

DUDLEY GROUP NHS FOUNDATION TRUST

and

SANDWELL AND WEST BIRMINGHAM NHS TRUST

Teaching Trusts of the University of Birmingham

Sandwell Hospital
Lyndon
West Bromwich
B71 4HJ

Russell's Hall Hospital
Dudley
DY1 2HQ

City Hospital
Dudley Road
Birmingham
B18 7QH



JOB DESCRIPTION

JOB TITLE: Split site Consultant Interventional Radiologist in conjunction with SWBH

CLINICAL UNIT: Radiology

TENURE: Substantive Post

ACCOUNTABLE TO: Chief of Division

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1. INTRODUCTION TO DGNHSFT

Based in the heart of the Black Country, The Dudley Group NHS Foundation Trust is the main provider of hospital and adult community services to the populations of Dudley, significant parts of the Sandwell borough and smaller, but growing, communities in South Staffordshire and Wyre Forest.

Awarded Vascular Hub status for the Black Country in 2011, we continue to provide excellent vascular services to a population of just under 1,000,000.

The first hospital trust in the area to be awarded coveted Foundation Trust status in 2008, we provide a wide range of medical, surgical and rehabilitation services.

Currently the Trust serves a population of around 450,000 people from three hospital sites at Russells Hall Hospital, Guest Outpatient Centre in Dudley and Corbett Outpatient Centre in Stourbridge. The Trust provides the full range of secondary care services and some specialist services for the wider populations of the Black Country and West Midlands region. The Trust also provides specialist adult community based care in patients' homes and in more than 40 centres in the Dudley Metropolitan Borough Council community.

Our hospitals are among some of the most technologically advanced in the country, where state-of-the-art equipment and modern, purpose-built buildings combine to create the highest standards of patient care.

In a year we...

- -deliver 4,700 babies
- -see around 500,000 outpatients
- -treat almost 100,000 patients in our emergency department
- - maintain our 13,000 Public Members

Our PFI partners...

- -dispose of approximately 900 tonnes of clinical waste
- -sterilise 630,000 clinical instruments
- -undertake 100,000 portering moves
- -recycle approximately 120 tonnes of cardboard

The Department of Radiology at the Dudley Group NHS Foundation Trust consists of a main department at Russell's Hall Hospital and two satellite units at Corbett Outpatient Centre in Stourbridge and Dudley Guest Outpatient Centre. The Department offers all radiological modalities (apart from CT/PET, which is sourced from private facilities in nearby Birmingham and Wolverhampton.)

The Department of Radiology forms part of the Clinical Support Services Division with Pathology, Pharmacy, Breast Screening, Mortuary, Retained Services and Cancer Services. The Clinical Director is Dr Sheif Latif and the Imaging Manager is Mr Bill Norton..

The approximate annual workload of the department by modality is as follows:

➤ Plain film	150,000 examinations
➤ CT	23,000 examinations
➤ MRI	20,000 examinations
➤ Non-obstetric Ultrasound	45,000 examinations
➤ Nuclear Medicine	3,000 examinations
➤ Fluoroscopy	7,000 examinations
➤ Intervention	1,100 procedures
➤ Symptomatic Mammography	5,000 examinations

CONSULTANT STAFFING IN RADIOLOGY

The Consultant Radiologists are:-

Dr AD Hall	Full Time, Interests – Cross Sectional, GI, Neurology, Head & Neck
Dr S Ajayi	Full Time, College Tutor Interests – Vascular and Interventional Radiology, GI
Dr S Latif	Full Time , Clinical Director. Audit Lead, Head of IR; Interests – Vascular and Interventional Radiology, GI
Dr K Randhawa	Full time – Clinical Service Lead for Radiography/Ultrasound. Interests – Vascular and Interventional Radiology, Uroradiology
Dr C Philips	Full Time Interests - Cross-Sectional, Gynaecology & Paediatric
Dr A Shenton	Full Time Interests – Cross Sectional, Head & Neck and Musculoskeletal
Dr A Sinha	Full Time Interests – Musculoskeletal and Cross Sectional
Dr S Williams	Part Time Interests - Cross-sectional and Gynaecological imaging
Dr A P Wolinski	Full Time: Interests – Musculoskeletal
Dr MY Wong	Full Time Interests – Cross-Sectional, Nuclear Medicine and Cardiac
Dr T Woolmore	Part Time Interests – Cross-Sectional & Thoracic Imaging
Dr M Soliman	Full Time Interests – Cross sectional, Musculoskeletal and Cardiac
Dr N Kausal	Part time Interest – Cross sectional, Cardiac

Dr A Mahmood	Full time Interest – Cross sectional. Cardiothoracic.
Dr Z Lim	Part time; Interest - MSK, Abdominal
Dr Ahmed Hassan	Locum, Full time Interests - Cardiac Imaging
Dr Maimuna Danhassan	Locum, Full time Interests – Cross Sectional Imaging/Breast

SENIOR RADIOGRAPHIC STAFF

Mr R Andrews	Band 8A Superintendent of CT.
Mr A Pringle	Band 8A Head of Intervention
Mrs D Lowe	Band 8A Superintendent of General Radiography
Mrs D Howell	Band 8A Head of MR Scanning.
Mrs Laura Devonshire	Band 8A Vascular Lab/ Head of Ultrasound

Other Key Staff

Ms Carol Ann Griffiths	Deputy Imaging Manager
Ms Pamela Beckford	Radiology Matron
Ms Kayleigh	Directorate Governance Lead
Ms Karen Carswell	Business Manager

THE X-RAY DEPARTMENT

Schedule of Equipment

Dudley Radiology is well equipped. The Royal College Equipment Replacement Guidelines have been accepted in full by Summit Healthcare (PFI Partners). There is a 30 year guaranteed replacement schedule for all major equipment:- every 7 years for CT, MRI and Angiography; every ten years for other machines, ensuring that the department is always technically up to date.

