

**APPOINTMENT OF A
FULL TIME / PART TIME
CONSULTANT RADIOLOGIST
(Interventional with General Commitment)**

JOB DESCRIPTION

MAY 2021

INTRODUCTION

A Consultant Radiologist is required at The Shrewsbury and Telford Hospital NHS Trust. This is a post for a Radiologist with an Interventional interest, primarily to support Vascular Surgical Services for the population served by the Trust. EVARs have been performed jointly with the Vascular Surgeons since before 2000 and are performed in theatre with a Veradius II. Experience in non-vascular intervention would be desirable.

The post will include sessions at the two main Hospital sites within an overall flexible group job planning format, with an agreed overall sessional make up as described below. Any potential candidate who wishes to be considered for a part-time or flexible working arrangement is also welcome to apply.

We are looking forward to exciting changes following the announcement of £310 million pounds to be invested in our two hospitals to improve the provision of care. The successful candidate will have the opportunity to be at the heart of future developments.

DEPARTMENT OF RADIOLOGY

The Department of Radiology consists of 33 rooms across both main Hospital sites. There is a £7million upgrade of Radiology services underway with an additional CT scanner and replacement of 8 general Xray rooms, 2 general fluoro rooms, both Angiography & Cardiology suites and 4 mobiles.

All imaging modalities are available at both sites:

1. Angiography and Cardiology suites - 2x Philips Azurion
2. General screening rooms - 2x Philips Easy-Diagnostic/Multi-diagnostic
3. General purpose radiography rooms - 8x Philips
4. CT scanners – 2x Siemens; 1x Canon 360 slice; 1x Philips multislice to be replaced by a Canon multislice in March 2021.
5. Mammography - 5x Siemens Inspiration (including two mobiles and three fixed site digital units). the national Breast Screening Service is based at RSH)
6. Nuclear Medicine - 2x GE INSIGNIA HAWKEYE
7. Ultrasound rooms x 8 - Toshiba Xsario, Siemens Antares and Philips ATL HD.
8. MRI 1.5T - 3x – Siemens Aera
9. Mobile x-ray units and Image Intensifiers

The Radiology service is delivered through the two main hospital sites, supported by an Agfa EI PACS system (installed 2017). All clinical departments have access to electronic images and reports and the Royal Shrewsbury Hospital and the Princess Royal Hospital have separate web servers for rapid image access for each site. External links currently exist between the department and the University Hospital of North Staffordshire, Birmingham Children's Hospital and Queen Elizabeth Hospital, Birmingham and the Trust is participating in the Cancer Network image sharing initiative.

The working environment is attractive with air conditioning in a number of the working areas and good sized Consultant offices. The RSH Hospital site is larger and, whilst spread over a wider area, the Imaging departments on both sites are close to all the clinical services including A&E, and out-patients.

In January 2014 a cross-county Radiology on call system started, with the on-call Radiologist covering both RSH and PRH sites on approximately a 1:18 basis. The first on-call general overnight service is outsourced to an external provider **Other Radiological Services**

There are community hospitals with radiological facilities in East, North and South Shropshire situated at Newport, Whitchurch, Bridgnorth and Ludlow, all of which are connected to the PACS system and images reported at PRH / RSH.

DEPARTMENT OF RADIOLOGY STAFF

Consultant Radiologists (with areas of particular interest noted)

Dr R A Manns	FRCR	Part-time	Interventional, musculo-skeletal, urology
Dr S Howdle	FRCR	Part-time	Gastro-intestinal radiology
Dr C Skillicorn	MRCS, FRCR imaging	Full-time	Nuclear medicine, lung and cross-sectional
Dr R Jones	MRCP, FRCR	Full-time	Head & neck, cross-sectional imaging
Dr D Hinwood	MRCP, FRCR imaging	Full-time	Interventional vascular, cross-sectional
Dr R Orme	MRCP, FRCR imaging	Full-time	Interventional vascular, lung, cross-sectional
Dr H Sansom	MRCP, FRCR imaging	Full-time	Head & Neck, Gynaecology, cross-sectional
Dr J Pattison	MRCP, FRCR imaging	Full-time	Nuclear medicine, PET, cross-sectional
Dr S Robbins	MRCP, FRCR sectional imaging	Part-time	Musculoskeletal and colorectal, cross-
Dr T Stone	MRCP, FRCR sectional imaging	Full-time	Colorectal and pelvic imaging, cross-
Dr M Metelko	MRCP, FRCR	Full-time	Breast and gynaecology

