

Job Description

Division:	CWD
Job Title:	Consultant Breast Radiologist
Band:	Consultant
Location:	University Hospitals of North Midlands NHS Trust; Royal Stoke University Hospital & County Hospital site.
Hours of Duty:	10.7 PA's
Managerially accountable to:	Clinical Director of Imaging
Professionally accountable to:	Medical Director
Key Relationships:	Consultant Colleagues Clinical Director Directorate Manager Professional Head of Imaging Associate Director (Divisional Manager)

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.

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

UHNM are looking for a Consultant in Breast Imaging involved in both the screening and symptomatic service. The successful candidate will be working with 5 Breast Radiologists who provide a first class service. The Breast department supports 5 Surgeons and also supports the National Breast Screening Programme for a population of 650,000 ladies screening 126,000 ladies per annum. The Radiologists work alongside a Consultant Radiographer, 3.0 wte Clinical Specialists, 6.0 wte Advanced Practitioners and 14 wte Radiographers in Breast. Consultants are actively involved in training registrars and advanced practitioners and we would expect the candidate to contribute to this.

Key Areas/Tasks

At UHNM the cross sectional radiologists work closely with their colleagues in Surgery, Histopathology and Oncology through cancer MDT's and joint clinico-radiological conferences. Breast MDTs are established, with cover in rotation between all the radiologists. The MDTs are a full sessional commitment with approximately 110 cases discussed at the main meeting and 30 cases discussed at the additional one.

The Breast radiology services are based on a strong ethos of Quality Assurance, Audit, Evidence and Research. The Radiologists are currently recruiters for 10 national and international multicentre studies, with grants for 2 local trials in progress. Areas of recent service improvement include both ultrasound and stereo Magese localisation, expansion of the VAB service, establishment of high risk breast cancer screening and the addition of Tomosynthesis. We are currently in the process of introducing Contrast Enhanced Spectral Mammography and are in the early stages of setting up a breast MRI biopsy service.

We are the number one ranked trauma unit in the country and a Consultant job here will provide great exposure to acute body radiology imaging.

There are extensive academic opportunities and involvement in research.

UHNM is a standalone training scheme (a part of West Midlands School of Radiology). We currently have 28 trainees. The on call services are well supported by radiology trainees 24/7. A new faculty of Radiography opened at Keele University in September 2017.

The job plan will be agreed with the successful candidates and will be based on a 40 hour working week.

We aim to provide first class patient care, and to that end a significant degree of subspecialisation has occurred within the Imaging Department. The appointees will be members of a team of 20.0 wte Consultant Body Radiologists ("BodRad") within a department of 45 wte Consultant Radiologists.

The Body Radiologists provide a full on-call service, currently on a 1 in 16 weekdays and 1:10 Saturday or Sunday rota, with SpRs providing the first level of cover. Separate on-call cover is provided by neuroradiology and vascular radiology colleagues.

The appointed candidate would be expected to engage with the Imaging Department service delivery including cross-site working at the County Hospital.

A desirable but not essential attribute would be the ability to contribute to the service for USS and CT guided intervention.

Scheduling of sessions is by mutual agreement. Opportunities exist for flexible working, extended working day and expanding weekend working.

Any applicant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

A flexible approach will be required to working for our Trust, particularly for on-call. Therefore, applicants must hold a valid driving licence as travel will be an essential part of the role.

The appointed radiologist would be expected to contribute to the on-going service improvement programme developing:

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

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

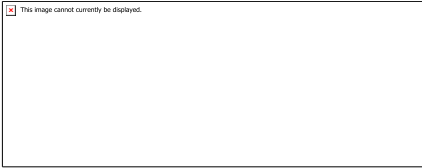
Safeguarding Children, Young People and Adults with care and support needs

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 (UHNM) 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 UHNM 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