Russells Hall Department:

1. 4 General Purpose Rooms – all DR
2. 2 Dedicated Emergency Rooms within the Emergency Department
3. 2 General Screening Rooms
4. 1 Angiography suite, contained in its own Operating Theatre and 2 bed recovery within X-ray department

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5. 5 Ultrasound Rooms – Phillips, Siemens and GE machines
 6. Additional ultrasound facilities in Obstetrics, Vascular Lab and Surgical Assessment unit. Endobronchial and Endoscopic Ultrasound facilities also provided
 7. Nuclear Medicine – 1 Siemens Symbia S Dual Head Camera and 1 Siemens Symbia T6 SPECT/CT Hybrid Camera
 8. 2 CT Scanners (2 x Siemens Definition AS+ 128 slice)
 9. 2 MRI Scanners (Siemens Aera 1.5T and Skyra 3T)
 10. Mammography – 2 digital Hologic Dimensions with Affirm stereotactic attachment in a purpose-built Breast Imaging Suite which includes consulting rooms, film reporting facilities and one Breast Ultrasound room with a Phillips Epiq machine with Elastography

Static Hologic Dimensions located at Cannock Chase Hospital with Breast Ultrasound room and Philipps Epiq machine and Breast Reporting facilities. This location is utilised for routine screening and assessment purposes.

Guest Hospital Day Centre:

1. 1 CT Scanner (Siemens)
2. 1 MRI Scanner (Aera 1.5T)
3. 1 Ultrasound room
4. 1 General room

Corbett Hospital Day Centre:

1. 1 Ultrasound room
2. 1 General Room
3. 1 DEXA scanner

DEPARTMENTAL WORKING ENVIRONMENT

The Radiology Department is proud of the spirit of co-operation and teamwork that exists both between the Radiologists and with the other professional groups in the department and in local primary care. The successful applicant will be expected to cultivate the team-working ethic to facilitate the amicable, efficient and smooth running of the department. Come and join our family.

Secretarial support and office accommodation will be provided. Each Radiologist has a named Secretary.

There is, by and large, an excellent working relationship between the Radiology Department and other clinical departments. Regular Multi-Disciplinary Team meetings take place in most disciplines; some with teleconferencing to other local units. There are also numerous clinico-radiological meetings within the Trust.

The Department and its development are at the heart of the PFI Programme. The PFI Project has provided all major Radiological Facilities centrally within the main Department at Russell's Hall Hospital. All inpatient services are at Russell's Hall. Satellite Ambulatory Care Centres exist at the sites of the Guest Hospital in Dudley and at the Corbett Hospital in Stourbridge. Examinations performed in satellite units are reported at Russell's Hall via Trust-wide PACS.

The Radiology Department and the wider Trust has been filmless for around 14 years. Radiological reports are dictated directly onto the RIS (CRIS) using voice recognition software. PACS and RIS are integrated with the Trust's electronic patient record. Each Radiologist has a PACS workstation in their office and laptop access to PACS from home. Laptops will be replaced by home workstations, that are currently being set up, with the aim of all consultants having workstations by the end of the year, supporting home working, improved efficiency and a healthier work-life balance.

The department is part of the West Midlands Deanery Training programme and currently hosts 5-6 SpRs.

WE WELCOME VISITS TO THE DEPARTMENT – Please contact Dr Sherif Latif (Clinical Director) or Drs Adrian Hall/Kiran Randhawa (Clinical Service leads) on 01384456111 ext 2542

Introduction to Sandwell and West Birmingham Hospitals

Great care can change everything. Like you, everyone here at Sandwell and West Birmingham Hospitals NHS Trust wants to be a part of truly brilliant, integrated care. And just like you, we're ambitious about what we do. We're always seeking ways to do more and be better for our patients. Bring your dedication and determination here, and you'll be surprised by just how great your career can be. We like to think we offer you the best of both worlds. We're a welcoming and friendly place that's devoted to our community. But our plans and ideas for the future - yours and ours - are huge.

First, let us tell you what we're building on. It's a firm foundation, of which we're very proud.

We are an integrated care organisation with an outstanding reputation for teaching, education, research and innovation. Our 7,200 staff are here for 530,000 local people when they need us.

City Hospital in Birmingham is home to the Birmingham and Midland Eye Centre, the Pan-Birmingham Gynae-Cancer Centre and our Sickle Cell and Thalassaemia Centre. It's also the regional base for the National Poisons Information Service.

At Sandwell General Hospital in West Bromwich, you'll find inpatient, paediatrics, most general surgery and our stroke specialist centre.

At the Trust, we also have significant academic departments in cardiology, rheumatology, ophthalmology and neurology.

