

Job Description

Job Title: Specialist Grade - General Radiology

Grade: Medical & Dental Specialist

Programmed Activities: 10

Department: Radiology

Reports To: Clinical Lead

Accountable To: Medical Director

Responsible For: Providing radiological services to the patient population of Epsom and St. Helier University Hospitals NHS Trust

Job Summary

This is a full time 10 PA post required to cover Specialist grade vacancy and to meet the increasing demand in the Trust. This post aims to support the general Radiology work across all our trust sites including CT, MRI and Ultrasound with candidates keen to develop subspecialty that compliments the skill mix of the department.

The successful applicant will join a team of 25 WTE Consultant Radiologists each of whom provides a general radiological service including Plain film reporting, Ultrasound, CT and MRI as well as having a subspecialty interest.

The successful applicant will be expected to work cross site and may be required to provide ad hoc on call cover. Overnight services are externally outsourced.

Main Responsibilities and Duties

Principle Duties of the Post

The principal duty of this post is to provide a comprehensive clinical service to patients.

- 1 To at all times, comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
- 2 To ensure that patient confidentiality is maintained at all times.
- 3 To undertake duties as defined within the attached job plan in so far as practicable and in agreement with your Clinical Director.
- 4 To be responsible and managerially accountable for the reasonable and effective use of Trust resources that you use and influence, and professionally accountable to the Medical Director.
- 5 On commencement to ensure personal attendance at the Trust's corporate Induction (or arranged Consultant Induction).
- 6 To participate in the Trust's Statutory & Mandatory training programme.
- 7 To be responsible for the Clinical Management of in and out patients under your care.

Teaching & Training

1. To share responsibility with other Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies.
2. To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.
3. To devote time, through agreement on a regular basis for teaching and training of medical students as part of agreed teaching arrangements with the Foundation School.

Management & Governance

1. To be responsible for the management, appraisal and discipline of junior doctors who are attached to you, after taking appropriate advice, where appropriate.
2. To maintain personal and professional development. The post holder will be expected to register with their respective Royal College for the purpose of CME/CPD and to fulfil the requirements of that registration.
3. To provide advice, as required to the Executive and Trust board, General Practitioners and other interested parties, on the provision of planning of clinical services locally, regionally and nationally in keeping with confidentiality agreements relating to Trust business.
4. To co-operate in the present framework agreement of management arrangements.
5. To fully participate in Clinical Governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.
6. To participate, on at least an annual basis in consultant appraisal and job planning reviews.
7. To comply with Trust policies and procedures where appropriate.
8. To ensure that all intellectual property rights of the Trust are observed.

Proposed Job Plan

This proposed plan is for a 10PA post with 8 Direct Clinical care sessions including CT, MRI, Ultrasound, plain film reporting.

There will be 2 sessions supporting professional activities and the flexibility in the job plan will be discussed in detail on appointment.

Job plans will be reviewed annually, following an appraisal meeting. The job plan will be a prospective agreement that sets out a Specialists' typical working pattern, duties, objectives and responsibilities for the coming year. It will cover all aspects of a Specialists' professional practice including clinical work, teaching, research, education, managerial responsibilities and external commitments.

On appointment of the post holder, the Clinical Director will commence discussions to finalise the job plan which will become operational on appointment. The job plan is an indicative plan of the duties the post holder is likely to be asked to undertake.

Additional programmed activities may be offered to the post holder. Any offer of additional programmed activities will be based on the needs of the service and in line with the Trust objectives and will be reviewed on an annual basis.

On Call Arrangements

The post holder may be required to participate in the extended hours and weekend working rota, shared with colleagues.

Administrative Arrangements

The successful applicant will have secretarial support and office accommodation.

ADDITIONAL REQUIREMENTS

All posts are subject to Satisfactory References, Full registration with the GMC – within six months of obtaining CCT/CCST and entry onto the Specialist Register, Occupational Health clearance (including Hepatitis B & C) and Police clearance through the Criminal Records Bureau (CRB), as required under section 122 of the Police Act 1997.

If you do not receive clearance for any of the above, your offer will be withdrawn.

The post holder will normally be required to reside within ten miles, or within thirty minutes travelling time to the Trust. Any variation should be formally documented and agreed with the Medical Director and Medical Staffing.

Person Specification

Job Title: Specialist Radiologist – General Radiology

| | Essential | Desirable | Method of Assessment |
|---|---|--|----------------------------|
| Qualifications and Training | <ul style="list-style-type: none"> • Hold a medical qualification or qualification registered with the GMC • Entry onto the Specialist Register for GMC or be within six months of obtaining CCT. • Appropriate higher medical qualification | <ul style="list-style-type: none"> • MD or equivalent higher degree or evidence of relevant research | CV/Application |
| Clinical Experience | <ul style="list-style-type: none"> • High standard of clinical skill and expertise across all modalities. • Able to contribute to the full range of general radiological skills • Vetting examinations | | CV/Application/Interview |
| Management & Administrative Experience | <ul style="list-style-type: none"> • Audit/Research • Supervision of post graduate trainees • Personal time management skills • Clinical Governance • Ability to organise in patient and out patient waiting lists • Supervise modality such as CT, US or MRI | <ul style="list-style-type: none"> • Familiarity within issues of service organisation and development | CV/Application/Interview |
| Teaching Experience | <ul style="list-style-type: none"> • Experience of teaching undergraduate and postgraduate trainees • Ability to teach clinical skills | <ul style="list-style-type: none"> • Experience of teaching basic clinical skills to undergraduates/ post graduates • Experience of supervising junior doctors • Experience of teaching Lay groups and other staff groups • Ability to supervise postgraduate research | Application/ CV/ Interview |

