

Be part of Our Future

Consultant Application Pack

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SECTION 1: About Us

The University Hospitals of Leicester NHS Trust (UHL) provides services for 1.1 million people in Leicester, Leicestershire and Rutland, and a further 2 million nationally through our specialist cardiac and renal services. The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland.

Our three acute sites are the Leicester Royal Infirmary, the Leicester General Hospital and the Glenfield Hospital. As an integrated Trust, we provide services in seven community hospitals as well as in people's homes and virtually. We are a renowned biomedical research facility with an established international reputation for research excellence in cardiovascular, respiratory, diabetes, renal and cancer medicine. Together with University of Leicester, Loughborough University and De Montfort University – and as one of the country's largest teaching hospitals – we provide world-class training for tomorrow's health and care professionals.

As an organization with a long history and a £1.5bn annual turnover, we also play a role as a community anchor organisation. More than 18,000 people representing over 70 different nationalities work at UHL and we are proud of the diversity of our workforce. As one of the largest employers in the region, we use our economic influence to improve the health and wellbeing of our community, by purchasing local goods and services and being a good civic partner.

We are committed to working in partnership with health and social care, local authority and charitable sectors to make a difference at scale. UHL's 2023 – 2024 strategy, published in October 2023, sets out a clear vision to be leading in healthcare and trusted in communities.

Our strategic framework

Vision: Leading in healthcare, trusted in communities

Four goal areas

High-quality care for all

We will deliver timely, safe and personalised care for everyone who needs it

A great place to work

We will support our diverse workforce and create learning environments that promote high-quality care

Partnerships for impact

We will make a difference at scale and strengthen community relationships

Research and education excellence

We will grow as an international centre of excellence for research, education and innovation

Our UHL values



Compassionate

We care for patients and treat each other with kindness, dignity, and respect



Proud

We are proud of what we do, are responsible for our actions, and continuously improve to be the best we can be



Inclusive

We promote fairness and equity, celebrate diversity, and challenge discrimination wherever we find it



One Team

We work together and collaborate to make a difference for patients, partners and communities

Embedding health equality and inclusion in all we do

Enablers of success



Continuous improvement approach



Digital, data and technology



Financial sustainability



Becoming a Green Trust



Working with people and communities

Welcome from Our Chief Executive

Mr Richard Mitchell

“Thank you for your interest in joining University Hospitals of Leicester NHS Trust (UHL). We are proud of the progress we are making and we are excited about our future as an integrated provider of health and care.

At UHL, we are working to achieve four goals; high quality care for all, a great place to work, partnerships for impact and research and education excellence. We have a turnover of £1.5bn and over 18,000 colleagues and we provide care in three main acute sites, seven community hospitals and in patients' homes.



UHL and University Hospitals of Northamptonshire (UHN) have formed a collaboration with me as the Joint Chief Executive. The three neighbouring trusts provide home, community, hospital and virtual care to a population of over two million people in the East Midlands. The Trusts have many shared services, jointly employed clinicians and deliver world leading research through the Leicester National Institute of Health and Care Research (NIHR) Biomedical Research Centre.

We will work more closely to strengthen clinical and support services and will improved efficiency, productivity and quality. We will collaborative with NHS and Local Authority partners to improve health and wellbeing of patients and create better employment opportunities across the region.

I am proud to work in Leicester, Kettering and Northampton, we have a truly diverse workforce and I look forward to working with you too.”



Richard Mitchell
Chief Executive Officer
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SECTION 2: About the University of Leicester

The University of Leicester is the major academic partner of the University Hospitals of Leicester NHS Trust (UHL). This partnership is hosted within the University by the College of Life Sciences and enables the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, locally within Leicestershire and in the wider world. Contributions made by consultant colleagues to this broad academic mission (including research, teaching and education, clinical leadership, enterprise and innovation) are recognised by the University through the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.



The University of Leicester is based in one of the most diverse areas of the UK and Europe and this has shaped its identity and mission: Diverse in its makeup and united in ambition – the University pursues excellence in knowledge and learning to ‘change lives through education and research’ and to work in partnership with its communities to become truly inclusive.

The University’s strategy consists of three themes:

- World-Changing Research
- Research-Inspired Education
- Our Citizens

The University of Leicester has a long history of ground-breaking medical research. The considerable academic resources of the College of Life Sciences mean that it is widely recognised for its world-leading and internationally excellent research and the quality of its undergraduate and postgraduate teaching. The high calibre of its academic endeavour was recognised in the latest Research Excellence Framework (REF2021) which ranked the University of Leicester 2nd for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). Leicester was also awarded Gold in the latest Teaching Excellence Framework, with its Medical School ranked first for positivity in the National Student Survey in 2024.

