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| Title: | Whole-time Consultant Endocrinologist with Diabetes / Acute Medicine |
| Location: | Based at Ninewells Hospital, Dundee with duties at other hospitals within NHS Tayside  |
| New or Replacement | Replacement Post |
| Prime responsibility: | To provide care for patients with endocrine disorders or diabetes along with inpatient acute medicine |
| Accountable to: | Associate Medical Director  |
| Reports to: | Clinical Directors for planned and unplanned medicine |
| Key Tasks: | Maintenance of the highest clinical standards in the management of endocrinology and diabetes outpatients, with exemplary care of inpatientsTeaching and training of junior staff, medical students and other healthcare professionalsCommitment to ongoing CPDTo actively participate in both departmental and NHS Tayside clinical governance, audit and management of safety and riskTo have responsibility for ensuring active participation in continuing medical education (CME)Research interests will be encouraged with, if required, participation in pharmaceutical clinical trials |

# Duties of the Post

## Duties & Responsibilities of the Post

i. Provision with consultant colleagues of a diabetes and endocrine service to NHS Tayside, its regional partners and the surrounding area, with the responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department.

ii. Out-of-hours responsibilities, including participation in consultant on-call rota and delivery of acute medical take where applicable.

iii. Cover for colleagues’ annual leave and other authorised absences.

iv. Work to develop a dedicated special interest, in conjunction with appropriate allied specialties

v. Professional supervision and management of junior medical staff.

vi. Responsibilities for carrying out teaching, examination and accreditation duties as required and for contributing to undergraduate, postgraduate and continuing medical education activities, locally and nationally.

vii. Participating in quality improvement, clinical governance processes and in CPD.

ix. Managerial, including budgetary or service delivery responsibilities where appropriate.

# Job Plan

A formal job plan will be agreed between the appointee and their Clinical Lead or Clinical Director on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

The job plan for the first three months will be based on the provisional timetable shown below.

This is a full-time post (10 PAs per week) – based at Ninewells Hospital, Dundee, but with sessions across the regional territory. Up to a further 2 PA will be available to support research activity if the candidate wishes.

An 8.5:1.5 job plan is anticipated which will include the following indicative clinical commitments. However the job plan is negotiable and can be tailored to the individual’s sub-specialty interests.

Endocrinology/Diabetes Outpatients – 5.5 PA.

Supporting Professional Activity – 1 personal PA, 0.5 PA for supervision, 0.5 PA for other organisational priority (e.g. appraisal, SAER delivery)

Diabetes/Endocrine Ward week on call equivalent to 1 PA per week (9-5pm cover Monday to Friday).

Acute Medical Unit – Receiving

Weekdays – equivalent to 0.5 PA (1 take every 6 weeks)

Weekends– 1 weekend in 6. 0800-2030 pm acute receiving (either Saturday or Sunday) equivalent to 1PA

Overnight Medical On call – 1 in 18

The existing consultants have some flexibility to allow a different balance between diabetes, endocrine and medical bone outpatient services depending on the interests of the appointee. **However, it is expected that the main focus of this role will be in support of the endocrine service and associated specialty clinics**. There is also flexibility to try and accommodate existing and desired specialist interests of any successful candidate.

## On Call Availability

The on-call requirement for this role attracts a 3% salary supplement and designated programmed activity time in the job plan for work arising from the on-call period currently on a one in 18 rota.

## Teaching and Training

The appointee is expected to participate in teaching and training of junior staff, medical students and trainees and to supervise junior medical staff within the specialty. There is active participation in the undergraduate teaching in the Medical School at Dundee University. Endocrinology is a popular choice for student self-selected modules. Students in both the second and fourth years spend time in the department.

The Medicine Division has always had an excellent reputation for post-graduate training. The trainee rotation includes some time in Fife. There is an active postgraduate teaching programme plus research and audit are supported and encouraged. There is access to a surgical simulator and annual cadaver sessions. The department is committed to high quality training and works closely with trainees and related agencies to deliver this.

## Research

Opportunities are available to develop research interests. Any successful applicant would be encouraged to develop their own research ideas and to apply for research grants and if interested to apply for NRS research sessions. There would also be opportunities to work collaboratively with existing researchers.

For those with significant research or teaching interests there is also the possibility of sessions with the University.

## Study & Training

The applicant is expected toparticipate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the NHS Tayside Study Leave Committee for a contribution to funding of this activity.

