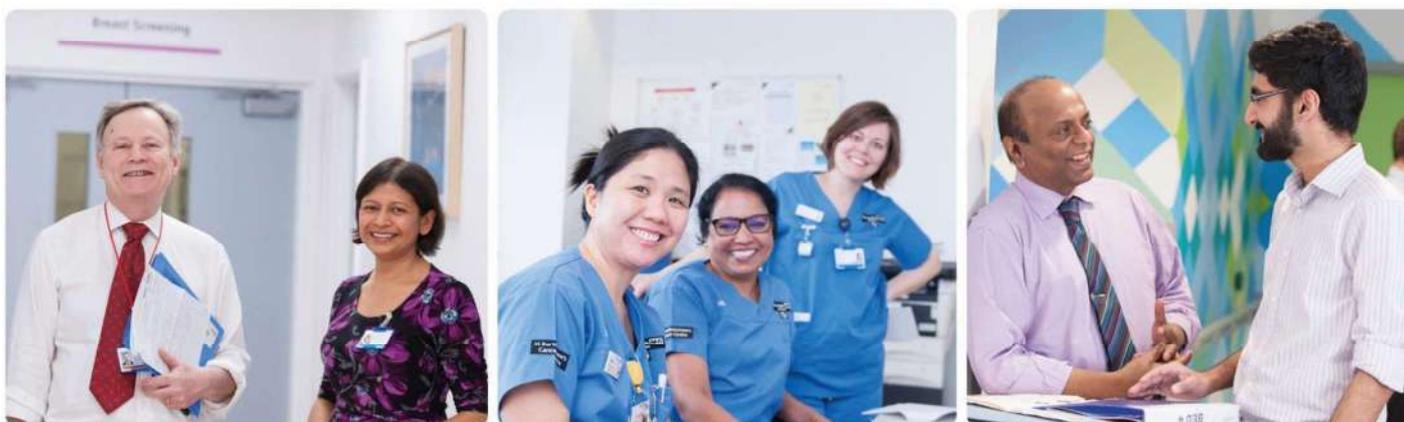


# Hello, we are Barts Health

#TeamBartsHealth

[bartshealth.nhs.uk](http://bartshealth.nhs.uk)

## Recruitment information pack





**Our Vision** To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

## WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

	Value	Key behaviours
W	<b>WELCOMING</b> 	<ul style="list-style-type: none"> <li>Introduce yourself by saying "Hello, my name is ..."</li> <li>Smile and acknowledge the other person(s) presence</li> <li>Treat others as you would wish others to treat you</li> </ul> <ul style="list-style-type: none"> <li>Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors</li> </ul>
E	<b>ENGAGING</b> 	<ul style="list-style-type: none"> <li>Get involved in making improvements and bring others with you</li> <li>Encourage feedback from patients and colleagues and respond to it</li> <li>Acknowledge efforts and successes; say thank you</li> </ul> <ul style="list-style-type: none"> <li>Use feedback to make improvements, and empower colleagues to do this without needing to seek permission</li> <li>Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable</li> </ul>
C	<b>COLLABORATIVE</b> 	<ul style="list-style-type: none"> <li>Give time and energy to developing relationships within and outside own team</li> <li>Demonstrate pride in Team Barts Health</li> </ul> <ul style="list-style-type: none"> <li>Respect and utilise the expertise of colleagues</li> <li>Know your own and others' part in the plan</li> </ul>
A	<b>ACCOUNTABLE</b> 	<ul style="list-style-type: none"> <li>Always strive for the highest possible standard</li> <li>Fulfil all commitments made to colleagues, supervisors, patients and customers</li> <li>Take personal responsibility for tough decisions and see efforts through to completion</li> </ul> <ul style="list-style-type: none"> <li>Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing</li> <li>Do not pretend to have all the answers; actively seek out those who can help</li> </ul>
R	<b>RESPECTFUL</b> 	<ul style="list-style-type: none"> <li>Be helpful, courteous and patient</li> <li>Remain calm, measured and balanced in challenging situations</li> </ul> <ul style="list-style-type: none"> <li>Show sensitivity to others' needs and be aware of your own impact</li> <li>Encourage others to talk openly and share their concerns</li> </ul>
E	<b>EQUITABLE</b> 	<ul style="list-style-type: none"> <li>Value the perspectives and contributions of all and ensure that all backgrounds are respected</li> <li>Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out</li> <li>Work to enact policies, procedures and processes fairly</li> </ul> <ul style="list-style-type: none"> <li>Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment</li> <li>Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them</li> </ul>