The College of Life Sciences hosts two University Research Institutes: [Leicester Institute of Structural and Chemical Biology, Led by Prof John Schwabe](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> led by Professor Chris Brightling; and nine Research Centres:

- Centre for Cancer Research,
- Centre for Diabetes Research,
- Centre for Microbial and Infectious Disease,
- Centre for Environmental Health and Sustainability,
- Centre for Phage Research,
- Centre for Lifespan Health and Wellbeing,
- Centre for Fibrosis Research,
- Centre for Sarcopenia and Muscle Research,
- Centre for Population Health

Our NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough, the University Hospitals of Leicester NHS Trust and the University Hospitals of Northamptonshire NHS Group. It recently received a 2.5-fold increase in funding, bringing together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health.

Our educational ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Pharmacy, Physiotherapy and Radiography; a new course in Optometry planned for 2026. A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role.

We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2023, following a major philanthropic donation to the university. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

I look forward to welcoming you to Leicestershire and to you joining both UHL and the University of Leicester in our joint endeavour to improve the health outcomes and quality of life of our local population through research and education with world-wide impact.



Professor T G Robinson BMedSci MD FRCP FESO
 Pro Vice-Chancellor, Head of the College of Life Sciences and Dean of Medicine
 tgr2@leicester.ac.uk

SECTION 3: Leicester, Leicestershire and Rutland

A GREAT PLACE TO LIVE AND WORK

The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland, including Rutland Water

Leicester is the largest city in the East Midlands and the fastest growing. With a proud history of migration, it is famously the first 'plural' city in the country, with no single ethnic majority. The 2021 census identifies 94 languages spoken here, making Leicester one of the most linguistically diverse places in the UK

The city is home to the largest Diwali celebration outside India each Autumn, and across the rest of the year Leicester celebrates Vaisakhi, Eid, Hanukkah and Chinese New Year. It also hosts the third largest Caribbean Carnival in the country

Leicester has seen the development of the Space Park and Waterside area of the city in recent years, with a view to nurturing specialist industry skills and the retention of knowledge from graduates of the city's two universities. In the wider county, life sciences and logistics are industry growth areas, creating jobs and attracting more people to settle in Leicestershire.

Leicester has been one of the most successful sporting cities in the UK in the last decade with Leicester City Football Club, Leicester Tigers rugby union club and Leicester Riders basketball team all winning their respective leagues

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National Forests, Bradgate Park, Beacon Hill and Swithland Wood. The strong transport infrastructure means you are never far from other destinations in the UK or overseas. Find out more at Visit Leicester and Discover Rutland

<https://www.visitleicester.info/>

<https://www.discover-rutland.co.uk/>

SECTION 4: Job Description

The Department of Endocrinology is part of the Emergency and Specialist Medicine Clinical Management Group

Job Title; Consultant in Endocrinology (10 PA's)

Location; University Hospitals Leicester

Managerially Accountable to; Dr Narendra Reddy, Head of Service

Professional Accountable to; Andrew furlong, Medical Director

Clinical Management Group (CMG) Management structure

Emergency & Specialty Medicine (ESM) CMG Clinical Director: Dr Neeta Patel

Head of Service (Endocrinology): Dr Narendra Reddy.

The ESM Clinical Management Group comprises a number of departments including Emergency Medicine, Acute Medicine, Diabetes, Geriatrics, Infectious Diseases, Dermatology and Rheumatology. All of these have a Lead Clinician or Head of Service.

Emergency & Specialty Medicine CMG

- currently manages 76 acute admissions beds
- delivers 30,000 non-elective admissions annually
- and delivers almost 140,000 emergency attendances annually
- employs 66 consultants

University Hospitals of Leicester is one of the largest acute Trusts in the country.

This is a substantive replacement post in the Department of Endocrinology. The Department of Endocrinology sits within the Specialist Medicine Clinical Business Unit of the Trust's Emergency and Specialist Medicine CMG. The purpose of the post is to appoint a consultant specialist endocrinologist to join Professor Miles Levy, Dr Narendra Reddy, Dr Shailesh Gohil and Dr Amy Morrison as our full-time committed fifth endocrinologist thus continuing the delivery of a dedicated high class tertiary endocrinology service to the people of Leicestershire. It is anticipated the post holder will also take part in the acute medical take. We wish to encourage the applicant to have their own specialist interest as well as develop themselves in either specialist endocrine research or education and therefore there is no commitment to general medical wards or diabetes.

Consultant Workforce

The current departmental consultants are:

Consultant	Role	Specialty	Hospital Sites
Dr Narendra Reddy Associate Professor	Consultant Endocrinologist, Head of Service	Endocrinology	LRI
Professor Miles Levy	Consultant Endocrinologist, Professor Clinical Endocrinology	Endocrinology	LRI
Dr Shailesh Gohil	Consultant Endocrinologist	Endocrinology	LRI
Dr Amy Morrison	Consultant Endocrinologist	Diabetes & Endocrinology	LRI & GGH

Other staff within the Departments of Diabetes & Endocrinology

Specialist Registrars including IM3	10
Endocrine Nurse Specialists	3
Registered Staff Nurse	1

Specialised Adult Endocrinology Services in Leicester

The Endocrinology clinics at Leicester Royal Infirmary provide the main focus for secondary and tertiary care for endocrine conditions for the population of Leicestershire and the immediate surrounding areas – representing a catchment population of approximately 1.1 million. We are increasing attracting referrals from the neighbouring county hospitals because of our increased sub-specialist expertise and research output.