We have intermediate care hubs at Rowley Regis and at Leasowes in Smethwick. Our community teams throughout Sandwell provide integrated services for children in schools, GP practices and at home. They also offer general and specialist home care for adults in hospices and nursing homes.

In line with our 2020 Vision, we will open the new Midland Metropolitan University Hospital in 2022 - the perfect demonstration of our vision for the future. And we are investing in far more than buildings. We are dedicated to investing in you. It matters to us that you enjoy the training, support and opportunities you need to fulfil your total potential and build the career you really want. To make that happen, we've trebled our training budget. We've developed new career path

frameworks and new ways to recognise your achievements. Because you're part of our family, we want the best for you.

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Our newest hospital

A community of half a million is eagerly anticipating the brand new Midland Metropolitan University Hospital. It will be worth the wait. Its opening will be the beginning of a fresh chapter in our ambitious journey to be the nation's leading provider of integrated care.

As well as being the closest adult hospital to Birmingham's busy city centre, Midland Metropolitan University Hospital will offer dedicated maternity and children's services. Crucially, it will bring together teams who provide acute, emergency care, in line with the views expressed in our public consultation.

This exciting new building has been designed with room to grow. What's more, we are retaining buildings and wards at Sandwell Hospital for future development, this includes a £6 million medical centre will see two existing GP practices where we will work alongside primary care colleagues to create a single menu of urgent care options for local residents in line with the NHS Long Term Plan. It will also house the Sandwell Treatment Centre and intermediate care beds.

The majority of patient services will still be provided at Sandwell Hospital, the City Hospital site and Rowley Regis. City Hospital will house three key facilities: the Birmingham Treatment Centre providing outpatient, day case and diagnostic services. The Birmingham and Midland Eye Centre, and the Sheldon Block will provide intermediate care services.

All of which mean that our communities will benefit from truly excellent facilities in the years ahead.

In 2018-19, nearly 6,000 women gave birth with our help. There were 191,497 patient attendances and 31,627 attendances seen under GP triage at our emergency departments with over 40,570 people admitted for a hospital stay.

We carried out 44,533 day case procedures, whilst 517,431 patients were seen in our outpatient departments. Over 618,000 patients were seen by community staff.

Each year we publish a quality account to outline to local people how our services compare to our aims and to others.

Facilities and Resources of the Imaging Department.

The Imaging Group includes Diagnostic Radiology, Interventional Radiology, Breast Screening, Medical Physics, Nuclear Medicine, Radiopharmacy and Medical Illustration. The divisional management team consists of:

Dr Sarah Yusuf	Group Director
Danielle Joseph	Group Director of Operations
Dr Vishal Bhalla	CD for Diagnostic Imaging
Dr John F Leahy	Clinical Director for Interventional Radiology
Dr Bill Thompson	CD for Physics and Nuclear Medicine
Vacant	Clinical Director for Breast Screening

Images dating back to 1999 are available on the digital archive, which is networked to all associated community sites.

Teaching of medical students, radiology registrars & other junior staff is a prominent feature of the Imaging Group. There is a digital radiology teaching file system as well as film & reference book collections at both sites, an imaging library at City, and active post graduate centres with well-equipped libraries at both main sites.

Staffing

Radiographers:

There is a full team led by a Divisional Lead Superintendent Radiographer. The team includes 2 Consultant Radiographers – Mammography who report mammograms screening and Symptomatic, Ultrasound reporting, SNCB and Localisations.

Advanced Practitioners who report head CT (2), skeletal plain films (3) and barium enemas (2) & a number of sonographers who perform & report scans in most fields.

Nursing Staff:

There is a team of nurses who support interventional radiology at both sites. The breast service has a separate provision.

Junior Medical Staff:

Up to 12 Specialist Registrars from the West Midlands Regional Training Scheme are seconded to Sandwell and City departments.

Consultant radiologists:

Title	First Name	Last Name	Sub Speciality
Dr	Abdelhak	Ahmed	General
Dr	Frances	Aitchison	Thoracic, General
Dr	Nadia	Alishah	Breast, Cross-sectional
Dr	Lohith	Ambadipudi	ENT/Urology/Gynaecology
Dr	Ian	Barros D'Sa	Musculoskeletal
Dr	Jonathan	Benham	Thoracic, Cross-sectional
Dr	Vishal	Bhalla	Paeds, General
Dr	Ramesh	Bhatt	Breast, Thoracic, Cross-sectional
Dr	Mark	Davies	Gastro-intestinal, Cross-sectional
Dr	Ahmed	Doweidar	Musculoskeletal
Dr	Anthony	D'Sa	Cardiac, Nuclear Medicine
Dr	Mohamed	Galal	GI
Dr	Edward	Goble	Breast
Dr	Muhammad	Hashmi	Musculoskeletal
Dr	Ahmed	Hassan	Chest
Dr	Terence	Jones	Nuclear Medicine/General
Dr	Humaira	Khan	Breast, General
Dr	Thomas	Kuchenbecker	Neuro, Cross-sectional
Dr	Keshav	Kulkarni	Musculoskeletal, ENT, Haematology
Dr	John	Leahy	Interventional Radiology, Cross-sectional
Dr	Chi	Lee	Musculoskeletal
Dr	Faisal	Majid	Breast/General
Dr	John	Morlese	Neuro, General
Dr	Soek	Mui	Urology/Breast
Dr	Rehaan	Nensey	GI/Cardiac
Mr.	Alp	Notghi	Nuclear Medicine
Dr	Manish	Pandit	Nuclear Medicine
Dr	Muhammed Afs.	Panayullathil	Neuroradiology
Dr	Hong-Giap	Teo	Cross sectional, Uroradiology, Gynaecology
Dr	Amy	Wilbraham	Breast
Dr	Claire	Winkles	Cross-sectional, Haematology
Dr	Sarah	Yusuf	Gastrointestinal, Cross-sectional

