

Consultant  
**Diabetes and Endocrinology**  
**Application Pack**

Tameside and Glossop Integrated Care NHS Foundation Trust are seeking to appoint a Consultant in Diabetes and Endocrinology to work within our Adult Medicine department, based at Tameside General Hospital.

The clinical duties of the role are mainly based at Tameside and Glossop Integrated Care NHS Foundation Trust, but some clinics take place within the community at Ashton Primary Care Centre. As a participant in the general medicine on-take rota, the main activities undertaken will be providing management of diabetes inpatients, outpatient clinics, acting as a clinical supervisor for trainees and developing specialist services.



## About Tameside and Glossop Integrated Care Foundation Trust

Tameside & Glossop Integrated Care NHS Foundation Trust (ICFT) was established as a Foundation Trust on February 1st 2008. The Trust operates from the Tameside General Hospital site, which is situated in Ashton-under-Lyne and has a number of community premises throughout the locality of Tameside & Glossop. The ICFT services a population of approximately 250,000 residing in Tameside in Greater Manchester, and the town of Glossop in Derbyshire.

Tameside & Glossop Integrated Care NHS Foundation Trust is a self-governing Foundation Trust, the Board of Directors assume management responsibility but are accountable for its stewardship to the Council of Governors and members. Our performance is scrutinised by the Foundation Trust regulator NHS Improvement (NHSI) and the Care Quality Commission (CQC).

Employing 4,360 substantive staff, the ICFT provides a range of healthcare services one would associate with a general hospital such as general and specialist medicine, general and specialist surgery and full consultant led Obstetric and Paediatric hospital services for women, children and babies.

We have a range of Community services including Urgent Integrated Care, Children's Young People & Families and a 96 bedded Intermediate Care facility, the Stamford Unit.

Tameside and Glossop Integrated Foundation Trust was one of the 20 hospitals awarded £21m from HM Government to expand facilities, which the Trust has used to renovate and expand its Emergency Department. This exciting development will see expansion and enhance our clinical facilities to serve our local population. Due to be completed April 2024.



## About Tameside

The Metropolitan Borough of Tameside is a metropolitan borough of Greater Manchester in North West England. It is named after the River Tame, which flows through the borough and spans the towns of Ashton-under-Lyne, Audenshaw, Denton, Droylsden, Dukinfield, Hyde, Mossley and Stalybridge plus Longdendale. Its western border is approximately 4 miles (6.4 km) east of Manchester city centre. It borders High Peak in Derbyshire to the east with the City of Manchester to the west. The Trust also provides healthcare services for the population of Glossop, a market town in the High Peak, Derbyshire, about 15 miles (24 km) east of Manchester and 24 miles (39 km) west of Sheffield. Glossop lies just outside the Peak District National Park and has transport links to Manchester, making the area popular for commuters.

The resident population of Tameside and Glossop is approximately 254,646, (13% Glossop, 87% Tameside). More people now live in Tameside than at any time in the past, with population projections estimating that this will continue to increase over the next 10 years.

The ethnic composition of the Tameside population is also changing, with the current Census (2011) showing that 15.8% of the local population are from an ethnic minority group; this is an increase from the last Census (2001) of 7.4%. 21% of residents have declared themselves as having a disability, according to the 2011 Census. 51% are Female and 49% male.

In Glossop, 95.9% of residents are white British whilst 4.1% are Black and Minority Ethnic (BME). 51% are Female with 49% male mirroring the make-up of Tameside. 18% of residents in Glossop declared themselves as having a disability.



## Our vision and values

As an Integrated Care Foundation Trust our vision is to improve health outcomes for our population and influence the wider determinants of health, through collaboration with our health and care partners. Tameside and Glossop Integrated Care NHS Foundation Trust has been established to manage and provide integrated health and care services to people in the area. The locality will do so as part of the Greater Manchester Health and Social Care Partnership, taking advantage of opportunities offered by devolution.

## Objectives supporting our vision

At Tameside & Glossop Integrated Care NHS Foundation Trust we believe that 'Everyone Matters'. Our Aim is to deliver with our partners, safe, effective care which you can trust. To help us achieve our aim we have developed a set of values which we aspire to. By living our values and behaviours throughout the organisation, we can demonstrate that everyone really does matter, our values are Safety, Respect, Learning, Communication and Care. Alongside our core values, our objectives for 2023/24 are the following:

1. Deliver personalised, safer and caring services.
2. Support the health and wellbeing needs of our community and colleagues.
3. Develop effective partnerships to address health and wellbeing inequalities.
4. Develop a diverse, talented and motivated workforce to meet future service and user needs.
5. Drive service improvement through high quality research, innovation and transformation.
6. Use our resources efficiently, effectively and sustainably.
7. Develop our Estate and Digital Infrastructure to meet service and user needs.