This is a new post in endocrinology to join the current consultants in the continued pursuit of excellence in clinical care and clinical research. We are keen to encourage the applicant to pursue the area of sub-specialist endocrinology they are most interested in, and we are flexible to work around the candidate's ambitions. The successful candidate will be expected to develop one or more areas of sub-speciality interest (which will ideally be complimentary to those of existing staff) and to lead further developments and enhancements in these areas, as well as taking responsibility for research, audit and quality control in these areas and a proportion of others. We are a teaching hospital attached to Leicester University therefore we encourage the applicant to have an interest in education.

The endocrinology service also includes three Endocrine Specialist Nurses, who run the well-known thyrotoxicosis shared care scheme, and they are able to undertake programmed and dynamic endocrine tests on an outpatient basis, provide appropriate education and counselling to patients individually and in groups and undertake initiation and on-going monitoring of more complex endocrine treatments. Our Specialist Nurses contribute nationally to the Society for Endocrinology nurses curriculum and activity.

The current endocrine clinical practice includes a rich cohort of patients with sub-specialist clinics in pituitary, adrenal, neuro-endocrine tumour (NET), calcium, thyroid, endocrine genetics, male and female reproductive endocrinology, non-diabetes hypoglycaemia, obstetric endocrinology, radioiodine service, paediatric and transition endocrinology, late endocrine effects of cancer. We are asked to consult for in-patient endocrine problems but do not cover a particular base ward for GIM. We provide an Advice & guidance service for GPs. We have Multidisciplinary Meetings (MDTs) in pituitary, adrenal, NETs, thyroid cancer, chemical pathology regional antenatal MDT with Nottingham. We have a regular supra-regional MDT with Cambridge where we have regular access to methionine PET and metomidate PET for patients with pituitary and adrenal tumours. We work closely with our endocrine surgeons to provide peri-operative cover for our patients. Our interventional radiologists routinely perform Adrenal Vein Sampling and Inferior Petrosal Sinus Sampling. Our calcium clinic is arranged so that patients have imaging on the day of the appointment and see our neck surgeon in parallel with the endocrinologists. We routinely arrange OCTs for our pituitary patients and our MDT coordinator ensure patients have same day visual fields and MRI scans in the pituitary clinics. GIRFT used UHL as the pilot site and we were praised for excellent practice in specialist endocrinology.

Existing services in Victoria Building, LRI – Kieffer-Howlett Investigation Unit

We are proud of our Endocrine Unit (The Kieffer-Howlett Unit) situated in the Victoria Building which is a large endocrine unit with consulting offices that are co-localised with our day-case unit where dynamic endocrine tests are carried out by our specialist nurses. We have a large seminar room with an 85-inch screen where we conduct case meetings, weekly seminars, MDTs, under- and post-graduate education sessions and research seminars.

Sub-specialist clinics and allied services

Thyroid and Parathyroid Surgical clinic: with Pete Conboy (Consultant ENT surgeon) – allied specialties: oncology, nuclear medicine, genetics, cytology, chemical pathology, DEXA scan, functional imaging.

Pituitary tumour clinic: with Laurence Glancz & Iain Robertson (Consultant Neurosurgeons) – requires dynamic tests, radiology, MDT facilities, pituitary surgery links, radiotherapy & close liaison/MDTs with Prof Mark Gunnell (Cambridge Consultant Endocrinologist)

Adrenal and Neuro-endocrine tumour clinic: with Prof David Lloyd and Neil Bhardwaj (Consultant HPB surgeons) - requires oncology, interventional radiology, surgery, chemical pathology, genetics, MDT facilities. On-going discussions to create Centre of Excellence & close liaison/MDTs with Prof Mark Gurnell (Cambridge Consultant Endocrinologist)

Reproductive Endocrinology clinics: with Neelam Potdar (Consultant reproductive gynaecologist) – requires fertility centre, gynaecology imaging, chemical pathology, endocrine investigation unit, paediatrics, psychology, transition clinics.

Paediatric Endocrinology clinics: with James Greening, Savitha Shenoy, Anbu Subbarayan (Consultant Paediatric Endocrinologists): requires dynamic tests, genetics, radiology, MDT facilities, chemical pathology.

Late effects of childhood cancer clinic: with Emma Ross (Consultant paediatric oncologist) – requires paediatrics, oncology, genetics, chemical pathology, clinical psychology.