## Conditions of Service

The terms and conditions of employment will be subject to NHS Tayside Terms and Conditions of Service for Medical Staff as agreed locally with the BMA Local Negotiating Committee. Until such time as they come into force you will remain subject to the Terms and Conditions of Service for Hospital Medical and Dental Staff (Scotland) and the General Whitley Council Conditions of Service both as amended from time to time.

Membership of the NHS Superannuation Scheme is not compulsory. All medical and dental staff are entitled to choose if they wish to join the scheme or not. Until such time as a positive option not to join the scheme is expressed, a member of staff will be regarded as a member of the scheme from the first day of service. This will not affect any individual right to make alternative arrangements. Initially, the employment covered in this contract will be contracted out of the State Pension Scheme.

The appointments will be on a whole-time basis. Consultants are required to adhere to the provisions set out in Appendix 8 of the new Consultants Contract governing the relationship between NHS commitments and private practice.

Any Consultant who is unable, for personal reasons, to work full-time, 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 in consultation with the Clinical Lead and the Clinical Director for Specialist Services.

The successful candidates will be expected to reside within an approved distance of Ninewells Hospital.

## Responsibility for Records Management

All records created in the course of the business of NHS Tayside are corporate records and are public records under the terms of the Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.

# NHS Tayside

NHS Tayside provides a comprehensive range of general and specialist acute services for its population, providing services to approximately 450,000 people in Tayside and Northeast Fife. Dundee is a centre for innovative medical and technological development and world renowned for the close collaboration between basic science and clinical medical disciplines.

NHS Tayside is a major health service provider and focus for medical, dental, nursing and midwifery education. The medical school was originally part of the University of St Andrews but became the Faculty of Medicine of the University of Dundee when the university received its Charter in 1967. The present annual intake of medical students is 150 and the total number of students at the University is 11,000.

## Ninewells Hospital

Ninewells Hospital is the main teaching hospital associated with the University of Dundee

and the major acute service provider in the area.

The hospital was opened in 1974 and with 810 acute beds is one of the largest units of its kind in the British Isles and was specifically designed with the medical school and hospital integrated in a way that provides for growth and change in future years.

The Clinical Skills Centre and Cushieri Skills Centre are also based within Ninewells Hospital.

* The Clinical Skills Centre is a University of Dundee Faculty of Medicine, Dentistry and Nursing facility which provides a variety of learning opportunities for both graduate and undergraduates to develop skills in a safe environment. The Clinical Skills Centre has strong links with NHS Tayside, NHS Education for Scotland and the local community.
* The Surgical Skills Centre (formally Cuschieri Surgical Skills Centre), University of Dundee, was set up in 1992 to provide specialist training for surgeons, physicians and other allied health professionals. The Centre acts as a focus for multidisciplinary teaching and faculties are drawn from practising clinicians and other experts who ensure the high quality and relevance of the courses.

In addition, the following are also based within the Ninewells Hospital campus: Tayside Medipark; Drug Development (Scotland) Limited; and Tayside Academic Health Sciences Centre (TASC). TASC was formally established on 1st January 2010 and combines the research strengths of the University of Dundee with NHS Tayside and is a node of the national Scottish Academic Health Sciences Collaboration. It brings together, within a single organisational framework, the Clinical Research Centre, the Tayside Clinical Trials Unit and the joint functions of the NHS Research & Development office and the University's Research & Innovation Services (in relation to clinical research). This strategic alignment brings greater efficiency to research management and governance across the University and NHS.

## Perth Royal Infirmary

Perth Royal Infirmary is 23 miles west of Dundee and provides the District General Hospital Service for the Perthshire and Kinross area of western Tayside. It is a 200 + bed hospital with supporting Specialist Services. Diabetes and endocrine services are provided by clinicians based there

## Stracathro Hospital

Stracathro Hospital is situated approximately halfway between Dundee and Aberdeen, just three miles from the Angus county town of Brechin. It provides ambulatory diagnostic and treatment services to Tayside, Grampian and Fife.

# Diabetes and Endocrinology Service

The Diabetes and Endocrinology service based at Ninewells Hospital is well established within the region and organisation. As well as delivering diabetes services within a university and teaching hospital environment, a wide range of subspecialty interests have been developed. Being part of a large regional centre offers many opportunities to develop areas of interest with other specialities in a multidisciplinary context.

The service has a dedicated Diabetes Centre, integrated retinal screening service, access to a highly efficient clinical investigation unit in Ninewells Hospital with additional clinic facilities in Stracathro Hospital, Arbroath Hospital, Montrose Hospital, Whitehills Health and Community Care Centre (Forfar) and Perth Royal Infirmary.