## Management Team

We are part of the Division of Medicine, which comprises of the Emergency Department, the Acute Medical Unit, Same Day Emergency Care, Intensive Care, the Coronary Care Unit, Care of the Elderly and General Medicine whose subspecialties include Gastroenterology, Diabetes/Endocrinology, Neurosciences, Cardiology, Rheumatology, Respiratory Medicine, Dermatology and Stroke services.

The Chief Executive of the Trust is Mrs Karen James OBE and the Medical Director is Mr Dilraj Sandher.

The Executive Director with ultimate responsibility for the Department of Acute Medicine is Trish Cavanagh, Deputy Chief Executive, and Jonathan O'Brien, Chief Operating Officer.

## Departmental Management Team

Clinical Director: Dr S Ahmed

Specialty Lead: Prof E Jude

Consultants: Dr N Arabi, Dr H Elkhenini and Dr H Rathur

Divisional Director of Medicine: Kathryn Gaskell Do Carmo

Directorate Manager: Neah Bux

Associate Directorate Manager: Alex Overton

Deputy Directorate Manager: Tom Major

Assistant Directorate Manager: Andy Morgan





## Job Description

- To contribute to a culture of continuous improvement that seeks to achieve consistent, high-quality care within the department.
- To provide direct input to patients; contribute to multi-disciplinary teams and lead the co-ordination of care for patients within Tameside and Glossop Integrated Care NHS Foundation Trust.
- To specifically adopt, in conjunction with colleagues, an active role in the planning, development and delivery of the Diabetes and Endocrinology Services for the Directorate.
- To undertake outpatient clinical activity and develop specialist services.
- To work with colleagues to provide a consultant-led service with the highest standard of care through working with the multi-professional team to develop care pathways and clinical guidelines and developing and maintaining good working practices with wards, outpatients, and the Emergency Department (ED).
- To ensure appropriate information is made available to staff to measure clinical performance and enable meaningful benchmarks to be established and evaluated within your area of responsibility.
- To ensure there is a robust process for reviewing the quality of services provided, explaining the causes of success and failure and ensure the highest standards are maintained.
- To act as a clinical supervisor for trainees and participate in the Postgraduate and Undergraduate teaching programmes, and teaching of other health professionals, within the department.

To provide a role model of professional leadership, which underpins the corporate values and behaviours agreed by the organisation, ensuring these are understood and demonstrated by the medical workforce within your area and take remedial action where poor behaviour are demonstrated.



- To offer educational, clinical support and leadership to junior medical colleagues, nursing colleagues and other members of the multi-disciplinary team. This will include participating in the appraisal and assessment of junior medical colleagues, as delegated by the Unit Training Director and in line with the Trust's policy and participate in teaching of SpR's.
- To participate in the Consultant on-call Rota, with additional cover during a colleague's absence.

### **Patients referred to our service benefit from the following:**

- Consultant review and management of diabetes control considering a full holistic view and associated co-morbidities. This is provided in a community setting, ward round and as an antenatal outpatient clinic.
- Diabetes Nurses also review and manage diabetes control. They are skilled in the most up to date diabetes medications and equipment. They can provide insulin starts and insulin pump advice. They also run a young person's clinic from Ashton Primary care centre for patients aged 18 to 25. They attend jointly with consultants to the antenatal outpatient clinic and will provide advice to wards, district nurses, care homes, GPs and other health professionals caring for patients with diabetes.
- High Risk Foot Team Podiatrists provide specialist interventions for patients with foot ulcerations. This can include scalpel debridement, specialist dressings such as Larvae therapy or topical negative therapies. They also cast patients to provide pressure relief for foot ulcers or charcot neuroarthropathy.
- Endocrinology services provided are Adrenal disorders, General endocrinology and metabolic medicine, Gynaecological endocrinology, Lipid disorders, Metabolic bone disorders, Pituitary and Hypothalamic, Thyroid / Parathyroid.



## Job Plan

The post holder will initially be appointed for 10 programmed activities although in the future this may be increased.

All consultants are expected to work productively for 42 weeks a year and will be required to undertake annual appraisal and job planning within their allocated SPA time.

## Teaching/Training

Candidate will be expected to contribute to clinical teaching and training.

The Trust fully supports continuing professional development as recommended by the Royal College of Physicians. As such, opportunity will be provided for the successful candidate to develop their own special interests in Geriatric Medicine.