Thyroid ophthalmology clinic: with Raghavan Sampath & Bharat Kapoor (Consultant ophthalmologists) – requires optometry, visual fields, ophthalmology clinic equipment.

Thyrotoxicosis shared care scheme & Radio Iodine clinics: undertaken by Emma Bremner (Senior Endocrine Nurse Specialist) - requires oncology, radiotherapy & chemical pathology.

Endocrine Genetics clinic: Miles Levy and Julian Barwell. We routinely check the genotype of our patients with Mendelian endocrine disease as part of mainstreaming and are leading nationally on this.

Non-Diabetes Hypoglycaemia: Dr Amy Morrison runs this service with quarterly MDTs and increasing use of new technology for diagnostic purposes

Functional Imaging and tele-link MDTs with other Specialist endocrine Units

We have a large Seminar Room which is used for tele-link MDTs for endocrine tumours. Functional imaging has been a major advance in endocrine tumours and we work closely with Addenbrookes Hospital, Cambridge which requires high resolution images to be discussed to decide on the surgical approach. We also have monthly complex functional imaging MDTs for neck and abdominal endocrine tumours. The NET MDT occurs on LRI site and is on the same day as our abdominal endocrine tumour clinic. Fresh decisions are made just before clinic starts.

Co-localisation with Clinical Genetics and Precision Medicine Leicester University

We have increased our basic science output and require blood and tissue to be transferred to the Department of Genomic Medicine in the Robert Kilpatrick Clinical Science Building (RKCSB). We are investigating the role of circulating cell free tumour DNA with Professor Jacqui Shaw. We are supervising MD students and Miles Levy is an Honorary Professor attached to Genomic Medicine and Narendra Reddy is Honorary Associate Professor. It is important we keep the academic activity in line with UHL strategy for increased research output. The current location near RKCSB and Leicester University. Dr Morrison has various clinical research projects ongoing and Dr Gohil is continuing his interest in endocrine genetics as well as other new clinical research projects. We are keen for the applicant to have their own research ideas and interests.

University of Leicester Medical School

The endocrinology unit is closely embedded with Medical Education. The Endocrine Faculty lectures regularly at the George Davies Unit and host seminars and clinics for students between Years 1-5 at the Victoria Building. A major source of income for UHL is the education of undergraduates and postgraduate trainees and the seminar room and facilities are essential. It is very important that this continues and having presence at the LRI site is in line with the current direction of Medical School. There is a prospect that if the applicant has an interest in education, 1PA will be immediately available to supplement the 10PA job plan as a Clinical Teacher Role.

Details of Senior Staff working within Endocrinology at LRI

Professor Miles J. Levy, MD FRCP

Consultant Physician & Endocrinologist, Honorary Professor



Miles Levy has been a Consultant Endocrinologist at UHL since 2005. He is one of the dedicated endocrinologists and is teaching lead for the department. He qualified and trained in London and has a particular clinical and research interest in pituitary disease. He runs a research programme of circulating tumour cell free DNA, as well as many other collaborative clinical endocrine research projects with many publications and book chapters.

He has expertise in sodium disorders and AVP Deficiency and an interest in pituitary and adrenal tumours. He runs the Health Education England programme for genetics in endocrinology and set up the endocrine genetics service in Leicestershire. He is Council Member D&E Section of the Royal Society of Medicine. He is on the Board of the International Society of Endocrinology and a Council Member of the Society for Endocrinology.

Dr Narendra Reddy MD FRCP

Consultant Physician & Endocrinologist, Honorary Associate Professor, Head of Service



Narendra Reddy has been a Consultant Endocrinologist at UHL since 2015. He trained in Oxford and did research at University of Warwick in Metabolic aspects of insulin resistance and obesity. He co-wrote the guidelines for Pituitary Apoplexy amongst other publications including book chapters. He is part of Clinical Committee for Society for Endocrinology & is NIHR East Midlands D&E

Specialty Lead, RDN & takes part in numerous clinical trials. He has an interest in steroid & electrolyte disorders (calcium & sodium), Male reproductive endocrinology & Gynae' Endocrinology.

Dr Shailesh Gohil MD, MRCP

Consultant Physician & Endocrinologist, Honorary Research Fellow



Shailesh Gohil has been a Consultant Endocrinologist at UHL since 2021. He trained on the Leicester rotation and did his MD in circulating tumour DNA and Neuroendocrine Tumours. He continues to be interested in ctDNA research and co-supervises MD Research Fellows. He is NET MDT Lead for endocrinology and has an interest in endocrine oncology. He leads on the late effects of cancer clinic. He also has an interest in clinical IT application development. Shailesh is co-training programme director for the East Midlands.

