

### Job Description

<b>Division:</b>	Children's, Women's and Diagnostics
<b>Job Title:</b>	Consultant Gastro Intestinal Radiologist (Colorectal)
<b>Duration:</b>	Permanent
<b>Band:</b>	Consultant
<b>Location:</b>	University Hospital of North Midlands
<b>Hours of Duty:</b>	10.2 PA
<b>Managerially accountable to:</b>	Clinical Director of Imaging
<b>Professionally accountable to:</b>	Medical Director Clinical Director of Imaging
<b>Key Relationships:</b>	Directorate Manager & Professional Head Radiologists Modality Leads Advanced Practitioners Radiographers Imaging Nursing Team Clerical staff and other staff working in the Imaging Directorate Referring Clinicians and Nursing staff throughout UHNM Divisional Management Team Multidisciplinary Team Meeting colleagues

### About our Trust

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research. The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are the specialist centre for major trauma for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone. The Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research. The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort. Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at [www.uhnmcharity.org.uk](http://www.uhnmcharity.org.uk).

### **Royal Stoke University Hospital**

Royal Stoke University Hospital was rebuilt in 2012 as part of a £400m initiative to bring all hospital services in Stoke-on-Trent onto one large campus site. Royal Stoke is a great place to work, learn and research. The hospital campus holds 80% of the Trust's services, including the Major Trauma Centre and Emergency Centre. Royal Stoke receives major trauma patients from as far afield as Anglesey in North Wales and in total serves more than three million people. The A&E sees close to 150,000 people a year, making it one of the busiest departments in the country.

Many of UHNMs 450 consultants are based at Royal Stoke, and the main specialist services for the region are located here. These services include the major specialties of Cardiovascular, Neurosciences, Metabolic/GI, Women's & Children's, Musculo-Skeletal Services/Trauma and Oncology. To deliver all these services and the many others we provide the Trust has created major departments to deliver the patient care.

## **County Hospital**

County Hospital is the sister hospital to Royal Stoke University Hospital which has been extensively refurbished into a vibrant modern acute local hospital. The hospital provides a range of acute services across its 180 beds, including:

- Accident and Emergency and Acute Medicine
- Women's Health Centre
- Renal Dialysis
- Bariatric Surgery
- Endoscopy
- MRI diagnostics
- Outpatients

## **Role Summary**

Consultant Radiologist with an interest in gastrointestinal radiology to enhance a team of seven gastrointestinal radiologists and a clinical fellow within a department of 41.5 WTE Consultant Radiologists.

To deliver high quality gastrointestinal radiology service and provide clinical leadership in developing gastrointestinal radiology services.

## **Key Areas/Tasks**

At UHNM the cross sectional radiologists work closely with their colleagues in the Surgical and Medical Directorate through cancer MDT meetings and joint clinico-radiological conferences. Lower GI, Hepatobiliary, Oesophago-gastric, IBD, and benign GI MDT's are established, with cover in rotation between all the radiologists. Approximately 40-50 cases are discussed at each MDT meeting from a network covering Mid Cheshire, Shrewsbury and Telford and Royal Wolverhampton Trust.

The GI interventional service (except vascular) is provided by the GI radiologists, currently by 4 of the 6 wte. The interventions include percutaneous biliary intervention, nutritional support (RIG, gastrojejunostomies) and TACE. There is a large population of complex IBD patients who will require fistula mapping and access for distal enteral nutrition. Image guided biopsies, aspirations and drainages to support inpatients and oncology patients are provided by GI Radiologists as part of the wider body radiology team. There is expanding service demand for tunnelled line for ascites. GI intervention also support the luminal colonic stent service. A Radiology day-case unit (8 bed) in the Radiology Department opened in January 2017.

The Gastrointestinal Radiology Services are based on a strong ethos of Quality Assurance, Audit, Evidence and Research. The GI Radiologists are currently recruiters for four national and international multicentre studies, with grants for 2 local trials in progress. A recent HEE grant funded Stoke as a CTC training centre of excellence for Radiographers from across the Midlands. Areas of recent service improvement include expansion of the RIG service, 3T body MRI, endorectal cancer staging, TACE and a static PET scanner.

The appointed radiologist would be expected to contribute to the 2020/21 service improvement programme.

UHNM is a standalone training scheme (a part of West Midlands School of Radiology). We currently have 28 trainees. There has been recent expansion in the training scheme with 7 new recruits starting in September 2020 and new training facilities. The on call services are well supported by radiology trainees 24/7.