**Barts Health NHS Trust**  
**Consultant Rheumatologist**  
**Full time – 10 Programmed Activities**

**Job Reference: xxxxxxxxxxxx**

**Date: Dec 2023**

## CONTEXT

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust. The new trust has a turnover of approximately £1.1 billion and approximately 15,000 employees.

Together our hospitals – Newham University Hospital in Plaistow, St Bartholomew's (Barts) in the City, The Royal London in Whitechapel, The London Chest in Bethnal Green and Whipps Cross in Leytonstone – deliver high quality clinical care to the people of east London and further afield.

The hospitals offer a full portfolio of services that serve the needs of the local community, and are home to some of Britain's leading specialist centres including cancer, cardiac, trauma and emergency care. Barts Health also has one of the UK's busiest children's hospitals and internationally renowned surgical facilities.

Our vision is to create a world-class health organisation that builds on strong relations with our partners and the communities we serve – one dedicated to ending the historic health inequalities in east London. We will build an international reputation for excellence in patient care, research and education.

We are looking for the best talent to lead our ambitious new healthcare organisation. In return, the Barts Health will provide unsurpassed professional development opportunities, enabling investment in a range of new initiatives that would mean:

- doctors and nurses in training will be able to gain experience in different hospitals along the whole patient pathway;
- there would be greater opportunity for career progression – we could retain good staff who might otherwise leave to gain promotion;
- becoming world-class will enable us to recruit some of the best doctors and researchers in the world – who can share their knowledge and experience;
- joining forces with other partners in an Academic Health Science System will mean that staff would be better able to secure funds and pool their talents to develop new technology, techniques and treatments.

## Summary

Bart's Health NHS Trust are looking to recruit a replacement Rheumatology consultant. This is an exciting opportunity to join an expanding Rheumatology network composed of 17 Consultant Rheumatologists across the whole of Barts Health. The successful applicant will be responsible for providing general out-patient adult rheumatology care, without out-of- hours on-call commitment. The post also offers the opportunity to develop a sub-specialty interest. There is expectation that a successful candidate would engage with existing research programs and clinical trials across Barts Health.

You must hold full registration with the General Medical Council and preferably be on the Specialist Registrar or within 3 months of obtaining CCST. Informal discussions are encouraged and you are invited to contact Dr Stephen Kelly, Rheumatology Network Director on 0208 2238518 (Stephen.kelly5@nhs.net).

## JOB DESCRIPTION

Job Title:	Consultant Rheumatologist
Division:	Division of Medicine, Speciality Medicine.
Terms & Conditions	In accordance with the Consultant Contract (2003) and NHS Terms and of Service:Conditions of Service for Hospital Medical and Dental Staff.
Responsible to:	Dr Stephen Kelly, Clinical and Network Lead for Rheumatology
Accountable to:	Simon Green, Medical Director

## General Duties

- Continuing responsibility for the care of patients in his/her charge, including all administrative duties associated with patient care.
- Leadership, development and organisation of the services in his/her charge in line with the Trusts' business plans. Liaison and communication with the Lead Clinician for Rheumatology and the General Manager and Clinical Director.
- Development of his/her own interests and sub-specialties within the specialty, including active participation in research programs.
- Corporate and individual responsibility for the professional management of doctors in training.
- To provide evidence – based care