Dr Amy Morrison MSc, MRCP

Consultant Physician & Endocrinologist, Honorary Fellow Leicester Medical School



Amy Morrison has been a Consultant Endocrinologist and Diabetologist at UHL since 2024. She trained on the Leicester rotation and did a Graduate Research Assistant Fellowship in Edmonton, Canada, in the management of type 1 diabetes, completing an MSc in Translational Research Medicine. She has twice weekly General Endocrine clinics and additionally works in the Diabetes Pregnancy service. Amy is the co-lead for University of Leicester Year 3 Diabetes, and has research interests in Non-Diabetes Hypoglycaemia, Functional Hypothalamic Amenorrhoea and PCOS.

ENDOCRINOLOGY RESEARCH

The Department has a large and active Research Programme. We have a particular interest in Circulating cell free tumour DNA and endocrine tumours. We have investigated NETs and thyroid cancer and received grants from AMEND and the British Thyroid Foundation. We take part in genetic research for endocrine tumours, functional imaging studies of methionine and metomidate PET in pituitary and adrenal tumours. We have many publications from our well known Leicester Endocrinology Clinical Workstation Data Base with recent large publications in the long-term outcomes of thyrotoxicosis, Nelson's syndrome, Non-functioning pituitary tumours and Polycystic Ovary Syndrome. We take part in numerous collaborative studies including with Cambridge, Barts and Birmingham and are developing an interest in reproductive endocrinology research. We have many current clinical national projects including investigating cyclical Cushing's, endocrine aspects of elite sport, calcium and bone research, endocrine tumours (adrenal and pituitary), national AVP-D Registry, pituitary apoplexy, functional imaging and primary hyper-aldoosteronism, dopamine agonist registry in prolactinomas, the use of new technology (POCUS and smart catheters) in sodium and fluid balance disorders. We are involved in several NIHR Research trials in the Clinical Research Facility. We are often asked to take part in new industry and portfolio adopted studies and we would encourage the new applicant to increase our capacity to take on this activity if they are interested in a particular area of endocrinology.

The diabetes research group in Leicester has a national and international reputation of being a Centre of Excellence and we work alongside them clinically and academically and encourage interaction for joint projects and collaboration.

Education: Teaching and Training

All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a Consultant in UHL. Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work. Similarly, Consultants will normally be involved in clinical supervision of postgraduate trainees working within UHL.

Medical students based at the University of Leicester follow a standard 5-year programme, or a 4 year programme which is available to graduate students. The teaching of undergraduate students in UHL reflects the Divisional structure of the Trust. Undergraduate medical students are taught by UHL throughout the medical course from years 1 to 5. Both ward and outpatient based clinical teaching, as well as tutorial and lecture style teaching is undertaken.

Some Consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised and appraised. We are keen to appoint someone with an interest in being a Clinical Teacher which would attract an additional 1PA to the 10PA post advertised.

Enhanced undergraduate duties will include acting as examiners in medical school assessments, providing occasional seminar and small group teaching, lecturing & other Phase 1 teaching within the medical curricula, in addition to individual supervision of clinical students attached to them.

Those undertaking specifically agreed undergraduate teaching duties within their SPA allowance are recommended to the University for the Conferment of the title of Clinical Teacher. Those who have an additional significant responsibility as a block or clinical education lead within their DCC time are also considered for the award of the title of honorary senior lecturer in medical education.

Enhanced postgraduate duties will include acting as an Educational supervisor for Foundation or Specialty trainee, UHL Divisional Education governance lead, Contributing to recognised postgraduate-teaching courses in UHL, e.g. Specialty Training programmes or involvement in recruitment of trainees, e.g. interviews for Specialty training, recruitment to Foundation programmes.

There is an expectation that the successful candidate will have a significant commitment to teaching and training at both post-graduate and undergraduate level. There are close links with the medical school and the endocrinology department has students attached every 7 weeks. There is a great deal of scope for curriculum design and giving lectures at the Medical School. There is also much opportunity for post-graduate training with endocrinology and career development within education depending on the candidate's interest.

College of Medicine, Biological Sciences and Psychology Pro-Vice-Chancellor & Head of College:

The College's mission is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world.

Its considerable academic resources mean that it is widely recognised for the international impact of its research and the quality of its undergraduate and postgraduate teaching. This is reflected in the high proportion of academic staff regarded as international in the 2008

Research Assessment Exercise, and the consistently high ratings achieved in the National Student Survey.

This is an exciting time to join a dynamic new academic enterprise and contribute to its development. The College is creating the academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research and to engage with increasing effectiveness with commercial and public bodies.

The College brings together 10 academic departments: Biochemistry, Biology, Cancer Studies and Molecular Medicine, Cardiovascular Sciences, Cell Physiology and Pharmacology, Genetics, Health Sciences, Infection, Immunity and Inflammation, Medical and Social Care Education and Psychology; and the non-departmental Diabetes Research Centre. Valuable academic benefits derive from close collaboration with the MRC Toxicology Unit, housed in a building linked to those of the College.

