

Medical and Dental: Job Description

Post Title:	Consultant Paediatric Endocrinologist										
Directorate/Department:	Child Health										
	Division C										
Grade	Consultant										
Hours Per Week:	8 PAs										
Accountable to:	Dr Freya Pearson, Divisional Clinical Director Mr Charlie Keys, Clinical Director and consultant paediatric surgeon Mr Mike Davidson, Care Group Manager Dr Nikki Davis, Service Lead Paediatric Endocrinology										
Main Purpose:	<ul style="list-style-type: none"> To undertake the full range of general and specialist duties as a consultant paediatric endocrinologist To undertake duties in line with the agreed job plan To provide training and support to nursing and junior medical staff To ensure that junior medical staff perform their duties in line with agreed best practice To represent the Division and the Hospital at external meetings and conferences as and when required To develop the Wessex Paediatric Endocrine Network across the South of England. To participate and contribute to the department via Research and Audit Address increasing demands for paediatric endocrine care and outreach activity. 										
Key Working Relationships:	<ul style="list-style-type: none"> Paediatric endocrine multidisciplinary team (consultants, nurses, psychologist, pharmacist, junior doctors, dietician) Paediatric oncology Children's outpatient team Wessex Paediatric Endocrine Network Southampton Children's Hospital management team 										
General Duties:	<p>The consultant is expected to engage with the Divisional and Hospital managerial teams to develop the paediatric endocrine service on an as and when basis. They will be encouraged to develop their own subspecialty interest in line with the needs of the department.</p> <p>Child Health Care Group The department of Paediatric Endocrinology sits within the Child Health Care Group, which is part of the Women's and Children's Division. The structure of the Women's and Children's Division - Child Health Care Group is as follows:</p> <table> <tr> <td>Divisional Clinical Director</td><td>Dr Freya Pearson</td></tr> <tr> <td>Divisional Director Of Operations</td><td>Ms Jo Ince</td></tr> <tr> <td>Child Health Care Group</td><td></td></tr> <tr> <td>Clinical Lead</td><td>Mr Charlie Keys</td></tr> <tr> <td>Care Group Manager</td><td>Mr Mike Davidson</td></tr> </table>	Divisional Clinical Director	Dr Freya Pearson	Divisional Director Of Operations	Ms Jo Ince	Child Health Care Group		Clinical Lead	Mr Charlie Keys	Care Group Manager	Mr Mike Davidson
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Regional Centre for Paediatric Endocrinology, Southampton Children's Hospital

The tertiary paediatric endocrine centre at Southampton provides comprehensive paediatric endocrine services for the Wessex Region and covers a population of around 4 million.

Referrals to the service include short and tall stature, delayed and precocious puberty, partial and panhypopituitarism, thyroid, parathyroid, adrenal and gonadal disorders including differences of sex development, disorders of water homeostasis and disorders of bone, calcium and glucose metabolism. The service is supported by the existing paediatric tertiary specialties co-located at Southampton Children's Hospital including paediatric diabetes, complex tertiary obesity service (including CEW), neurology, oncology, allergy, sleep medicine, neurosurgery, cardiothoracic surgery, cardiology, ENT, PICU, gastroenterology, nephrology, urology, genetics and respiratory medicine.

Referrals are received from general paediatricians from all over Hampshire and the Isle of Wight, Channel Islands, Dorset, West Sussex and Surrey, GPs in the Southampton area and Southampton tertiary specialties. There is an increasing requirement for liaison with the Paediatric Oncology and Neurology Teams for the endocrine follow up of children treated for malignancy. The interface of the endocrine service with these services reflects the increasing numbers of patients with complex health needs that require tertiary endocrine input and surveillance.

As well as provision of care for the Southampton area, a well-established outreach tertiary paediatric endocrine service is delivered in Winchester, Basingstoke, Salisbury, Poole, Dorchester, Frimley Park, Channel Islands, Chichester, Portsmouth and Isle of Wight to enable the shared care of patients. Subspecialty paediatric endocrine clinics are held in rare bone disorders, genetics of growth, young adult endocrine clinic, differences of sex development, severe obesity, dyslipidaemia as well as a nurse-led endocrine service. There is a well-developed Differences of Sex development service with input from paediatric urology, genetics, and psychology at DSD clinics. Day case investigations are undertaken on a specialist paediatric day ward (John Atwell Day ward). The paediatric endocrine service is supported by a supra-regional endocrine laboratory based at Southampton Children's Hospital.

Paediatric endocrine team:

Consultant Paediatric Endocrinologists:

- Dr Nikki Davis - Service Lead
- Professor Justin Davies
- Dr Anitha Kumaran
- This post

Paediatric Endocrine Nurse Specialist Team:

- Christine Desmond – Lead Nurse
- Sarah Harrington
- Kathryn Jayne
- Stephanie Kerr

Psychologist – Dr Emma Lee

Paediatric Endocrine Pharmacist – Mr Nabil Boulos

Dietician – Mr James Barratt

Junior Medical Staff

- 1 x SpR in paediatric endocrinology (GRID or SpR with an interest)
- 1 x SHO

Job Plan

The job plan structure is for 8 programmed activities (PAs) per week, which includes 6.4 Direct Clinical Care (DCC) and 1.6 Supporting PAs (SPAs). The provisional programme below sets out the fixed PAs. It is anticipated that the precise job plan may vary with time, by agreement at the annual job plan review.