A new faculty of Radiography opened at Keele University in September 2017 and the successful applicant would be expected to deliver an Honorary Lecturer role in delivering GI Radiology underpinning knowledge. A dedicated GI Training room is currently under development.

The Imaging Directorate is currently undergoing a significant phase of investment to support an ambitious expansion programme. The Imaging Directorate aims to be one of the best in the country and, to ensure this; we have achieved QSI accreditation for 8 consecutive years. UHNM has also been accredited as a BSIR Exemplar site having “demonstrated a commitment to the development of high quality IR services” through “committed clinical leadership and commitment from the Interventional team” The post holder will be expected to engage in this accreditation and maintain it.

The post-holder is expected to contribute to the on-going service improvement programme developing:

- Real time reporting services
- Skill mix development, as and when this is required
- QSI accreditation
- Cost Improvement projects

The post-holder is required to work on both main hospital sites Royal Stoke Hospital And County Hospital. A flexible approach will be required, particularly for on-call. Therefore, applicants must hold a valid driving licence as travel will be an essential part of the role.

The job plan will include:-

3 PA of CT/CTC reporting  
2 PA of diagnostic and interventional USS  
1. PA of MRI  
0.5 PA of plain films reporting - training and checking SPR and radiographer provided services  
1 PA of GI MDT prep and delivery  
1 SPA Trust business  
1.0 SPA CME  
0.7 PA on call (1:18)

**10.2 PA Total**

Scheduling of sessions is by mutual agreement. Future opportunities exist for additional sessions above 10.2PA, home reporting, flexible working, extended working day and weekend working. An essential attribute would be the ability to contribute to the service for USS and CT guided interventions.

### **Personal/Professional Development**

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

### **Standards of Behaviour**

**We have four core values and promises we advocate as an organisation.**

#### **To work together**

To work as a team helping achieve our goals and support others to make positive changes.  
To be appreciative acknowledge and thank people for their efforts and contributions.  
To be Inclusive open and honest, welcome people's views and opinions and involve people in decisions that affect them.

#### **To have compassion**

To be supportive by being empathetic and reassuring and supporting people when they need it.  
To be respectful and treat people fairly, with respect and dignity, protect their privacy and help them feel comfortable.  
To be friendly by being welcoming and approachable. Making eye contact, saying hello and introducing yourself.

#### **To ensure safety**

We communicate well and explain clearly, share relevant and timely information and keep people updated .  
We are organised and plan ahead, manage time and be prompt in what we do.  
We speak up and contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values.

#### **To continuously improve**

By listening and welcoming people's views and ideas, invite people to ask questions and share their opinions and respond to what we hear.  
By learning and sharing best practice, celebrating good performance and supporting others to use their skills, learn and grow.  
By taking responsibility and a positive attitude, to act and encourage people to take the initiative and make improvements.



### **Health and Safety**

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

### **Confidentiality**

- To ensure that confidentiality is maintained at all times and that data belonging to the Trust is protected and recorded accurately.

### **Equality and Diversity**

- To promote equality and diversity in your working life ensuring that all the staff you work with feel valued and treated in a fair and equitable manner

### **Infection Prevention**

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

#### **Trust Dress Code**

- Trust approved uniform/dress code must be adhered to
- When in clinical areas **all** staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties
- **Hand Hygiene**
  - Decontaminate your hands as the per 'The five moments of hand hygiene'
- **Own Practice**
  - Lead by example
  - Encourage and praise good practice
  - Be prepared to accept advice about your own practice
- **Decontamination**
  - Ensure that equipment you have been using or about to use has been decontaminated effectively
  - Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works

- **Trust Policies**

Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet

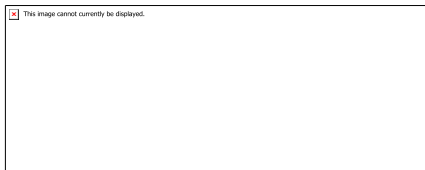
### ***Safeguarding Children, Young People and Adults with care and support needs***

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines. All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate

### **Sustainability**



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNH) work. The Trust has developed a Sustainable Development Management Plan (SDMP): 'Our 2020 Vision: Our Sustainable Future' with a vision to become the most sustainable NHS Trust by 2020. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

*SWITCH to a Sustainable UHNH* is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact [switch@uhns.nhs.uk](mailto:switch@uhns.nhs.uk)