Building on existing strengths, multi-disciplinary research themes have been developed to exploit synergies between basic science, clinical medicine and psychology in the College. These themes are in the fields of genome science; molecular & cellular bioscience; cancer; cardiovascular sciences; respiratory science; microbial science; neuroscience and behaviour; population science; and diabetes and metabolic medicine. A further theme is exploring the research which underpins teaching & learning. (<http://www2.le.ac.uk/colleges/medbiopsych/research>)

The College's central provision in support of research and teaching includes a Core Biotechnology Service (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories) and a Clinical Trials Unit. The University has recently opened a Central Research Facility accommodating new medical research technologies and housing in the best conditions the animals - mostly rats and mice - used for medical research.

The College has approximately 295 academic staff and 718 research, administrative and other staff, with a total of approximately 2,350 FTE undergraduate students and 850 postgraduates. It has an annual turnover of £64M.

NHS in Leicestershire

The counties of Leicestershire and Rutland are served by two Primary Care Trusts each having a defined group of services for which it acts as host and this includes responsibilities for the community hospitals within the county boundaries.

Medical Assessment Units & Acute Medical 'Take'

The new applicant will be doing the same frequency of on calls as their four consultant endocrine colleagues. This involves covering the Acute Medical Unit of 5 weekends a year and 15 evenings a year (5-9pm). The Acute Medical Unit (AMU) at the Leicester Royal Infirmary comprises a dedicated 74 bedded Unit. The consultant team is well supported 24/7 by AMU-based junior medical staff (FY1, FY2, CT1-2 and ACCS), a team of approximately 9 Acute Medicine SpRs, as well as a comprehensive multidisciplinary team. Four consultants (including at least one Geriatrician) staff the unit on a daily basis, currently working in blocks of 5-day weeks (Monday to Friday) or 2-day weekends (Saturday and Sunday).

After 5pm on a weekday there will be two consultants on-site on the admissions unit until 9pm and one of these will then be on-call from home overnight (i.e. from 9pm to 8am). On weekends, there is one consultant on the admission unit from 5pm to 8pm and they will cover the overnight on-call as above.

Appointment

The appointment will be whole time. Any Consultant who is unable for personal reasons, to work whole 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 Consultant colleagues.

Base

Your normal place of work will be the Leicester Royal Infirmary and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

Duties and Responsibilities of the post

The overriding purpose is to support the provision of highest quality patient care through personal actions and continuous improvement.

- Responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department.
- Cover for colleagues' annual leave and other authorised absences.
- To participate in service development and business planning in collaboration with the other Consultants in the department, the CMG and local GPs and commissioners within the local CCGs.
- Professional supervision and management of junior medical staff including the observance of local employment and human resource policies and procedures;
- Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally.
- Participating in medical audit, the Trust's Clinical Governance processes and in CPD. CPD is provided in job plans and attendance at audit and other governance meetings is mandatory; Managerial, including budgetary responsibilities where appropriate and compliance with standing orders and standing financial instructions of the Trust.
- In line with GMC Good Medical Practice it is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- The post-holder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints.
- The post-holder is expected to participate in teaching and training of medical students, junior staff and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty. If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.
- The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose.
- The post-holder will be expected to undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.
- The post-holder will be required to maintain their continuing professional development (CPD) to be able to successfully revalidate. As per the Trust requirement the successful candidate will be required to have annual appraisal and attend / keep fully up to date with statutory and mandatory training.

Job Plan

The job plan will be subject to annual review, with any revisions sought by mutual agreement but it is expected that the successful candidate will work with the CBU

management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.

A typical week would consist of 10 Programmed Activities (PA's).

A provisional job plan has been outlined and the precise configuration of activities and duties will be negotiated between the appointee and the clinical lead for UHL.

Outline Job Plan

The working week will comprise of:

Direct Clinical Care – 8.5 PA

Supporting Professional Activities – 1.5 PA

Total: 10 PA

Activity	PA's
DCC: Outpatient clinics (3.5)	3.5
Clinical Admin	1.5
Advice and Guidance	1
SPA: Supporting PA's (Appraisal & Revalidation, CPD, Endocrinology lunchtime meetings, audit, M&M meetings)	1.5
Registrar supervision, Dynamic investigations, Nurse supervision, MDTs	1
AMU	1.5
TOTAL PROGRAMMED ACTIVITIES	10

Specimen Timetable

The following are provisional timetables of most clinic activities; actual timetables will be discussed and agreed with the appointee based on the individual's sub-specialty interests and service requirements.

Example Weekly timetable template (subject to change depending on applicant)

	<i>Morning</i>	<i>Afternoon</i>
Monday	General Endocrine Clinic	SPA
Tuesday	Admin (Monthly MDT with Cambridge)	Endocrine Investigations
Wednesday	Sub-specialist Endocrine Clinic	Research / Teaching
Thursday	Sub-specialist Endocrine Clinic	A&G (Monthly sub-specialist MDT)
Friday	Admin	Medical Grand Round

SPA time can be taken flexibly throughout the week.