Workload 2019/2020:

Angiography	4547
CT	45288
Fluoroscopy	5733
Mammography	7955
MRI	32499
Nuclear Medicine	4180
Obstetrics	37609
Radiology	176491
Ultrasound	45060

IMAGING FACILITIES

The Trust has signed a Medical Equipment Service Contract, facilitating comprehensive seamless equipment replacement as required.

We have also recently installed a new Vendor Neutral Archive and PACS software (Merge PACS).

The Trust successfully implemented an Electronic Patient Record in 2019 which replaced paper medical records and enabled a more streamlined patient centred care pathway, facilitating easier exchange of information

Computerised Tomography – 4 CT scanners:

- Siemens Somatom Definition Flash dual source 128 slice CT (Sandwell site).
- Siemens Somatom Definition AS 64 slice CT (Sandwell site).
- Siemens Somatom Definition Edge 128 slice CT (City site)
- Siemens Somatom Drive dual source 128 slice CT (City site)

Magnetic Resonance Imaging – 3 MRI scanners:

- Siemens Aera 1.5 Tesla (Sandwell site) - this is located in an independently provided facility on Sandwell site. Scans are reported by Sandwell and West Birmingham Hospital radiologists.
- Siemens Avanto 1.5 Tesla (City site)
- Siemens Magnetom Sola 1.5 Tesla (City site)

Both City scanners are operated by Sandwell and West Birmingham Hospital radiographers.

Ultrasound

There are ultrasound rooms at a number of locations which are staffed by radiologists and sonographers:

- 4 rooms in Sandwell main imaging department.
- 2 rooms in City main imaging department.
- 4 rooms in Birmingham Treatment Centre (City site).
- 4 rooms in Maternity unit (City site).
- 2 rooms in the Ante Natal department (Sandwell site).
- Portable machines at both City and Sandwell sites to support ward based US.

General Radiography

There are digital radiography rooms at multiple sites at SWBH including:

- Sandwell main imaging department (3 rooms)
- Sandwell emergency department (1 room)
- City main imaging department (2 rooms)
- City emergency department (2 rooms)
- Birmingham Treatment Centre (City site – 2 rooms)

-
- Rowley Regis Hospital (1 room)
 - Neptune Health Centre (Oldbury – 1 room)

SWBH radiologists also report x-rays taken at Neptune Health Centre (Oldbury) and Handsworth Wood medical centre.

Digital Fluoroscopy

At Sandwell ERCP is currently performed in the IR suite.

1 room at City provides barium examinations, videofluoroscopy and ERCP (performed by gastroenterologists).

Interventional Radiology

- Siemens AXIOM Artis (Sandwell) located in a suite including a procedure room and 6 bedded day recovery ward.
- Philips Diagnost Allura FD20 (City) with 2 bedded recovery bay. There is also a 2 bedded recovery bay in the CT / MRI unit at City site which is used for CT guided interventional procedures.

Physics, Nuclear Medicine and Radiopharmacy

The Nuclear medicine department is located at City site.

Equipment includes 1 SPECT CT (GE) and 2 gamma cameras.

The Radiopharmacy department provides radioisotopes for hospitals throughout the region.

Breast Unit

The breast unit is located in Birmingham Treatment Centre (City site) and includes digital mammography, tomosynthesis, ultrasound and biopsy facilities.

Mammograms are reported for the Birmingham and Walsall breast screening service.

Radiologists and Consultant Radiographers also participate in clinics at Walsall Hospital.

Medical Illustration

Based at City site. Provides a photographic and desktop publishing service to the Hospital including a diagnostic Ophthalmic service to the Eye Hospital

GENERAL DESCRIPTION OF THE POST

DGOH

Interventional services at DGOH are currently provided by 3 substantive consultant interventional radiologists. The advertised post is a new appointment, born out of the desire to cultivate a closer relationship with our neighbours at SWBH. A wide range of vascular and non-vascular intervention is provided at DGOH, and the new post holder will be expected to participate actively in the delivery of services across both sites, in an approximate 60/40 split between DGOH and SWBH.

Aside from our theatre specification angiographic suite with 2 bedded recovery unit, there is a dedicated IR clinic and ultrasound-interventional room. Having secured admitting rights, we are now able to admit day-case patients under our care, both improving the patient consent process and pathway as well as drawing financial gains into the department. There is currently an active business case for a second angiographic room and day case unit, which will go a long way to helping us grow our services and expertise.

We are fortunate to be assisted by a team of highly skilled radiographers and nurses, led by our experienced superintendent and matron.

SWBH

The SWBH Interventional Radiology service is currently provided by one full time substantive interventional radiologist, a full time experienced locum interventional radiologist and several regular IR locums, one of whom is a substantive consultant at Dudley. We have funding for 3 full time substantive consultant posts. The IR department has full support from divisional management, Trust board and local commissioners to expand the service and introduce new procedures in order to deliver a first class service to the population of West Birmingham and Sandwell.