Current subspecialty diabetes clinics include foot, antenatal, diabetes genetics, technology/Insulin pump and young adult/transition services. Along with general endocrinology there are clinics dedicated to pituitary (medical and surgical), thyroid cancer, adolescent transition, bone metabolism, gender, endocrine genetics and neuroendocrine tumours.

The current and ongoing service review and redesign offers excellent opportunities for a dynamic individual to develop professionally with the existing supportive and successful team of consultants.

The medical staff are supported by terms of extremely experienced and dedicated diabetes and endocrine specialist nursing, retinal screeners, podiatrists and administration staff. Current junior staff have opportunities for experience across the consultant body for training and service commitment.

# Tayside – quality of life

Dundee is the fourth principal city in Scotland and is situated on the north bank of the River Tay. It is Scotland's only south-facing city, giving it a claim to being Scotland's sunniest and warmest city. It is conveniently near the three other large cities. By rail or road, it is just over an hour from Edinburgh and Aberdeen and an hour and half from Glasgow. London is just six hours away by train and around an hour by air from the local airport.

Tayside provides an excellent standard of living with high quality, reasonably priced housing, good schools and childcare facilities, both public and private. The river and its estuary, the coasts of Angus and Fife and the nearby hills and mountains of Angus and Perthshire offer scope for every conceivable outdoor activity all within an hour of Dundee. Golfers are particularly well served with St Andrews and Carnoustie only a 30-minute drive away. Hill walkers, skiers, sailors and fishermen fare equally well as do those looking more to the arts. There are flourishing professional repertory theatres in both Dundee and Perth, and concert halls which host regular concerts of the Royal Scottish National Orchestra as well as visiting opera and popular musical performances. The Victoria and Albert Museum (London) have chosen Dundee to establish a new museum, the first of its kind outside London. This prestigious institute was opened in 2018 and is part of a £1 billion waterfront redevelopment programme.

# Person Specification

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|  | **CONSULTANT IN ENDOCRINOLOLGY & DIABETES** |

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| **CRITERIA** | **ESSENTIAL** | **DESIRABLE** | **METHOD OF EVALUATION** |
| **1. QUALIFICATIONS:** | * Fully registered with the General Medical Council (GMC)
* On the GMC specialist Register in Diabetes and Endocrinology AND General Internal Medicine or Acute Internal Medicine or within 6 months of CCT at date of interview or already in possession of CESR at date of interview
 | * Current ALS provider certificate
* MSc
* MD/MS/ MDS
* PhD
 |  CV/Interview |
| **2. EXPERIENCE:** | * Successful completion of an approved minimum training programme in Diabetes and Endocrinology and General Internal Medicine, or within 6 months of completion
* Applicants who are Nationals from other European countries or elsewhere overseas would have to show equivalence to the higher specialty training period in the National Health Service required for the specialty
* Ability to take full and independent responsibility for clinical care of patients
* Relevant clinical experience to be able to lead subspecialty endocrine clinics (thyroid cancer, adrenal, pituitary)
* Ability to offer expert clinical opinion on adult diabetes, endocrinology and general medical conditions
 | * Radioiodine prescribing for benign thyroid disease certificate
* Subspecialty endocrine clinical experience
 | CV/Interview |
| **3. KNOWLEDGE & SKILLS:** | * Appropriate knowledge and skills to independently manage patients with a broad range of diabetes and endocrine disorders
 |  | CV/Interview/References |
| **4. TEACHING** | * Evidence of teaching delivery across a range of environments
 | * Formal teaching qualification
 | CV/Interview/References |
| **5. RESEARCH & AUDIT** | * Ability to apply research outcomes to clinical problems
 | * Good Clinical Practice Certificate
* First Author Peer Reviewed Publication
* Evidence of ongoing research or research interest
 | CV/Interview |
| **6. MANAGEMENT** | * Ability to organize and manage outpatient priorities and treatments
* Completion of formal management course
 | * Ability to manage and lead
* Management qualifications
* Evidence of management experience
 | Interview/References |
| **7. OTHER:** | * Good interpersonal skills
* Ability to work in a team
* Caring attitude to patients
* Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies
* Commitment to Continuing Medical Education and the requirements of Clinical Governance
 | * Enquiring, critical approach to work
* Ability to travel across Tayside
 | Interview |

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