Current sub-specialist clinics are held in:

- Gynaecological endocrinology (weekly)
- Thyroid and parathyroid surgery (joint monthly)
- Pituitary surgery (joint monthly)
- Thyroid ophthalmopathy (joint monthly)
- Paediatric and Adolescent Endocrinology (joint monthly)
- Adrenal and neuro-endocrine tumour clinic (joint monthly)
- Transition clinic (monthly)
- Genetic endocrinology (quarterly)
- Oncology late effects (development needed)
- Male Reproductive Endocrine clinic (monthly)
- Calcium clinic (monthly)

The successful candidate may wish to share, or take over, some of these clinics as well as developing new areas of interest.

Programmed Activities

There is an on-call rota of 1:5 with Emergency work currently assessed as averaging half a programmed activity per week.

Supporting Professional Activity (SPA)

It is expected that most Consultants within the Trust will have 2.5 PA's for Supporting Professional Activities (SPA).

1.5 PA's are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training.

Up to a further 1 PA will be available for SPA by mutual agreement as part of the job planning process for further appropriate verifiable SPA. Where a consultant decides

not to undertake additional SPA over and above 1.5 PA's, suitable alternative clinical work will be offered to bring the job plan up to 10 PA's.

Clinical Audit & Research

All Consultants are expected to participate in Clinical audit, Research and support Quality Improvement projects. The Trust recognises the importance of quality improvement methodology and provides relevant training. There are regular departmental audit meetings.

Mentorship / Appraisal and Revalidation

There is a mentorship scheme available for all consultant staff via the NHS Leadership Academy this is designed to help and assist new appointees to settle into working within their new role.

Appraisal & Revalidation

The Trust also 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 doctors going through the revalidation process. All consultants are expected to have an annual appraisal with a trained appraiser and to undertake a 360° appraisal on a five-yearly cycle. All Consultants will maintain appropriate records such that the General Medical Council will grant successful revalidation of fitness to practice at the appropriate time.

Continuing Professional Development (CPD)

The University Hospitals of Leicester NHS Trust are committed to support continued professional development with paid study leave within a budget. Each Consultant is provided with a personal computer with access to the internet and NHS.Net connection. Newly recruited Consultants will attend the mandatory Trust induction and be provided with a local induction within the Service.

Office, IT & Secretarial support

Suitably equipped office space will be provided with necessary IT equipment (Computer with internet access, electronic dictation device and webcam) and telephone— presently most consultants share an office between two people. Similarly, administrative/secretarial support will be provided on a shared basis.

EDUCATION: Teaching and Training

All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a Consultant in UHL.

Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work. Similarly, Consultants will normally be involved in clinical supervision of postgraduate trainees working within UHL.

Medical students based at the University of Leicester follow a standard 5 year programme with years 1 and 2 (phase 1) predominantly based in the University but including both a Healthcare assistant training programme, and a programme developing their consultation and examination skills; and three years on clinical

placement in phase 2. The teaching of undergraduate students in UHL reflects the Divisional structure of the Trust. Undergraduate medical students are taught by UHL throughout the medical course from years 1 to 5. Both ward- and outpatient-based clinical teaching, as well as tutorial and lecture style teaching is undertaken in addition to individual supervision of clinical students (years 3-5) attached to them.

Some Consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised and appraised. Such additional teaching and training activity will be recognised within their SPA allowance.

The post holder will have the opportunity to apply to become a clinical teacher. In addition to the standard 1.5 SPAs, the clinical teacher role is supported by 0.5 SPAs to support two hours of undergraduate teaching time per week.

This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

Principal Elements:

- To support and oversee the placement of students in the department and act as a clinical teacher
- To facilitate delivery of undergraduate teaching as directed by the departmental undergraduate education lead
- To volunteer and act as an examiner at formative and summative undergraduate professional examinations

Enhanced undergraduate duties also includes: acting as examiners in medical school assessments; providing regular seminar and small group teaching; lecturing and other Phase 1 teaching (year 1 & 2) within the medical curriculum; and leadership of a Student Selected Component (lasting four weeks in year 3 and/or six weeks in year 5).

Those who undertake additional significant responsibilities as a block or clinical education lead within their DCC time may be eligible for the award of the title of honorary lecturer or honorary senior lecturer depending on their level of activity.

Enhanced postgraduate duties will include acting as an educational supervisor for Foundation or Specialty trainee, UHL Divisional Education governance lead, contributing to recognised postgraduate-teaching courses in UHL, e.g. Specialty Training programmes, involvement in recruitment of trainees, interviews for specialty training and recruitment to Foundation programmes.

Any Other Duties

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances

Safeguarding

University Hospitals of Leicester is committed to ensuring the safety and wellbeing of anyone subject to abuse or neglect. The Trust works in partnership with other agencies to promote the welfare of children and adults, and expects all staff to cooperate with partners in any safeguarding enquiry / investigation. As part of this all staff are expected to act and report any cases where there is suspicion of abuse or neglect taking place, in accordance with local safeguarding policies and in accordance with UK law and values.

