC Specialist Register via</td>
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<tr>
<td>- CCT (proposed CCT date must be within 6 months of interview)</td>
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<tr>
<td>- CESR, or</td>
<td></td>
</tr>
<tr>
<td>- European Community Rights</td>
<td></td>
</tr>
<tr>
<td>Teaching</td>
<td></td>
</tr>
<tr>
<td>Experience of undergraduate/postgraduate teaching</td>
<td>Diploma/Qualification in teaching</td>
</tr>
<tr>
<td>Research</td>
<td></td>
</tr>
<tr>
<td>Understanding of research methodology</td>
<td>Peer reviewed publications</td>
</tr>
<tr>
<td>Personal</td>
<td></td>
</tr>
<tr>
<td>Able to work in a team</td>
<td>Recent leadership/management course</td>
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<tr>
<td>Active interest in developing Diabetes &amp; Endocrine Services</td>
<td></td>
</tr>
<tr>
<td>Innovative</td>
<td></td>
</tr>
<tr>
<td>Health</td>
<td></td>
</tr>
<tr>
<td>Satisfactory Occupational Health Clearance</td>
<td></td>
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</tbody>
</table>

United Lincolnshire Hospitals Trust is committed to safeguarding and promoting the welfare of children, young people and adults, both as service users and visitors to Trust premises. All staff has a responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities and that they are aware of and work within the safeguarding policies of the Trust.

The post holder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes which promote, supports and respects privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff is expected to challenge poor practice in relation to dignity and treat each other with respect.

United Lincolnshire Hospitals Trust is committed to providing consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the
centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the below value and behaviours

**Attitudes and Values**

<table>
<thead>
<tr>
<th>Patient centred</th>
<th>I am fully committed to providing the very highest standards of care to our patients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Safety</td>
<td>I do everything I can to keep my patients and my colleagues safe</td>
</tr>
<tr>
<td></td>
<td>I keep my environment clean and tidy</td>
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<td></td>
<td>I recognise when something is going wrong and I have the courage to do something about it</td>
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<tr>
<td>Compassion</td>
<td>I show a genuine concern for my patients and my colleagues</td>
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<td></td>
<td>I communicate well with others, listening and showing an interest in what they have to say</td>
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<tr>
<td></td>
<td>I am positive, approachable and friendly</td>
</tr>
<tr>
<td>Respect</td>
<td>I treat my patients and my colleagues with dignity and respect</td>
</tr>
<tr>
<td></td>
<td>I work openly and honestly as part of an effective team</td>
</tr>
<tr>
<td></td>
<td>I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can’t</td>
</tr>
<tr>
<td>Excellence</td>
<td>I will always go the extra mile and improve things for my patients and my colleagues</td>
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<tr>
<td></td>
<td>I am competent to carry out my role and committed to my personal and professional development</td>
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<tr>
<td></td>
<td>I will share good ideas and best practice and encourage my team members to do so too</td>
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</table>