We provide a wide range of non-vascular interventional radiology services at City and Sandwell Hospitals. There are excellent relationships with clinical teams in many specialities, with a well established pattern of cooperative working. We are a major renal stone centre in addition to providing acute services to most other specialities.

We have a team of highly experienced nurses & radiographers. There is a 6 bed day case unit within Sandwell Hospital Radiology department; the gastroenterology team use some of the beds two sessions a week. We also run our own IR outpatient clinic.

Services are currently provided on two acute hospital sites. The post assumes working at both sites. IR will be centralised in a purpose built unit when our new acute hospital opens.

Wide training and experience in general radiology as well as experience in intervention is required. The postholder will be expected to take part in the training and supervision of junior radiologists allocated to the Department.

The interventional radiologists participate in the Black Country Alliance non vascular IR on call system. This is a 24/7 service, based on BSIR recommendations. SWBH as an institution is on call to perform procedures for four Trusts (Dudley, Walsall, Wolverhampton and SWBH) one in every 3 weekends (Fridays, Saturdays, Sundays and Bank Holidays) and will participate overnight on one in three weekdays after appointment of additional radiologists. This service is an extension to our successful weekend nephrostomy service, which was shortlisted for a Health Service Journal award. Patients are transferred as inpatients to the on call site under the care of the receiving clinical team.

General diagnostic on call has full cover provided by our own registrars who are on site on a shift system.

The work programme

A standard full time job plan is usually based on 10 sessions of which 8.5 are DCC and 1.5 are SPA. DCC work displaced by SPA activity should be reallocated to SPA sessions. One DCC session can be replaced by a Research session if desired. Consultants are currently expected to remain on-site for the duration of DCC sessions for now.

Following discussion in the Trust Joint Local Negotiating Committee (JLNC), the Trust has clarified activities that fall within SPAs and agreed that consultants will receive 1.5 SPAs as of right and a further 1 SPA by negotiation provided the consultant can justify the use of SPA time (excepting part time consultants who will receive the amounts specified in the national terms and conditions). The Trust and JLNC have agreed that up to 1 SPA per week may be worked off-site, subject to agreement.

The following work is to be included within the SPAs in the postholder's job plan.

- Audit (including audit lead posts)
- Research
- CPD
- Chair of internal committees linked to own speciality
- Attendance at speciality/divisional or Trust/health economy meetings
- College tutor for own speciality
- Participation in QPDT
- Speciality cancer lead (responsibility for coordination and development)
- Teaching undergraduate and postgraduate clinical and non-clinical staff
- Management of rotas, leave and supervision of work of junior staff
- Participating in appraisal and job planning

Proposed Weekly Working pattern

Day	Session	Location	Duties
Monday	AM	SWBH	IR
	PM	SWBH	Clinic/ US
Tuesday	AM	SWBH	IR
	PM	SWBH	IR/Research
Wednesday	AM	DGOH	SPA
	PM	DGOH	OFF
Thursday	AM	DGOH	REPORTING
	PM	DGOH	IR
Friday	AM	DGOH	½ SPA/ ½ reporting
	PM	DGOH	Vasc MDT/REPORTING/US Interventions

The interventional on-call rota is divided into vascular and non-vascular components. All vascular intervention is performed at DGOH as part of the Black Vascular Hub network. Non-vascular interventional on-call is shared across the Black Country with DGOH, RWH and SWBH on call at the weekends in turn. The weekday cover is currently provided by DGOH and RWH with the desire for SWBH to join into this service with the additional of more IRs at their site. Patients travel to the host site for on-call interventional cases. The post holder will be required to participate in the non-vascular rota based at SWBH, whilst also providing vascular cover at DGOH. This will carry a frequency of 1 in 6 initially, improving to 1 in 9.

The appointee will be expected to demonstrate firm involvement in Clinical Governance, Risk Management and Clinical Audit, complying with GMC guidelines on good medical practice and Data Protection legislation. All employees must participate in Mandatory Training as required by the Trust.

2. GENERAL RESPONSIBILITIES

All staff are expected to adhere to policies and procedures in the Trust, which establish standards of good practice and follow any codes of conduct, which are relevant to their own profession.

Mentoring

The Trust operates a mentoring process for all newly appointed consultants to enable them to become a fully productive member of the DGNHSFT team as quickly as possible both in terms of what they deliver (outputs) and the way in which they deliver (behaviour and attitudes). All newly appointed consultants are required to participate in the process.

Performance Management

The Trust operates a structured performance management approach for all newly appointed consultants to ensure that there is an appropriate fit between the individual and the organisation. This includes:

- Performance reviews with the Medical Service Head at 3, 6 and 12 months after appointment
- Performance reviewed against capability, productivity and behavioural standards

All newly appointed consultants are required to participate in the process.

Trust Policies & Procedures

a) Infection Control

The postholder will ensure that they and their teams fully comply with the policies/procedures in place for infection control.

b) No Smoking

The Trust has a Smoke Free policy. All Health Service premises are considered No Smoking Zones.

c) Health & Safety

All Trust employees are required to comply with relevant Health and Safety legislation and the Trust's policies relating to Health & Safety and Risk Management.

d) Confidentiality

Patient and/or staff information is confidential. It is a condition of NHS employment that you will not use or disclose any confidential information obtained.

e) Research Governance

The Trust operates all research in accordance with the requirements of the Research Governance Framework. As an employee of this Trust, you must comply with the Trust's policies on Research Governance and Indemnity.