All staff are required to undertake safeguarding training in accordance to their roles and responsibilities, which will be outlined by your line manager on commencement of employment and then yearly through annual appraisal. Further information can be accessed via the Trusts safeguarding website or via the dedicated safeguarding teams.

The post holder will be expected to comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

HEALTH AND SAFETY

All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all UHL Health and Safety related policies that apply to their workplace or work – practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.

DATA PROTECTION / CONFIDENTIALITY

In accordance with the Employer's privacy notice for employees, the Employer will hold computer records and personnel files relating to you which contain personal data. The Employer will comply with its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. The data the Employer holds may include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks). The Employer requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Employer's legal basis for processing your personal data. Your rights of access to this data are prescribed by law. You will familiarise yourself with the Employer's data protection policy which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

EQUAL OPPORTUNITIES POLICY

All employees must comply with the Trust's Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat unfavourably include trade union membership (or non-membership) or political

affiliation, or any other grounds which cannot be shown to be justifiable. others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.

INFECTION CONTROL (REGISTERED HEALTHCARE PROFESSIONALS)

All healthcare professionals on a professional register are personally accountable for their standards of practice which must include compliance with the Trust's infection prevention 21 and control policies and guidelines. In addition all registered practitioners are expected to challenge non-compliance when observed to protect patients and promote patient safety. Local clinical leaders have a responsibility to maintain an organisational culture of vigilance through their role in supervising other staff.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have. **ELECTRONIC ROSTERING** Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all UHL staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role.

SECTION 5: Person Specification

Appointment of: Consultant in Endocrinology - ESM CMG

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
Commitment to Trust Values & Behaviours		
	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours.	
Qualifications / Training		
	- MB BS or Equivalent. - Full GMC Registration. - Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date. - MRCP/MRCS or Equivalent. - Current BLS Certification.	- Membership of relevant Specialist Societies or Associations. - Higher degree e.g. MSc, MD/PhD or equivalent.
Experience / Clinical Skills		
	- Fully trained in Diabetology, Endocrinology & Acute Medicine - Excellent clinical skills and experience requisite to meeting all aspects of the Job Plan. - Ability to apply sound clinical judgment to problems. - Demonstrates clear, logical thinking / analytical approach.	Evidence of clinical or research commitment and a relevant specialty interest.
Management		
	- Ability to work effectively as part of a multidisciplinary team and supervise juniors. - Experience of leading teams and awareness of leadership styles. - Ability to effectively organise, prioritise and manage clinical workload. - Understanding of wider health agenda and modern NHS. - Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills).	- Evidence of management and administration experience. - Management training on an accredited course. - Awareness of Service Development issues.
Communication Skills		
	- Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues. - To be empathic and sensitive; capacity to take others perspectives and treat others with understanding. - Highly Developed Emotional Intelligence.	- Highly developed emotional intelligence. - High standard of presentation both written and verbal. - Demonstrable track record of successful change management. - Proven ability to maintain focus in a demanding environment.

Motivation		
	• Personal integrity and reliability. • Ability to motivate and develop both medical Staff and non-medical staff.	• Commitment to further develop the post and the service provided.
Audit/ Quality Improvement		
	• Effective participation in and a commitment to clinical audit. • Participation in a quality improvement programme • Experience of quality improvement work and audit	• Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence • Completion of formal courses in Audit and quality improvement. • Published Audit including quality improvement.
Research		
	• Understanding and interest in research. • Ability to appraise research critically • Ability to supervise juniors undertaking research projects. • Evidence of recent research and development activity	• Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty.
Teaching		
	• Experience of and a commitment to training/ teaching undergraduate and postgraduates. • Appraisal and assessment skills. • Ability to assess clinical competencies • Enthusiastic and ability to inspire and lead others.	• Willingness to develop new approaches to teaching. • Post Graduate qualification in teaching and training.
Equality & Diversity		
	• Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.	

SECTION 6: Pre-employment Checks

Professional Registration

All persons appointed to the post are required to hold GMC / GDC registration with a licence to practice. In order to be a Consultant in the NHS you must also be on the specialist register.

Health Clearance

It is recommended that all new healthcare workers have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These standard health clearance checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:

- HIV
- Hepatitis B
- Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

**Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

Disclosure and Barring Service

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.

Statement On The Recruitment Of Ex-Offenders

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdraw conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at: <https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

SECTION 7: Recruitment Services Contact Information

Recruitment Services Contact (Consultant Recruitment):
07977957295

Recruitment Services email (Consultant Recruitment):
uhlconsultantrecruitment@uhl-tr.nhs.uk

Recruitment Services Address:
University Hospitals of Leicester NHS Trust
Knighton Street Offices
Level 3
Leicester Royal Infirmary
LE1 5WW



We are UHL