- To have regard at all times to the clinical and quality standards set out within the Division & Trust guidelines
- To liaise effectively and on a timely basis with colleagues within the department, other clinical specialties within the Trust, General Practitioners, community services, and all healthcare agencies
- To maintain and promote team and multi-disciplinary work, working closely and regularly with the consultant medical staff
- To provide cover for annual and study leave colleagues so far as is practicable
- Continuing responsibility for the care of patients in his/her charge, including all administrative duties associated with patient care
- To use the clinic IT systems effectively
- To regularly check personal trust email account and respond in a timely manner to emails
- To adhere to all procedures and protocols and update them as and when necessary through a consultative process.
- To ensure the smooth running of the service during the day

## **MAIN DUTIES AND RESPONSIBILITIES**

Barts Health will employ the successful candidate as a 10 PA consultant. This post will be offered as a full time 10 PA Rheumatology job.

The post will span hospitals where there are 17 consultant rheumatologists, 4 SpRs, 8 specialist nurses, a specialist physiotherapist, and administrative staff. The post holder will be expected to provide supervision to the SpRs in outpatients and on the wards. There will be secretarial support provided. Office space with IT and phone links will be provided.

Duties other than those clinical duties specified will be arranged in accordance with the work program to be agreed with the appointee, the Lead Clinician, the Medical Director and the Chief Executive, and will allow time for administration, teaching and medical audit.

The post holder will work with other consultants in the department delivering a comprehensive specialist service for rheumatology patients. The appointee will be expected to contribute in the following ways:

The post holder will fully participate in the care of Rheumatology patients, working closely with other professionals to provide comprehensive care both in and out of the hospital. This includes liaison with general practice with regard to the ongoing management of patients with chronic conditions. The post holder will be expected to average 5 clinics per week with a case-mix of new and follow up patients with clinic numbers consistent with the RCP guidelines as set out in the document 'Consultant physicians working with patients' (2013).

A successful candidate will be responsible for the care of patients admitted under their care and supervise management of such patients. This includes liaison with other specialists and agencies.

Supervise junior staff working with them and contribute fully to their training, appraisal and assessment. Participate in the teaching of medical students and postgraduates.

Work with management of both trusts and where appropriate other agencies (e.g. CCG) to develop and promote specialist services for patients with rheumatologic conditions.

Participate fully in Clinical Governance. This will include:

- Adapting/developing guidelines for local use
- Supervising/undertaking appropriate audits
- Reporting adverse events
- Responding to and reviewing complaints
- Implementing any agreed changes in practice that results
- Engage in service development to include the development of referral and management protocols and subsequent audits.
- Support and where appropriate participate in ongoing clinical research in the department including participation in multi-centre trials.
- Develop special interests within the scope of the rheumatology service.
- Participate in the activities of the clinical service group by attending team meetings and contributing to the development of an ethos of medical management of resources and performance.
- be available to provide mentoring as required.

## **GENERAL DUTIES OF CONSULTANT STAFF**

### **Patient Care**

Consultants will have a continuing responsibility for the care of patients in their charge. They will undertake administrative duties associated with providing patient care, and full secretarial support will be provided. Consultants are expected to deliver safe and evidence based medicine in line with agreed departmental Trust and national policies and guidelines.

### **Doctors in training**

Consultants are expected to realise their continued responsibility for teaching and training junior doctors and undergraduates. All consultants are required to assume responsibility both singularly and corporately for the management of trainee medical staff. In particular, they are required to be responsible for approving and monitoring trainee rotas and trainee locum arrangements, where appropriate.

### **Clinical Governance**

The post-holder will comply with the Trust's clinical governance requirements. This will include participating in clinical audit and review of outcomes, working towards achievement of national and local performance management targets, complying with risk management policies, and participating in the consultant appraisal process.

The post-holder will also be responsible for maintaining satisfactory patient notes and, when relevant, for entering data onto a computer database in accordance with the rules and regulations of the Data Protection Act.

