

Job Description
and Person Specification
for the role of
CONSULTANT RADIOLOGIST
with an interest in MSK

Profile of the Radiology Department

The Department incorporates all radiological imaging. All the radiologists within the department have sub-specialty interests in addition to general radiology.

The Department employs radiologists, radiographers, sonographers and radiology department assistant (RDA) practitioners supported by admin and clerical staff.

There is an active service improvement programme within the department, involving all modalities, and liaising with the local CCGs in order to achieve the Government targets.

The department houses computer equipment, which is utilised for communication, teaching and research purposes.

Staff:

Consultant Name	Job Title
Dr Bruce Smith FRCR	MSK/Neuro & General (0.3 WTE)
Dr Guven Kaya FRCR	NM/Head & Neck and General (0.6WTE)
Dr Mohamed El-Belihy DDMFR MFDS RCS(Ed)	Maxillofacial/Salivary and H&N (1 WTE)
Dr Amanda Jewison FRCR	Chest/Head & Neck (0.25 WTE)
Mr Simon Harvey MA DDMFR MFDS RCS	Maxillofacial/ Salivary IR (0.3 WTE)
Dr Elly Pilavachi FRCR	Head & Neck and General (1 WTE)
Vacant post (current advert)	MSK & General (1 WTE)
Vacant post	General(0.5 WTE)
Specialty Registrars	2-3 part of KSS rotation (2-3 WTE)

The department has 18 radiographers (including reporting radiographers) and 2 apprentice radiographers. There are 7 part-time sonographers that are part of the department and 6 RDAs (Radiology Department Assistants) and 1 assistant Practitioner.

Equipment:

The department has the following equipment:

- 2 x-ray rooms and one fluoroscopy machine
- 3 mobile x-ray machines
- 1 CT machine
- 1 Cone Beam CT/OPG/Lateral cephal machine
- 1 MRI unit (external to the building)
- 4 Ultrasound machines and 1 mobile ultrasound machine
- 3 Mobile mini c arms

Terms of appointment:

JOB TITLE	Consultant Radiologist with an interest in MSK
GRADE	Consultant
DURATION OF CONTRACT	Permanent
NUMBER OF PAs	10 PA (Full Time)
SALARY SCALE	£93,666 - £126,281 per annum
BASE	Queen Victoria Hospital NHS Foundation Trust, East Grinstead
RESPONSIBLE TO	Dr Mohamed El-Belihy, Clinical Lead
ACCOUNTABLE TO	Tania Cubison, Chief Medical Officer
RESPONSIBLE OFFICER	Tania Cubison, Chief Medical Officer

Purpose of the role

This role is to fill a vacancy due to departure of a consultant radiologist. This role is to provide consultant services to maintain the capacity of the department during a period of expansion at QVH with an interest in General radiology and MSK preferable. The post holder will be expected to be part of the regional MDT Teams. They will also be expected to provide training and supervision for Specialist Registrars and Allied Health professionals. There will also be an expectation to partake in general cross-sectional and plain film reporting to maintain the high levels of service provided by the radiology department at QVH.

The Queen Victoria Hospital NHS Foundation Trust (QVH) is characterised by our international reputation for pioneering advanced techniques and treatments. As the regional centre for Head & Neck (H&N) and Melanoma Surgery, we are always looking to improve the current service offered to our patients and we recognise the need to be a lead in research to benefit the patients of the future developing new and innovative treatments. We also believe that QVH's history of research and innovation is one of the reasons many of our staff are attracted to work here and we would like to continue to build on our proud heritage.

The post

The post holder will be based at Queen Victoria Hospital. It is essential that the applicant can demonstrate experience/training in the full range of General radiology and ideally has a strong interest in MSK.

The post holder will be expected to participate in the service assisting colleagues with all aspects of

service delivery. The Consultants in the department have continued to develop sub-specialist interests and the new post-holder will be supported to develop a sub-specialty focus of their own.

In order to deliver a resilient service based in a small specialist Trust, the imaging department has in addition, continued to develop skill-mix in the department and a network radiology solution with SE2 Imaging Network with a view to enhancing 7 day working across the region in the future.

The post holder will be expected to demonstrate skills that would complement and expand the existing skill mix in the department.

The postholder will be expected to help support and develop reporting radiographers and sonographers within the department.

QVH has links with Brighton and Sussex Medical School, University of Sussex as well as being a training site for the KSS Radiology School.

The post-holder will have access to an office along with administration support in the department.

This role does not currently attract on-call commitment. Currently on-call reporting is outsourced to a teleradiology service from 5pm-9am weekdays and all day Saturday & Sunday.

Key working relationships

The post holder will be a member of the clinical service line and Clinical Directorate. The Clinical Director works closely with the relevant Business Manager to ensure the achievement of operational and service standards, clinical governance and quality standards, and financial performance.