## **Organisational Structure**

<b><u>Management Team</u></b>	
Associate Director – Children's, Women's and Diagnostics (CWD) Division	Caroline Meredith
Clinical Director of Imaging	Currently in recruitment
Directorate Manager & Professional Head of Imaging	Deonne Lee
Clinical Lead for Body Radiology	Dr Nicola Lane

<b>Appointed Consultant Radiologists with a specialist interest in Gastrointestinal Imaging</b>
Dr Ravivarma Balasubramaniam
Dr Ingrid Britton
Dr Anitha James
Dr Manoj John
Dr Mona Mossad
Dr Sahithi Nishtala
Dr Biju Thomas

The appointee to this post will have secretarial support shared by other colleagues in the Imaging Directorate.

Each Consultant has access to office accommodation. This may at times be on a shared basis, i.e. another consultant radiologist may have a reporting session while the resident consultant is off site. The appointee to this post will have secretarial support shared by other colleagues in the Imaging Directorate.



## Person Specification

CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE ADDITIONAL REQUIREMENTS
<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>Full registration with the GMC</li> <li>FRCR or equivalent</li> <li>Clinical training and experience equivalent to that required for gaining entry on the General Medical Council (GMC) Specialist Register via one of the following:               <ol style="list-style-type: none"> <li>Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)</li> <li>Certificate of Eligibility for Specialist Registration (CESR)</li> <li>European Community Rights</li> </ol> </li> </ul>	<ul style="list-style-type: none"> <li>Awards/distinctions whilst studying for 1<sup>st</sup> degree</li> <li>Academic and extracurricular achievements</li> <li>UK CCT or within 6 months at interview date of obtaining CCT for UK trainees or Overseas recognised equivalent qualification.</li> </ul>
<b>Clinical Experience &amp; Training:</b>	<ul style="list-style-type: none"> <li>Radiology training.</li> <li>Willingness to develop skills to fit in with current establishment and service needs.</li> <li>Good writing and presentation skills</li> <li>Ability to organise and prioritise workload effectively.</li> <li>Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.</li> <li>Ability to support the Clinical Director of Imaging.</li> </ul>	<ul style="list-style-type: none"> <li>Management Experience</li> </ul>
<b>Professional and Multidisciplinary Team Working:</b>	<ul style="list-style-type: none"> <li>Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.</li> <li>Ability to support the Clinical Director of Imaging.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to teach clinical skills to medical staff and students, and other disciplines.</li> <li>Ability to apply research outcomes to clinical problems.</li> <li>An awareness of current speciality specific developments, initiatives and issues. Evidence of having undertaken original research</li> </ul>
<b>Academic Achievements, Research, Publications:</b>	<ul style="list-style-type: none"> <li>Interest in and willingness to develop teaching abilities and activities.</li> <li>Experience of conducting Clinical Audit</li> <li>Ability to use the evidence base and clinical audit to support decision-making.</li> <li>Ability to organise and apply research outcomes and work within research Governance procedures.</li> </ul>	<ul style="list-style-type: none"> <li>Publications in peer reviewed journals.</li> </ul>



<b>Management and Administrative Experience:</b>	<ul style="list-style-type: none"> <li>• Good leadership skills, communication and interpersonal skills.</li> <li>• Caring attitude to patients.</li> <li>• Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies.</li> <li>• Commitment to Continuing Medical Education and Professional Development.</li> </ul>	<ul style="list-style-type: none"> <li>• Management Experience</li> </ul>
<b>Personal Attributes:</b>	<ul style="list-style-type: none"> <li>• Calm under pressure</li> </ul>	

## JOB PLAN

### INDICATIVE JOB PLAN

Day and Session		Activity	Category/Location	Number of Programmed Activities
Monday	AM	9am-1pm CT Reporting	DCC	1.0
	PM	1pm – 5pm Trust SPA ((e.g. clinical audit, consultants meeting, appraisal)	SPA	1.0
Tuesday	AM	9am-1pm 4:5 rota CT Reporting 1:5 rota MDT Prep & Delivery	DCC	1.0
	PM	1pm-5pm 4:5 rota CT Reporting 1:5 rota MDT attendance	DCC	1.0
Wednesday	AM	9am-1pm CTC Reporting	DCC	1.0
	PM	1pm-3pm Plain Film Reporting	DCC	0.5
Thursday	AM	9am-1pm Ultrasound Guided Intervention	DCC	1.0
	PM	1pm-5pm MRI Reporting	DCC	1.0
Friday	AM	9am-1pm CPD SPA	SPA	1.0
	PM	1pm-5pm CT Reporting	DCC	1.0
Saturday				
Sunday				
On-call Arrangements and Category		<u>On-Call at 3% (Cat A)</u> 1:18 weekday on call and 1:10 weekend either Saturday or Sunday equating to 0.7PA		0.7
Total				<b>10.2</b>