### **Clinical Audit**

The candidate will be required to participate in clinical audit in accordance with the Trust's Core Audit Priorities, set by the Barts Health Board. Projects should be instigated by publication of evidence-based guidelines (e.g. NICE guidance) as well as local risk management, patient satisfaction and business needs. The emphasis is on team learning and quality improvement. Participation in multi-disciplinary and national audit as well as patient participation in audit is encouraged.

All clinical effectiveness projects in which the appointee is involved must be approved by the specialty Clinical Effectiveness Lead prior to registration with the central clinical audit team. Completion of the full audit cycle will be monitored at appraisal and contribute to revalidation.

All staff are required to attend monthly clinical audit and service improvement 'half days' to share project findings and agree recommendations. No elective clinical activity is scheduled during the session so that quality and safety issues are examined and appropriate recommendations taken forward with the agreement of the team.

Project reports written in Trust format should be disseminated to stakeholders and appropriate Trust committees and, where improvement is proven, lead to publication or conference presentation. Agreed actions must be monitored and followed up with re-audit to complete the audit cycle. Senior staff should support juniors and students in undertaking appropriate projects, raising awareness of Trust clinical audit policy on project registration, data quality, information governance and re-audit.

### **Management**

The appointee will be expected to undertake the administrative duties associated with the care of their patients and the day to day running of the clinical areas they work in. They will also contribute to the administration of the department to ensure that the clinical service operates effectively. Full secretarial support is provided. Consultants are expected to take a proactive role in the planning and development of services.

### **Appraisal and revalidation**

Consultants must actively participate in the annual appraisal process in order to comply with the legal requirements of revalidation to maintain their licence to practice.

### **Continuing Professional Development**

The post-holder will participate in the appraisal process and will agree a personal and professional development plan with their appraiser which will be reviewed on annual basis. The development plan will take account of general and specialist requirements for professional development issued by the relevant Royal Colleges, the General Medical Council, the Chief Medical Officer and the Trust itself. The post holder will be supported by appropriate study leave allocations, financial support and the Trust's appraisal scheme for consultant staff.

### **Mentoring**

The new appointee will be supported by the clinical lead for the service and regular meetings will occur within the first 6 months. In addition, the hospital has a mentoring scheme for newly appointed consultants. A senior consultant within the department will be available to provide mentoring as required

### **CONSULTANTS**

Dr M Bickerstaff  
 Prof M Bombardieri  
 Dr S Donnelly  
 Prof F Dellaccio  
 Prof A Jawad  
 Dr S Kelly  
 Dr S Karrar  
 Prof B Kidd  
 Dr M Lewis  
 Dr N Malliaropoulos  
 Dr A Nerviani  
 Dr A Pakozdi  
 Prof C Pitzalis  
 Dr D Pyne  
 Dr N Sutcliffe

### **SPECIAL INTERESTS**

Pregnancy/Rheumatic diseases and Adolescent Rheumatology  
 Sjogren's  
 Early Arthritis/ Sports Medicine/ Ankylosing Spondylitis  
 Osteoarthritis  
 Metabolic bone diseases/Osteoporosis/Behcets  
 Early arthritis/ Ultrasound/ Clinical Trials  
 Vasculitis  
 Chronic Pain /Ankylosing Spondylitis  
 SLE  
 Sports and Exercise Medicine  
 Inflammatory arthritis / Clinical Trials  
 SLE  
 Early Arthritis / Clinical Trials  
 SLE / Sports and Exercise Medicine  
 Sjorgren's syndrome, gout

### **Critical incident reporting**

The post-holder will have responsibility for ensuring that critical incidents and near misses are appropriately reported through the Trust's Risk management systems.

### **Complaints handling**

The post-holder will have shared responsibility for handling patient and user complaints and will work with the Trust's complaints department in ensuring timely responses for complainants.

### **Provisional timetable and job plan**

The successful candidate will start with a provisional job plan. A final job plan, including personal departmental and service objectives will be agreed with the Clinical Lead/Clinical Director within 3 months of commencement. The time arrangements of the job plan will include adequate provision for clinical work, management and administration in addition to time for teaching, audit and continuing professional development.