| | | | |
|----------------------------|---|--|---------------------------|
| Research Experience | <ul style="list-style-type: none"> • Ability to contribute to change management • Ability to apply research findings to clinical problems • Ability to critically review research | <ul style="list-style-type: none"> • Publications in peer review journals | Application/ CV/Interview |
| Personal Attributes | <ul style="list-style-type: none"> • Ability to work in a multi-disciplinary team • Ability to work in partnership to deliver a patient centred service • Demonstrate an understanding and willingness to embrace user involvement • Good interpersonal skills • Enquiring, critical approach to work • Ability to communicate with patients and relatives • Commitment to continuing professional development • Willingness to undertake additional professional responsibilities to local, regional or national levels • Willingness to work with consultant colleagues and management to maintain and develop a comprehensive service • Able to make own arrangements for travel between working sites as part of cross site role. • Willingness to work across both sites according to the needs of the trust. | | Application/CV/ Interview |

JOB PLAN Specialist Radiologist – General Radiology

2 sessions –Duty Radiologist
2 sessions -US
3 sessions- Reporting/Vetting.
1 session- PF reporting/Fluoro

Weekly hours: Monday – Friday 9:00
am-17:00pm

| Programmed activity | Number |
|---|-----------|
| Direct Care (including unpredictable on-call) | 8 |
| Supporting professional activities | 2 |
| Other NHS responsibilities | |
| External duties | |
| TOTAL PROGRAMMED ACTIVITIES | 10 |

Division and Departmental Information

The Trust clinical management structure comprising of 7 Clinical Divisions, supported by focused corporate and shared services functions.

The Divisions are expected to perform as semi-autonomous businesses responsible for understanding the demand for their services and how this can best be met; planning, delivering and monitoring the quality of their services; maintaining excellent relationships with patients and healthcare partners; and recruiting and developing their staff. They are accountable to the Trust for service planning and delivery, and have the right to demand from the Trust the support they need for the minimum corporate overhead. In recognition of this relationship, the Divisional Clinical Directors are members of the Trust Executive Committee – thus strengthening clinical input to senior decision-making.

Within each Division there are a number of Care Groups led by a team consisting of a Medical Clinical Lead and senior nurse, and supported by Service managers. These units are responsible for the delivery of high quality, cost-effective day to day care.

1. Cancer and Clinical Services Division

The Divisional Medical Director is Dr John Clark

The Clinical Directors are Dr Nalin Khosla

The Divisional Director of Operations is Badriya Maghrabi

The Clinical Lead for Radiology is Dr Ziyad Abubacker, Consultant Radiologist

The Management Lead for Radiology is Nonhlanhla Dube Head of Radiology Services

Supported by Modality and Site Leads

2. Radiology management arrangements

The Radiology Department is part of the Clinical Services Division which also includes Pathology, Cancer Services, Endoscopy, Therapies and Pharmacy.

The management structure of the department has been focussed on bringing the two main sites closer together with the development of joint clinical and audit protocols, as well as joint operational policies.

3. Work of the department

Both major sites at Epsom General Hospital and St Helier Hospital have a full range of radiological services to support the clinical activity across the Trust.

All the major radiological disciplines are represented on these two sites with the exception of Nuclear Medicine, which is provided only on the St. Helier site.

The combined x-ray departments perform in excess of 350,000 examinations per year with 150,000 on the Epsom and Leatherhead site and 200,000 on the St Helier sites which include Queen Mary's Hospital for Children, and Jubilee Health Centre.

4. Staffing

Overall there are 221.73 WTE members of staff across all our trust sites which include clerical staff, helpers, assistant practitioners, PACS administrator, Radiographers, Advanced practitioners, Sonographers, and Radiologists.

Radiologist

Radiologist establishment includes 23.36wte Consultant Radiologist, 2 staff grade radiologists and 2 SPR's on rotation from St Georges Hospital
Each is a general radiologist with a specialist interest (please see attached table)

Radiographers

The Head of Radiology Services is supported by 2 site Superintendents at each of the main sites, a Cross Sectional Lead that supervises the CT and MRI modality leads, Ultrasound lead Sonographers and a Nuclear medicine Lead superintendent
There are a total of 80 Radiographers with 6 of our radiographers working at advanced practitioner level trained in CT Colonography, plain film reporting or MRI reporting. We have been awarded funding to train a further 4 radiographers in CT head reporting and plain film chest reporting.

Sonographers

There are 29 wte Sonographers across all our sites that support all general abdominal scanning, obstetrics and gynaecology scanning as well as protocol led scanning specialist area.

Paediatric ultrasound is also performed by sonographers using strict protocols.

Clerical

There are 2 team leaders based at each site to manage the clerical team of 23.47 wte. The team is led cross-site by the Assistant service manager who also provides PA support for the radiologists. There is secretarial support at both sites although the majority of reports are now dictated with the use of a voice recognition system.

5. Working relationships

All consultants are encouraged to attend the Senior Medical Staff Committee.

6. ADDITIONAL REQUIREMENTS

All posts are subject to Satisfactory References, Full registration with the GMC – within six months of obtaining CCT/CCST and entry onto the Specialist Register, Occupational Health clearance (including Hepatitis B & C) and Police clearance through the Criminal Records Bureau (CRB), as required under section 122 of the Police Act 1997.

If you do not receive clearance for any of the above, your offer will be withdrawn.