This job description is indicative of the responsibilities of the role and is not intended to provide an exhaustive list. This job description may be reviewed from time to time in light of developments and may be amended.

f) Safeguarding of Children and Vulnerable Adults

All staff have a duty to safeguard and promote the welfare of patients, their families and carers. This includes practitioners who do not have a specific role in relation to safeguarding children or adults, you have a duty to ensure you are:-

- Familiar with the Trusts safeguarding policies.
- Attend the appropriate training for safeguarding
- Know who to contact if you have concerns about an adult or child's welfare.

The Trust will provide training and has in place policies and procedures to provide staff with guidance on safeguarding adults and children; these can be accessed via the HUB.

VISITS TO THE TRUST AND INFORMAL ENQUIRIES ARE WELCOMED. PLEASE CONTACT:

SWBH Group Director: Dr Sarah Yusuf 0121 507 2533

SWBH Clinical Director: Dr Frank Leahy 0121 507 3349 or 507 2616

john.leahy@nhs.net

3. **PERSON SPECIFICATION - CONSULTANT – RADIOLOGY**

Essential Criteria	Desirable Criteria	How Identified
<u>Qualifications, Knowledge and Experience</u> <ul style="list-style-type: none"> • Primary medical degree • Fellowship of Royal College of Radiologists • GMC Full registration and be on GMC specialist radiology register (or be within 6 months of achieving CCT) <p>Must have consultant level knowledge and experience general clinical radiology</p> <ul style="list-style-type: none"> • Must demonstrate up-to-date knowledge of clinical issues related to diagnostic radiology • Must be prepared continuously to develop and update their subspecialty expertise 	<ul style="list-style-type: none"> • MRCP or FRCS • Other Postgraduate degrees or diplomas in medical sciences or education • 	<p>CV/Application Form</p> <p>Original Certificates</p> <p>Registration details</p> <p>Interview</p> <p>References</p>
<u>Personal/Qualities/Attitude/Skills</u> <ul style="list-style-type: none"> • Demonstrates an understanding and commitment to the Trust's vision, values and strategic goals • Committed to the delivery of operational targets • Projects a positive image and able to challenge negativity • Demonstrates a corporate outlook, internally and externally • Able to prioritise and delegate • Committed to improving the patient health care experience and improving Trust performance • Able to engage, empower and inspire others to the benefit of the Trust • Demonstrates effective and inclusive communication skills, being able to listen and act appropriately 	<ul style="list-style-type: none"> • Innovative • Change management experience • Able to deal with conflicting demands • Effective time management • Methodical, organised approach to work • Demonstrates a commitment to the development of all staff 	<p>CV/Application Form</p> <p>Interview</p> <p>References</p>
<ul style="list-style-type: none"> • Responsive to feedback and able to take other people's opinions on board • Demonstrates ability to build effective multi-disciplinary team working within own speciality and others, within the organisation and across the wider healthcare community • Excellent interpersonal skills • Demonstrates respect for others and acts with integrity • Able to resolve complex problems effectively • Able to meet and/or exceed goals and targets whilst delivering high quality patient care 	<ul style="list-style-type: none"> • Demonstrates attention to detail • Effective negotiating and influencing skills 	<p>CV/Application Form</p> <p>Interview</p> <p>References</p> <p>CRB Clearance (if applicable)</p>

Essential Criteria	Desirable Criteria	How Identified
<ul style="list-style-type: none"> • Teaching experience • Self awareness • Reliable • Has a confident and optimistic approach • Self motivated • Dedicated to service delivery and improved patient care • Positive and flexible approach to work • Professional attitude • Commitment to personal and professional development • Computer literate 		

4. SUPPORTING INFORMATION

5.1 Dudley Group NHS Foundation Trust

Based in the heart of the Black Country, The Dudley Group NHS Foundation Trust provides acute services to the Borough, covering the towns of Dudley Stourbridge and Halesowen. Although the Dudley Metropolitan Borough comprises a population of 311,500 residents, Dudley Group of Hospitals have traditionally served a larger catchment area including, to the east, a significant number of Sandwell's residents, and to the west, South Staffordshire making a total catchment population of 410,000. The Dudley Group of Hospitals consists of three new hospitals with the main hospital and only inpatient unit being Russell's Hall Hospital and two smaller satellite hospitals at the Guest and Corbett providing outpatient, investigative, therapy and Day Hospital services.

Our Vision

The Dudley Group of Hospitals Vision is to be an organisation: 'Where People Matter' This means that we intend to provide an improving range of services for our population and commissioners, including general, specialist and some community services. The ambition is to provide services of high quality, which attract patient and GP support, as demonstrated through Choice, and to have a deserved reputation for the quality of care and environment that attracts the best staff to work here.

Our Values

This Vision will be achieved through working to a set of Values:

Care: We are passionate about what we do

Respect: We respect one another

Responsibility: We take responsibility for our actions

Technology

Our hospitals are some of the most technologically advanced in the country, with state of the art medical and diagnostic equipment ensuring that our patients receive the highest standards of care possible in comfortable modern purpose built wards and departments.

The Trust was one of the leading pioneers of new digital imaging and PACS technology in the NHS.