## MAIN CONDITIONS OF SERVICE

- 1) The appointment is subject to the most recent version of the 2002 NHS Terms and Conditions of Service for Hospital Medical and Dental Staff and Doctors in Public Health Medicine and Community health service (England and Wales) and the 2003 NHS Consultant Contract. The appointee will automatically be enrolled in the National Health Service Pension Scheme.
- 2) The postholder is clinically responsible to the Clinical Director of the specialty you are applying for and managerially accountable to the Chief Operating Officer for the trust.
- 3) The NHS (Appointment of Consultants) Regulations 2005 prevent appointment of any applicant for consultant posts commencing after 1<sup>st</sup> January 1997 who is either not:
  - On the GMC specialist register
  - In possession of the CCT, or EEA/EU equivalent, or within 6 months of CCT if still in training.

It is the responsibility of applicants to satisfy all necessary GMC requirements prior to appointment. Applicants must ensure they provide evidence in their application identifying eligibility to be placed on the specialist register. This would ideally be in the form of a notification from the GMC.

- 4) The full time basic salary for the first appointment of an NHS consultant (as at 1<sup>st</sup> April 2012) is set out below, including payment for agreed additional programmed activities. Part-time consultants will be paid pro rata, based on the number of agreed weekly Programmed Activities in the consultant's Job Plan. Salary on commencement and subject to progression will be in accordance with Paragraphs 4-9 of Schedule 14 of the Terms and Conditions. A London Weighting Allowance of £2,162 per annum (pro rata for part-time consultants) is payable and. There are separate arrangements for those whose first appointment as an NHS consultant was before 31<sup>st</sup> October 2003. These are stated in the Terms and Conditions of service and the 2003 Consultant Contract
- 5) The successful candidate will be required to complete a health statement and the trust may require a medical examination as a condition of employment.
- 6) The appointment is subject to satisfactory disclosures from the Criminal Records Bureau and because of the nature of the work of this post, it is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exception Order 1975). Applicants are therefore not entitled to withhold information about convictions including those for which other purposes are spent under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any such information should be sent in confidence to the Medical Director and will only be considered in relation to an application for positions to which the order applies.
- 7) The post-holder will be required to live less than 15 miles by road from their base hospital, unless the Trust determines that residence at greater distance is acceptable.

The distance of 15 miles usually equates with a travelling time to the hospital of approximately 30 minutes.

- 8) Assistance may also be given to newly-appointed consultants towards the cost of the removal expenses, provided that the consultant moves from a position within the National Health Service, also that removal is necessary to comply with the Trust's requirements concerning the place of residence and a written request is sent to Medical Personnel before or immediately after appointment.

### **Private Professional Services and NHS Programmed Activities**

Subject to the provision in Schedule 9 of the Terms and conditions, you may not carry out Private Professional Services during your Programmed Activities.

The post holder might be required to work across the Trust at any time throughout the duration of his/her contract, which may entail travel and working at different hospital. Performance management and appraisal

All staff are expected to participate in individual performance management process and reviews.

### **Personal development and training**

Barts Health NHS Trust actively encourages development within the workforce and employees are required to comply with trust mandatory training.

Barts Health's education academy aims to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.

No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience.

### **Health and safety at work**

The postholder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAIs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAIs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge noncompliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

## **Confidentiality and data protection**

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).

## **Conflict of interest**

The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff are not allowed to further their private interests in the course of their NHS duties.

## **Equality and diversity**

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job. You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

## **Budgetary management**

If you have responsibility for a budget you are expected to operate within this and under the trust's standing financial instructions (available in the intranet's policies section) at all times.

## **Barts Health values based leadership**

Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They lead by example and demonstrate value based decision making as being integral to the ways of working within the Trust.