This is an indicative job plan. Scheduling of sessions is by mutual agreement. Future opportunities exist for additional sessions above 10.0 PA, home reporting, flexible working, extended working day and weekend working. An essential attribute would be the ability to contribute to the service for USS and CT guided interventions. All job plans are reviewed on an annual basis.

## **MAIN TERMS AND CONDITIONS OF SERVICE**

The successful appointee will be employed by the University Hospital of North Midlands NHS Trust, subject to national terms and conditions as per the Consultant Contract 2003 as amended from time to time. Any changes to national terms and conditions determined at a local level are subject to the Trust's collective bargaining arrangements which include the Trust's Local Negotiating Committee for medical staffing issues.

### **Tenure**

The appointment is a substantive, whole time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the Terms & Conditions.

### **Salary**

The salary scale is as per the Terms & Conditions of Service as set out in the Consultant Contract 2003. The current scale is £82,096 rising to £110,683. Any agreed extra programmed activities, and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which they feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment by the AAC.

### **Annual Leave**

Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks' notice is required before taking annual leave.

### **Superannuation**

This post is superannuable under the Health Service Superannuation Scheme.

### **Registration**

You will be required to have full and specialist registration with a licence to practise with the GMC and to provide a valid certificate annually.

### **Conditions of Employment**

The following conditions must be met before the Trust will confirm an offer of employment:

## **Verification of ID and Right to Work**

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- UK Passport
- UK Birth Certificate (if passport is unavailable)
- National Insurance evidence (P60 / recent payslip / P45)
- EEA (European Economic Area) Passport
- Residence permit issued by the Home Office or UKBA
- Driving Licence (ID card + counterpart)
- 2 addressed bills or statements (Bank / utility bill / phone bill)

Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

## **Disclosure and Barring Check: Protection of Children & Vulnerable Adults**

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Disclosure and Barring service (DBS) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

## **References**

It is a condition of employment that references are provided which are acceptable to the Trust.

## **Health Screening**

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

## **Professional Registration**

The successful candidate is required to be registered with the GMC with a licence to practise. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advisable.

## Applications process

Formal applications should be made through our website or via NHS Jobs.

If there are any problems / queries please contact the Medical Staffing Department on: 01782 671697 or email [consultantrecruitment@uhnm.nhs.uk](mailto:consultantrecruitment@uhnm.nhs.uk)

## Further information and visiting the Trust

The division welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

### **Dr Ravivarma Balasubramaniam**

Consultant Radiologist (Gastrointestinal Imaging)

**Email:** [Ravivarma.Balasubramaniam@uhnm.nhs.uk](mailto:Ravivarma.Balasubramaniam@uhnm.nhs.uk)

**PA:** [Cynthia.jackson@uhnm.nhs.uk](mailto:Cynthia.jackson@uhnm.nhs.uk)

**Tel:** 01782 675834

### **Dr Nicola Lane**

Consultant Radiologist and Clinical Lead for Body Radiology

**Email:** [nicola.lane@uhnm.nhs.uk](mailto:nicola.lane@uhnm.nhs.uk)

**PA:** [Cynthia.jackson@uhnm.nhs.uk](mailto:Cynthia.jackson@uhnm.nhs.uk)

**Tel:** 01782 675861

**Deonne Lee**, Directorate Manager & Professional Head of Imaging

[deonne.lee@uhnm.nhs.uk](mailto:deonne.lee@uhnm.nhs.uk)

**PA:** [gillian.allen@uhnm.nhs.uk](mailto:gillian.allen@uhnm.nhs.uk) and [diane.heath@uhnm.nhs.uk](mailto:diane.heath@uhnm.nhs.uk)

01782 675926

Signed Employee \_\_\_\_\_ Print \_\_\_\_\_ Date \_\_\_\_\_

Signed Manager \_\_\_\_\_ Print \_\_\_\_\_ Date \_\_\_\_\_