## Person Specification

	Professional Qualifications	Experience	Skills	Audit	Teaching	Communication	Relationships	Other
Essential	<ul style="list-style-type: none"> <li>Full GMC registration and on Specialist Register or within six months of receipt of CCT in Diabetes and Endocrinology and General Internal Medicine at time of interview.</li> <li>MBBS or equivalent medical qualification.</li> <li>MRCP (UK) or equivalent.</li> <li>Valid Intermediate Life Support (ILS) Provider Status (as applicable).</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of achievement of competencies by time of appointment in line with GMC standards/ Good Medical Practice.</li> <li>Appropriate knowledge and ability to apply sound clinical judgement to problems.</li> <li>Demonstrates the necessary range, depth and breadth of competencies specified in the Diabetes and Endocrinology Medicine Curricula.</li> <li>Experience as a Diabetes and Endocrinology Consultant</li> </ul>	<ul style="list-style-type: none"> <li>IT Skills</li> <li>Effective decision making.</li> <li>Able to demonstrate initiative and judgment.</li> <li>Capacity to operate under pressure. Demonstrates initiative &amp; resilience to cope with changing circumstances.</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrates ability to undertake robust audit/research within team structure within the last 3 years.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of appropriate teaching experience within the last 3 years.</li> </ul>	<ul style="list-style-type: none"> <li>Able to communicate and liaise effectively with patients, relatives and with colleagues in all disciplines.</li> <li>Written communication in a clear and concise manner.</li> </ul>	<ul style="list-style-type: none"> <li>Capacity to work effectively with others within and beyond the multiprofessional teams.</li> <li>Ability to supervise junior medical staff and others.</li> </ul>	<ul style="list-style-type: none"> <li>Committed to quality improvement.</li> <li>Assertive, confident and able to work on own initiative.</li> <li>Prioritise your own and others' workload.</li> </ul>



Desired	<ul style="list-style-type: none"> <li>Higher qualification in teaching &amp; learning e.g. postgraduate certificate or master's degree.</li> <li>Relevant academic achievements in the last 5 years.</li> <li>Valid Advanced Life Support (ALS) Provider Status.</li> </ul>			<ul style="list-style-type: none"> <li>Evidence of relevant research e.g. presentations, publications in peer reviewed journals within the last 5 years.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of participation in undergraduate and postgraduate teaching.</li> <li>Evidence of attendance to 'Teaching for Teachers' or similar course.</li> </ul>			
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### Governance

The department has developed a Clinical Governance programme in line with current recommendations and trust requirements which is overseen by a senior consultant. This is a multi-professional programme and members of all staff groups are required to participate in delivering the governance agenda. Regular clinical audit sessions are held within the department and hospital. The appointee will be expected to participate in such sessions. The appointee will also be required to participate in appropriate continuing medical education activities.

### Maintaining Medical Excellence

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 will ensure that they are familiar with the procedure and comply.

### Appraisal

The Trust requires all Medical staff to participate fully in the annual appraisal process. For the Diabetes and Endocrinology Department all Consultant appraisals will be done by Prof Jude, the specialty lead. **Additional**

### Requirements

1. To provide cover for colleagues as directed by your manager.
2. Risk Management (Health & Safety)



- a) You will always follow risk management procedures. The Risk Management procedures for the Trust and the department are kept by the departmental manager.
- b) You are personally responsible for Risk Management issues in respect of yourself and your colleagues.
- c) If you identify a potential hazard, you should report it to your manager / supervisor at once. If in doubt you should speak to your manager for guidance.
- d) You must always use safety equipment provided and report any defects to your manager. You must attend Risk Management Training as directed by your manager.
- e) If you are a manager or have line management responsibilities for staff or a department or area of work, you are responsible for the Risk Management issues in that area. You will ensure that there is an annual Risk Management audit in your area and make sure that where necessary, an action plan eradicating risks is drawn up and implemented.
- f) Should you need help in resolving Risk Management matters, you must seek assistance from your manager.

## Additional Requirements

### 3. Infection Prevention and Control

- a) You are personally responsible for ensuring that you protect yourself, patients, visitors and colleagues from the risks of infection associated with health care activities and the care environment.
  - b) You must always adhere to infection prevention and control policies liaising with the infection control team and acting on any instructions given. c) You must attend regular infection prevention and control update training.
  - d) You should always promote and demonstrate good practice for the prevention and control of infection.
4. To avoid any behaviour which discriminates against your fellow employees, or potential employees on the grounds of their sex, sexual orientation, marital status, race, religion, creed, colour, nationality, ethnic origin or disability.
5. To always safeguard confidentiality of information relating to patients and staff.



## 6 Child Protection and Vulnerable People

It is the responsibility of all staff to safeguard children and/or vulnerable adults, to access training to ensure they know what constitutes abuse, and what support is available to them, at a level appropriate to their role and responsibilities.

To report any concerns, without delay, to the identified person within their department/division or area of responsibility as per the relevant policies, keeping clear records, and following up as required to ensure necessary actions have been taken.

## 7. No Smoking Policy

The Trust operates a No Smoking Policy, which states that smoking is prohibited within all Trust premises and on the site. This includes entrances, exits, cars, lease cars, car parks, pavements and walkways, areas hidden from general view and residences. As an employee of the Trust, you are expected to comply with this policy, failure to do so may result in disciplinary action being taken under the Trust's Conduct and Disciplinary Policy.

## 8. To abide by all relevant Trust Policies and Procedures.

This list of duties and responsibilities is by no means exhaustive, and the post holder may be required to undertake other relevant and appropriate duties as required.