Barts Health leaders are role models who demonstrate those attitudes and behaviours which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do to and are committed to the delivering the Barts Health NHS Trust 10 pledges of:

1. Patients will be at the heart of all we do.
2. We will provide consistently high quality health care.
3. We will continuously improve patient safety standards.
4. We will sustain and develop excellence in research, development and innovation.

5. We will sustain and develop excellence in education and training.
6. We will promote human rights and equalities.
7. We will work with health partners to improve health and reduce health inequalities.
8. We will work with social care partners to provide care for those who are most vulnerable.
9. We will make the best use of public resources.
10. We will provide and support the leadership to achieve these pledges.

Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.

Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do.

**This job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.**

**A final shortlist is expected to be completed within approximately three weeks of the closing date. Shortlisted candidates should visit the hospital before being interviewed.**

**You must hold full registration with the General Medical Council and preferably be on the Specialist Registrar or within 3 months of obtaining CCST. Informal discussions are encouraged and you are invited to contact:**

1. **Dr Stephen Kelly Rheumatology Network Lead 0208 2238518**  
**([Stephen.kelly5@nhs.net](mailto:Stephen.kelly5@nhs.net)).**

## THE POST

The post will be 10PA in rheumatology

Provisional Job Plan An outline weekly timetable, is given below. **This timetable is subject to review on appointment:**

A: Timetable of programmed activities for direct clinical care/supporting professional activity					
	Timing	Description	Frequency	Direct Clinical Care / Supporting Professional Activity	Hrs
<b>Monday am</b>	9.00-13:00	OPD Clinic Admin	Weekly	OPD Clinic Admin	3.5 0.5
<b>Monday pm</b>	13:00 – 17:00	Advice and Guidance Education / teaching	Weekly	DCC SPA	3 1
<b>Tuesday am</b>	9.00-13.00	OPD Clinic Admin	Weekly	DCC	3.5 0.5
<b>Tuesday pm</b>	13.00-14.00	Radiology MDT	Weekly	DCC	1
	14:00-17:00	Departmental and educational meetings	Weekly	SPA	3
<b>Wednesday am</b>	9.00 -13.00	OPD Clinic Admin	Weekly	OPD Clinic Admin	3.5 0.5
<b>Wednesday pm</b>	13.00-17.00	Admin	Weekly	DCC	4
<b>Thursday am</b>	9.00-13.00	SPA	Weekly	SPA	2
		Ward referrals		DCC	2
<b>Thursday pm</b>	13.00-17.00	OPD Clinic Admin	Weekly	OPD Clinic Admin	3.5 0.5
<b>Friday am</b>	9.00-13.00	OPD Clinic Admin	Weekly	OPD Clinic Admin	3.5 0.5
<b>Friday Pm</b>	13.00-17.00	Admin	Weekly	DCC	2
		SPA		SPA	2

**B: Any other DCC/SPA programmed activities not captured in table A.**

None

**C: On-call commitment.**

No On-call commitment

**Clinic template:** 3 New and 5 Follow up

3.5hr clinic + 30mins Admin for each clinic

A review of the job plan will be undertaken if the clinic is regularly overbooked

**D: Total average number of hours worked weekly (for the stand alone rheumatology post)**

Direct clinical care	32
Supporting professional activity	8
External duties	
Additional NHS responsibilities	
<b>Total</b>	<b>40</b>

**E: GIM component if accepted (optional)**

No GIM

**PERSON SPECIFICATION**

	<b>Essential</b>	<b>Desirable</b>
<p><b>Qualifications:</b></p> <p><b>Higher Qualifications:</b></p>	<p>MRCP or equivalent</p> <p>CCST (or within 6 months of date of interview) or on specialist register</p> <p>GMC registration</p>	<p>Evidence of participation in research</p>
<p><b>Knowledge</b></p> <p><b>Clinical expertise in Specialty /Sub specialty:</b></p>	<p>Ability to offer an expert clinical opinion on range of elective &amp; emergency problems within specialty</p> <p>Able to take full independent responsibility for clinical care of patients</p>	<p>Metabolic bone disease</p>