Weekly timetable

Day	Time	Activity	DCC	SPA
Monday	am	Endocrine clinic	1.00	
	pm	Endocrine clinic admin	1.00	
Tuesday	am	Endocrine consultant handover SPA	0.25	1.00
	pm	Endocrine MDT	0.50	
Wednesday	am	Endocrine clinic (36/year)	0.85	
	pm	Endocrine clinic admin	0.85	
Thursday	am	Late effects of cancer treatment MDTs and HPAT (2 / month)	0.15	
	pm	SPA		0.6
Friday	am	Day off*		
	pm			
Total			4.6	1.6

Annualised activity

Activity	Number per year	PA per activity/wk	Details
Consultant of the week** (1 in 4), out of hours advice, urgent patient management, network liaison across Wessex paediatric Endocrine network		1.3 DCC	Daytime cover for 1 week in 4 consultant of the week (covering endocrine inpatients and support for other UHS healthcare professionals for endocrine patients and network liaison for patients in other hospitals or advice)
Outreach service	5	0.5 DCC	Frimley Park Hospital (all day 3 x /year) Jersey General Hospital (all day 2 x / year) Including travel, patient administration and network liaison for these centres
Total PAs		1.8	

*Frimley outreach clinics are 3 x year on a Friday

**consultant of the week cover is Monday to Friday.

	<p>A day in lieu will be taken on a Wednesday / Thursday on a non COW week to compensate for the extra day worked during COW and Frimley clinics.</p> <p>Summary</p> <table> <tr> <td></td><td>DCCs</td><td>SPAs</td><td>Total</td></tr> <tr> <td>Total</td><td>6.4</td><td>1.6</td><td>8</td></tr> </table> <p>Supporting Professional Activity (SPA)</p> <p>The 1.6 SPA within this job plan should be used for revalidation, personal development, teaching and training of other health professionals, service review and development of clinical services and developing the Wessex Paediatric Endocrine Network. There are many opportunities for teaching at undergraduate level, and postgraduate teaching in primary care and as part of the regional network. There are opportunities to develop a research portfolio and to contribute by recruitment to commercial and networked research studies.</p>				DCCs	SPAs	Total	Total	6.4	1.6	8
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IMPORTANT ADDITIONAL INFORMATION RELATING TO YOUR EMPLOYMENT

Duty of Care	<p>You are responsible for ensuring that the patient, family and carers are at the centre of everything you do.</p> <p>Be open, honest and willing to acknowledge when something has gone wrong. Make timely apologies and take action to report incidents, including near misses; to ensure that as an organisation we learn.</p> <p>You should continuously seek to reduce harm by speaking up to managers and leaders if you believe that a lack of skills, knowledge or resources place patients at a risk of harm or if your concerns are not being listened to. Managers and leaders must listen to others when they raise concerns and take action.</p> <p>Wholeheartedly commit to learning about safety, continually striving to improve excellent care. Develop your own ability to detect and correct defects.</p>
NHS Standards of Business Conduct and Professional registration	<p>All employees must abide by the guidance set out in the NHS Code of Conduct and Standard Business Conduct for NHS Staff (HSG 93/5), as amended or replaced from time to time. Managers must also comply with the NHS Code of Conduct for Managers.</p> <p>All Medical and Dental staff must work within the guidelines of the "General Medical Council Guide - Good Medical Practice".</p> <p>This post is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff.</p> <p>Postholders must hold appropriate registration with the General Medical Council.</p>
Living our values every day	<p>All staff are expected to strive to make the Trust values 'what we do' – to inspire, develop and support every one of us to live our values; every patient, every colleague, every day.</p> <p>Each post holder is expected to ensure they live the values of:</p> <ol style="list-style-type: none"> 1. Patients First 2. Always Improving 3. Working Together <p>These values are about us all helping each other to deliver great patient experience more consistently – involving people who use our services, their families, carers, staff and partners in continuing to improve the experience people have using and delivering our services</p>
Information Systems	<p>Access to hospital information systems including Pathology and Radiology results, will only be granted after attendance on a training course.</p> <p>Attendance on the Ward Results Training course is mandatory before access to the system can be granted. Staff who login to hospital information systems where there is no authority to do so will face disciplinary action.</p>
Health and Safety:	<p>Staff are reminded of their responsibility to take care of their own personal safety and others whilst at work. In addition, no person shall interfere with, or misuse anything provided in the interests of health, safety and welfare.</p>

Infection Prevention and Decontamination of Equipment:	All staff are reminded of their responsibility to adhere to Trust and Departmental Infection Prevention Policies, including policies for the cleaning and decontamination of equipment, in order to protect their own health and that of other employees, visitors and patients.
Child Protection/Safeguarding	All staff providing services to patients and children are reminded of their responsibility to adhere to Trust and Departmental Child Protection and Safeguarding policies including employment checks.
Confidentiality	<p>All employees of University Hospital Southampton are reminded of the need to treat all information, particularly clinical and management information, as confidential.</p> <p>Any employee who wilfully disregards Trust and Departmental policies may be liable to serious disciplinary action including dismissal.</p> <p>This job description will be reviewed yearly as part of the annual appraisal, to ensure that it reflects the responsibilities of the post. No changes will be made without full consultation with the postholder.</p>
Mental Capacity Act 2005	<p>All Staff are required to ensure knowledge regarding the Mental Capacity Act 2005 (MCA) at a level deemed essential for their role. The level of training required will be specified to members of staff and is dependent on their role.</p> <p>It is important that staff understand and comply with local policies and procedures relating to MCA to ensure the Trust can act in an individual's best interest when providing care. This helps to ensure ongoing adherence to our legal obligations and ensuring we put the needs of our patients first"</p>
Sustainability	Staff are reminded of their responsibility to take care of the resources used whilst at work. These include careful use of energy and water; for example, ensuring unnecessary equipment is turned off when not in use. Waste needs to be segregated properly. UHS policies and strategies for sustainability should be followed whilst undertaking daily duties. We encourage staff to be involved with sustainability at work, through participation in the Green Guardians network.
Last Updated	11 April 2024