Organisational Chart

Clinical and non-clinical staff

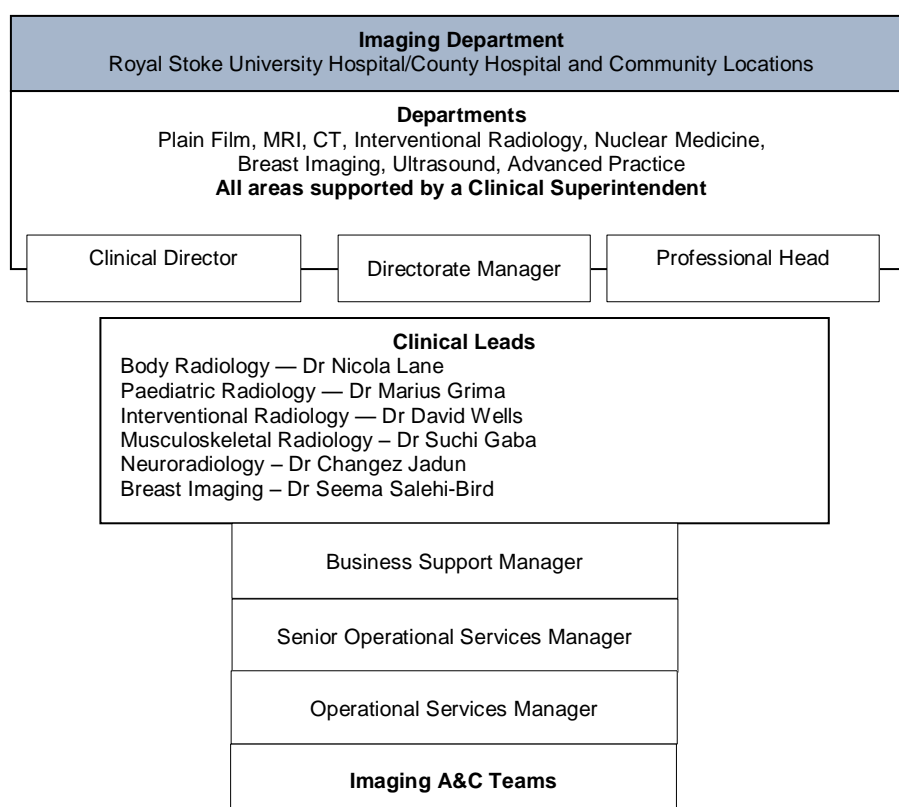
The Directorate management team consists of the Clinical Director which is looking to be recruited into.

The Imaging Directorate Manager is Ms Deonne Lee who takes the lead in all business management and supports operational activities and is responsible to the Clinical Director.

The Professional Head of Imaging is Mrs Deonne Lee who takes the lead on all professional standards and governance along with supporting operational activities and is responsible to the Clinical Director

The Clinical Lead for Body Radiology is Dr Nicola Lane.

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
Qualifications:	<p>Full registration with the GMC</p> <p>FRCR or equivalent</p> <p>Clinical training and experience equivalent to that required for gaining entry on the General Medical Council (GMC) Specialist Register via one of the following:</p> <ol style="list-style-type: none"> 1. Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) 2. Certificate of Eligibility for Specialist Registration (CESR) 3. European Community Rights 	<p>Awards/distinctions whilst studying for 1st degree</p> <p>Academic and extracurricular achievements</p>
Clinical Experience & Training:	<p>Radiology training.</p> <p>Willingness to develop skills to fit in with current establishment and service needs.</p> <p>Good writing and presentation skills Ability to organise and prioritise workload effectively.</p> <p>Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.</p> <p>Ability to support the Clinical Director of Imaging.</p>	
Professional and Multidisciplinary Team Working:	<p>Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.</p> <p>Ability to support the Clinical Director of Imaging.</p>	<p>Ability to teach clinical skills to medical staff and students, and other disciplines.</p> <p>Ability to apply research outcomes to clinical problems.</p> <p>An awareness of current speciality specific developments, initiatives and issues.</p> <p>Evidence of having undertaken original research</p>

Academic Achievements, Research, Publications:	<p>Interest in and willingness to develop teaching abilities and activities.</p> <p>Experience of conducting Clinical Audit</p> <p>Ability to use the evidence base and clinical audit to support decision-making.</p> <p>Ability to organise and apply research outcomes and work within research Governance procedures.</p>	<p>Publications in peer reviewed journals.</p>
Management and Administrative Experience:	<p>Good leadership skills, communication and interpersonal skills.</p> <p>Caring attitude to patients.</p> <p>Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies.</p> <p>Commitment to Continuing Medical Education and Professional Development.</p>	<p>Management Experience</p>
Personal Attributes:	<p>Calm under pressure</p>	

JOB PLAN

Day and Session		Activity	Category/Location	Number of Programmed Activities
Monday	AM	9-1pm Reporting - Screening Films / CT	DCC	1
	PM	1pm-5pm Breast MRI Reporting	DCC	1
Tuesday	AM	9am-1pm Trust SPA*	SPA	1
	PM	1pm-5pm CT Reporting	DCC	1
Wednesday	AM	9am-1pm CPD	SPA	1
	PM	1pm-5pm Assessment Clinic	DCC	1
Thursday	AM	9am-1pm 2ww Breast One-Stop Clinic	DCC	1
	PM	1pm-5pm Film Reading	DCC	1
Friday	AM	9am-1pm CT Reporting	DCC	1
	PM	1pm-5pm Mop Up/VAB Session Specials MDT (1 in 5)	DCC	1
Saturday	AM			
Sunday	PM			
On-call Arrangements and Category**		Body On-Call	1:18	0.7
Total			DCC/MDT SPA Total	8 2 10.7

***Trust SPA day and activity can be subject to negotiation. Activities could include Audit/Governance/Risk Lead.**

****On-call Arrangements and Category (0.7 PA)**

On-Call at 3% (Cat A)

1:18 weekday on call and 1:10 weekend either Saturday or Sunday equating to 0.7PA

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 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

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:

Shirley Martin – Breast Operational Service Manager
Shirley.marting@uhnm.nhs.uk
01782674121

Signed Employee _____	Print _____	Date _____
Signed Manager _____	Print _____	Date _____