Dr N Coupe	MRCS, FRCR	Full-time	Neuro-radiology, cross-sectional imaging
Dr L Farrell	FRCR	Part- time	GI & gynaecology
Dr J Amarnath	FRCR	Part time	Paediatrics
Dr J Rowlands	FRCR	Full-time	Uroradiology & cross-sectional imaging
Dr M Alkhouly	FRCR	Full time	Oncology & Breast
Dr M Shaikh	FRCR	Full time	Cross sectional imaging, Head & Neck
Dr G Karbhase	FRCR	Full time	Cross sectional imaging, MSK
Dr L Ginder	FRCR	Full-time	Musculoskeletal
Dr L Nadeem	MBBS	Full-time	Paediatrics
Dr Pakala	FRCR	Full-time	Cardiac and thoracic
Dr M Shaikh	MBBS	Full-time	Head & neck

Dr S Howdle, Dr. R. Jones and Dr. H Sansom are Tutors for Specialty Registrar training in Radiology for the University of North Staffs (Stoke Radiology Rotation Scheme).

Specialist Registrars on this scheme rotate through the Department for training in Gastro-intestinal and General Radiology.

Management Structure for Imaging Service Delivery Unit

The Radiology Centre is part of the Clinical Support Support Services Care Group comprises Radiology, Pathology, Therapies and Pharmacy.

Care Group Medical Director

Dr Steve McKew

Care Group Director

Sheila Fryer

Radiology Clinical Director

Dr Laurence Ginder

Radiology Centre Manager

Amanda Royle

Staff Structure of the Radiology Department

Radiographers:	74 WTE
Nursing Staff:	4.5 WTE
X-Ray Assistants/Helpers:	24.23 WTE
Clerical Staff:	28 WTE

Skill Mix: Ultrasonographers perform and report their own U/S examinations (plus two trainee sonographers on rolling training programme)
 Radiographers perform barium enemas
 RGNs perform hysterosalpingograms
 Radiographer's reports CT head scans
 Consultant and Advanced Practitioner Radiographers report appendicular plain films
 Most radiographers are trained in IV injection.

Radiology Specialist Registrars on rotation from the University Hospital of North Staffordshire.

Independent reporting Sonographers share approximately 70% of the total ultrasound workload. In the Breast Screening Service there are 2 Consultant Radiographers who manage their own screening and symptomatic workload and Advanced Practitioner Film-Readers and Interventional Procedures.

THE POST

This appointment is for a General Radiologist with an interest in Interventional Radiology; with the general workload primarily in plain radiography and cross-sectional Imaging. There will be Programmed Activities on both main Hospital sites within a flexible overall job plan to suit the requirements of the service and your particular area of interest. There is a long tradition of an active Interventional Radiology service within the Trust, and we seek an applicant who will help to maintain and to enhance this in the future. EVARs have been performed for over 18 yrs. and are performed jointly with the 5 Vascular Surgeons. There is a weekly Vascular MDT with the Vascular Surgeons and Renal team.

Duties will include the reporting of the general radiographic examinations carried out within the main sites, as well as in the various community hospital locations in Shropshire.

You will be expected to work flexibly according to changes in work patterns and requirements, and will be required to participate in the general on-call rota (1:18 cross county on call). Prospective cover of annual and study leave is in place.

You will also be expected to be involved in the organisation and administration of the Radiology Department and teaching of other clinical staff including participation in regular clinico-radiological meetings with other Consultants. You will be involved in the training of junior Radiology staff.

THE WORK OF THE DEPARTMENT

The Trust has a steadily increasing workload.

The total departmental workload for 2016/17 was over 400,000 examinations.