The Trust is also leading the way in many other areas. In 2005 it introduced a new concept in Maternity care. With a purpose built LDRP Maternity unit (single en-suite delivery rooms that allow the mother to remain in the same room throughout the labour, delivery and recovery period) and specifically designed services that are tailored to meet the needs of women with a learning disability.

Russell's Hall Hospital

This hospital was first opened in 1984 and subsequent to a £170 million PFI re-development reopened in June 2005. It now houses all of the districts' inpatient beds (754 beds) and the Guest and Corbett Hospitals have been redeveloped as satellite hospitals providing outpatient, therapy and investigative services close to the population of Dudley and Stourbridge.

The following range of inpatient services are provided:

- General Medicine, including Care of the Elderly
- Cardiology
- Respiratory Medicine
- Gastrointestinal Medicine
- Renal Medicine (Sub-Regional Dialysis Centre)
- Diabetes/Endocrinology
- Haematology/Oncology
- Acute Stroke Unit
- Rehabilitation
- Genito-Urinary Medicine
- Clinical Immunology
- Rheumatology and Pain Relief
- Dermatology
- General Surgery, including Urology, Vascular and Maxillofacial
- Orthopaedics and Trauma
- Obstetrics and Gynaecology
- Paediatrics
- ENT
- Plastic Surgery
- HDU and ITU

The Trust's busy Emergency Department is situated at this hospital, as is a 19 bedded Intensive Therapy/Surgical High Dependency Unit, a 10 bedded Medical High Dependency Unit and a 26 bedded CCU/PCCU. The Trust's main Outpatient Department is also situated on the Russell's Hall site.

Corbett and Guest Hospitals

New purpose built Outpatient/Investigative Facility/Day Hospital services have now been opened as part of the PFI programme on both of the Corbett and Guest Hospital sites.

Dudley Group of Hospitals NHS Trust Management Structure

Following the amalgamation of all acute services onto the Russell's Hall Site a management structure has been introduced with the emphasis on Clinicians being responsible for the management of individual clinical units, which make up the Operations Directorate. This is headed by the Chief Operating Officer and consists of 3 units each head by a Chief (Radiology sits in Clinical Support :

- 1) Surgery, Women and Children (Chief – Mr M Ahmed)
- 2) Clinical Support (Chief – Dr E Rees)
- 3) Medicine and Integrated Care (Chief – Dr M Healey)

The Executive Directors of the Trust are:

Chief Executive	Diane Wake
Chief Operating Officer	Karen Kelly
Director of Finance	Tom Jackson
Director of Workforce	Andrew McMenemy
Director of Governance	Gilbert George (interim)
Director of Strategy & Performance	Natalie Younes
Chief Information Officer	Adam Thomas (acting)
Chief Nurse	Mary Sexton (interim)

Medical Director

Dr Julian Hobbs

The following Directors also sit on the Trust Main Board:

Deputy Medical Director

Dr Philip Brammer

Deputy Medical Director

Dr Paul Hudson

Teaching Hospital Status

As of 2002 Dudley Group of Hospitals NHS Trust achieved teaching hospital status as part of the Birmingham Medical School. Third, fourth and fifth year medical students are taught within the Trust with a dedicated Undergraduate Educational Block. All Consultant staff and Registrars and other junior staff are expected to participate in the teaching of medical students.

Medical Education

A modern and fully equipped Postgraduate Medical Education Centre, situated at Russell's Hall Hospital, which opened as part of Dudley's major capital investment through the PFI. There is a modern and fully equipped library, which is linked with the Barnes Library at the Medical School in Birmingham together with the national lending library networks. Search facilities using CD-ROM are available. There are also excellent facilities for lectures and meetings.

5.2 Sandwell and West Birmingham NHS Trust

CLINICAL MANAGEMENT STRUCTURE

The clinical management structure is made up of 6 clinical groups as shown below:

CLINICAL GROUPS

Medicine & Emergency Care Acute Medicine Cardiology Clinical Haematology Clinical Immunology Clinical Pharmacology & Toxicology Elderly Care Emergency Medicine Gastroenterology Geriatric Medicine & Rehabilitation Neurology & Neurophysiology RAID Renal Medicine Respiratory Medicine Stroke	Surgical Services Vascular & General Surgery Endocrine Surgery Gastrointestinal Surgery Urology Plastic Surgery Trauma & Orthopaedics Breast Surgery Anaesthetics Critical care C Ophthalmology ENT & Audiology Oral, Maxillo-Facial & Dental Cancer Services
Women & Child Health Obstetrics Neonatology Paediatric Medicine Gynaecology Gynaecological Oncology	Imaging Diagnostic Radiology Interventional Radiology Nuclear Medicine Breast Screening Medical Illustration
Primary Care, Community and Therapies Dermatology Diabetes and Endocrinology Ambulatory Therapies Palliative Medicine Rheumatology Community Medicine iCares Your Health Partnership (GP)	Pathology - Hosted by Black Country Pathology Microbiology Haematology Immunology Biochemistry Histopathology

The top tier of management for each clinical group consists of a Group Director, Director of Nursing and a Director of Operations. A Clinical Directorate structure is in place and each specialty has a Clinical Director. Sub-divisional management structures vary depending on the particular needs of the division. Named nursing, HR and finance specialists support the clinical groups management teams.

Interventional Radiology sits within the imaging group. The Group Director is Dr Sarah Yusuf. The Group Director of Operations is Dani Joseph. The Clinical Director is Dr John Leahy.

Library & Information Services

The two multi-disciplinary libraries at City and Sandwell Hospitals include a large IT section, with access to all standard databases, together with Internet access. There are also slide and video programmes and interactive CD ROM facilities. 24-hour access is available to all medical staff.

Research

The appointee will be encouraged to undertake appropriate research. Clinical and laboratory facilities and support, including statistical advice, are provided within the Trust and at the University of Birmingham sub-units on the City Hospital Site.

All research undertaken by Consultants should conform to the rules of Good Research Governance and all research projects involving patients or their records (including those originating elsewhere) must have approval from the Research Ethics Committee and Research and Development Directorate.

Teaching

The post holder will be required to participate fully in the education and training of medical students, trainee doctors, paramedical, nursing and other appropriate personnel.

An appointment as an Honorary Senior Clinical Lecturer of the University of Birmingham is routinely sought, and a number of our Consultants do hold such posts. Postgraduate teaching of the junior staff is significant and the appointee will be required to contribute to the outstanding reputation of City and Sandwell Hospitals as leading teaching hospitals of the West Midlands.

There are modern Education Centres on the City and Sandwell Hospital sites, which are the focal point for teaching and training. Postgraduate clinical meetings are held in the Centre on a daily basis.

Prescribing & Therapeutics

The Trust encourages the safe and rational use of medicines. The Drug & Therapeutics Committee (DTC) oversees prescribing and therapeutics in the Trust. The Committee determines which drugs are available for prescribing within the Trust, and whether the prescribing of a specific drug should be restricted in any way. Consultants may apply to the DTC for drugs to be made available within the Trust. They may use drugs not previously approved by DTC, but only for a specific patient, and only after they have discussed and agreed the use with an officer of DTC or with the Medical Director.

Safeguarding – Children/Young People and Vulnerable Adults

Every employee has a responsibility to ensure the safeguarding of children and vulnerable adults at all times and must report any concerns immediately as made clear in the Trust's Safeguarding Policies.

Infection Prevention and Control

The Trust is committed to reducing the risk of health care acquired infection. Accordingly it is essential that you adhere to all Trust infection control policies, procedures and protocols (to include hand decontamination, correct use of PPE (Personal Protective Equipment) and care and management of patients with communicable infections). You are required to report any breaches/concerns promptly using the Trust's incident reporting system.

5.3 DUDLEY, SANDWELL AND THE SURROUNDING AREA

Dudley Metropolitan Borough, a densely populated urban area, is situated in the West Midlands and has intercity rail and motorway access to the major cities of Birmingham, Coventry and Leicester. London is 110 miles away by M40 motorway and the regional airport of Birmingham easily accessible for internal and international flights. The Welsh border is less than two hours by car.

Dudley M.B. includes the ancient towns of Dudley itself and Stourbridge with Halesowen (population 50,000 each), the total population being 301,000. Former industries included glass-making, steel smelting and mining; these have now given way to light engineering, machining, metal parts and electrical goods manufacture, and to a range of service industries. There is a developing tourist trade based upon industrial archaeology and the extensive local network of canals.

The Borough, now much changed in appearance, has been extensively redeveloped and many former industrial sites are now green or occupied by new housing. Dudley is close to attractive countryside and offers choice to the house-hunter. The urban area is bordered by Wolverhampton, Sandwell, West Birmingham and the largely rural areas of Staffordshire, Shropshire Hereford and Worcester.

Local state schools and universities (Birmingham, Aston and Wolverhampton) are excellent and shopping facilities good, particularly in Birmingham. The Merry Hill Centre is a large new shopping mall in the centre of Dudley and some well-known high street names are represented there.

Cultural activities are centred upon Birmingham: the City of Birmingham Symphony Orchestra, and Birmingham Royal Ballet are of international repute and good opera touring companies appear at the Birmingham Hippodrome frequently. The Birmingham Repertory Theatre is of high standard. The Birmingham Art Galleries hold one of the largest pre-Raphaelite collections in the country. Stourbridge is celebrated for art glassware. Stratford Upon Avon and the Three Choirs Festival are all within 2-hour car journey and there is a wealth of local historical sites, including Dudley and Warwick Castles, the Roman fort at The Lunt and Offa's Dyke. The West Midlands is a cosmopolitan region and famous for its Caribbean, Asian and far-Eastern cuisine.

Sports are well catered for: there are two golf courses of PGA standard at the Belfry and at Bewdley, fly fishing on the Severn and the Teme and easily accessible riding and rough shooting. Stourbridge Rugby Club supplies players to the National side. Other leisure facilities include a unique network of canals, industrial archaeology parks, and many open spaces within the built-up area.

There is good access from all parts of the Borough to the West Midlands motorway network, which includes the M5, M6, M42 and M40. Birmingham International Airport can be reached via the M42 in about thirty minutes, and central London is a two-hour drive.

The Intercity rail network can be joined at the Airport, at Dudley/Sandwell Railway Station, in Birmingham city centre or in Wolverhampton. London Euston is 1 hour 40 minutes from Birmingham New Street, and about 1 hour 20 minutes from Birmingham International Railway Station. Local rail networks link the Borough with Birmingham.