PROVISIONAL JOB PLAN

	AM	PM
MONDAY	Intervention	SPA
TUESDAY	Ultrasound	Reporting
WEDNESDAY	Vascular MDT/SPA	MR



THURSDAY	CT	Intervention
FRIDAY		Intervention

An example of a possible timetable of Programmed Activities is given above. The timetable will be flexible within group job planning and kept under review, and adjustments can be made when the applicant is in post dependent on their interests and needs of the service.

There is resident out of hours working on a 1 in 18 rota during the working week between 17:00 and 20:30; at weekends (Saturday and Sunday) there is a 1 in 18 rota of working 08:30-14:30 and a 1 in 18 rota working 08:30-17:30.

The expectation will be for 10 Programmed Activities per week, comprising of 7.75 Direct Clinical Care including resident weekend and evening working (1PA), 2.0 of Supporting Professional Activities and 0.25 of non resident on-call.

The split of PAs between the two sites may vary according to the needs of the successful candidate and the service, but the overall composition will remain within the agreed sessional breakdown of the individual job plan. Appropriate sessional arrangements will be made for those who wish to consider a part-time appointment. Flexible supporting SPAs will be for appraisal, revalidation, non clinical administration, clinical governance, audit, CME/CPD and teaching.

There will be opportunity for involvement in the regular MDT meetings and other relevant clinico-radiological meetings.

TRANSFORMING CARE INSTITUTE

The Trust is proud to have been working collaboratively with the Virginia Mason Hospital in Seattle, widely regarded as one of the safest Hospitals in the World. After the first 12 months we have progressed with a number of 'Value Streams.' Doctors, Nurses, Allied Health Professionals and Colleagues from Virginia Mason are working together to transform Healthcare at The Shrewsbury and Telford Hospital NHS Trust and share our learning across the Country. We are one of only five Trusts across the UK working with Virginia Mason and NHS Innovation. Our current Value Streams are Respiratory Discharge, Sepsis, Workforce and Recruitment and Outpatients. Sponsor teams have ownership of the programme and run Rapid Process Improvement weeks that allow our workforce to try new processes and procedures that may improve the care we offer to our patients. Any proposals made are tested, measured and fully supported to ensure that they become embedded into our normal daily work and remain sustainable in the long term. This process aligns to our Organisational Strategy putting our 'Patients First' and reflects the Values of our Trust.

Our Kaizen Promotion Office (KPO) provides the support for this work. Every Value Stream has full Executive support and the entire Executive team has an important role to play on the guiding team and our overall Transformation programme. We are very proud of our achievements to date and are looking for ways to engage with all of our staff through our Transformation work and our Leadership Academy. There will be many opportunities for you to become involved in our KPO and Value Stream work and we will be able to provide you with help and guidance independent of your level of expertise. We have a unique opportunity to make a difference and we hope that you will want to be a part of our journey.



EDUCATIONAL ACTIVITIES

Postgraduate activities are based in the Education Centre at the Princess Royal Hospital, which has a medical library, a lecture theatre and a number of seminar rooms and in the Shropshire Education Conference Centre (SECC) at The Royal Shrewsbury Hospital. Regular clinical presentations and clinical audit meetings are held and there is a busy programme of activities for General Practitioners and Hospital Staff.

OFFICE AND SECRETARIAL SUPPORT

You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative staff supporting the existing Radiologists. The Trust is in the process of implementing a home-reporting solution.

RESEARCH

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

AUDIT

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

APPRAISAL, REVALIDATION AND MENTORSHIP

The Trust has the required arrangements in place, as laid down by the Royal College of Radiologists, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports the Royal College of Radiologists guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

We will require to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Radiologists and is committed to providing time and financial support for these activities.



TERMS AND CONDITIONS OF SERVICE

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £82,096 - £110,683 per annum for 10 Programmed Activities (as of February 2020)

The post holder:

- will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practise.
- is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.
- will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary.
- will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.
- will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
- will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

ACCOMMODATION

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

OTHER FACILITIES

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

STAFF BENEFITS

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.



VISITING

Appointments to visit the Trust should be arranged with:

Dr R Orme

or

Dr D Hinwood

Tel: 01743 261683

richard.orme@nhs.net

david.hinwood@nhs.net

STATEMENTS

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action.

As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course

of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.