Job Description

Job Summary

- To report a wide range of cross-sectional scans for general CT/ MRI and plain film as required to RCR standard.
- Maintain a high standard of clinical expertise and care for the patient
- Perform ultrasound scans and independently report own workload of patients, providing written reports to the referring clinician to RCR standard
- Have an interest / training in a sub-specialty ; ideally MSK
- There is no on-call commitment

Key Responsibilities

1. Use clinical knowledge and experience to prioritise US/CT/MRI examination requests for both in and out patients, thus assisting Clerical and radiographic support workers in organising and pre-booking scan lists onto the electronic resource scheduling system, offer advice on correct preparation for ultrasound examinations when required
2. To perform US scans and complete CT/MRI reports with a high degree of accuracy. This includes all areas with the exception of maternity services.
3. Participate in or work towards carrying out general (including body & neuro) reporting / musculoskeletal specialty reporting which are carried out by the Radiologist/radiographers.

4. To use analytical and judgmental skills to interpret images, accurately differentiating between normal and pathological findings
5. Effectively communicate information regarding diagnosis from scan findings either verbally or in writing directly to clinicians and patients
6. Use knowledge and understanding of other diagnostic investigations and act to initiate or extend patient care for further clinical procedures and/or referral when necessary. To be competent in the use of the Radiology Information System and Sectra PACS system prior to reporting
7. To be responsible for the well-being, safety and dignity of patients whilst performing all types of examinations of an intimate and/or unpleasant nature, where there may be a risk of exposure to bodily fluids
8. To be responsible for the safe use and maintenance of specialist equipment included under the medical devices policy
9. To support Radiology registrars, reporting radiographers or trainee sonographers in their training.
10. Support reporting staff with advice for complex cases or next step guidance for pathways
11. Participate in reporting audit as required for the trust.
12. Peer review reports as required for additional opinion.
13. To be aware of his/ her limitations with regard to experience and know when to seek advice from the Radiologist/Sonographers and when to suggest further alternative imaging
14. To keep abreast of the latest research and developments within the field, by reading published articles and reference books and by attending study days and conferences. To participate in regular audit sessions and REALM meetings in order to improve standards and accuracy
15. Ensure high quality and continuous improvement of service, maintaining productive relations with all stakeholders

Communications and Working Relationships

16. Working as a radiologist, the post holder must be able to work both as an independent Practitioner and within a team
17. To liaise and communicate effectively with other staff both within and external to the department regarding patient care and ensure that effective communication is implemented and maintained
18. To provide verbal reports to patients if appropriate, to try to relieve any anxiety in having to wait for results
19. To communicate complex, highly sensitive, distressing and emotional information to patients clearly, with both tact and sensitivity; then to overcome the barriers to understanding and give reassurance, with regard to findings relating to the patient's illness This can be in a highly emotive atmosphere and can occur frequently as part of the clinical workload.
20. To keep accurate records of patient examinations in line with departmental protocols
21. To be familiar with the RIS/PACS departmental systems and to ensure all examinations have been entered onto the systems
22. To participate in database housekeeping as required

With Staff:

23. To provide a clear, written diagnostic report for the referring clinician to assist in patient management

24. To liaise when required with colleagues and clinicians to discuss potential problems seen on scans and directly or indirectly refer patients e.g. to specialist centres relating to cancer referral
25. To liaise with doctors and appointment staff regarding allocation of appointments and emergency management

Indicative Job Schedule

DAY	TIME	LOCATION	WORK	CATEGORY	No of PAs
Monday	08:30-12:30	QVH	Ultrasound	DCC	1.000
	13:30-17:30	QVH	Reporting	DCC	1.000
Tuesday	08:30-12:30	QVH	SPA	SPA	1.000
	13:30-17:30	QVH	Reporting/Registrar teaching	DCC	1.000
Wednesday	08:30-12:30	QVH	Reporting	DCC	1.000
	13:30 - 15:30		Reporting	DCC	0.5
	15:30-17:30	QVH	MDT (1 in 4)	DCC	0.5
Thursday	08:30-12:30	QVH	Reporting	DCC	1.000
	13:30-17:30	QVH	SPA	SPA	1.000
Friday	08:30-12:30	QVH	Ultrasound	DCC	1.000
	13:30-17:30	QVH	Reporting	DCC	1.000

The job plan will be subject to review after three months.

Terms and Conditions of Service

This appointment will be made under the published Terms and Conditions Consultants (England) 2003 and subsequent amendments.

This appointment is subject to pre employment checks including verification of identity checks, right to work checks, registration and qualification checks, employment history and reference checks, occupational health checks and disclosure and barring service checks.

Should you be required to work at other sites, you will be required to have adequate vehicular insurance for business purposes. You will be asked to provide a copy of your insurance certificate on request.

The Job Plan will be based on the outline shown above, although this will be flexible as the career intentions of the appointee develop in line with the clinical commitments of the department.

The post holder will also be expected to:

- Ensure flexibility in sessions to assist the hospital to develop maximum theatre utilisation
- Ensure adequate arrangements are made for cover for annual and study leave

General information

The Job Description is neither exclusive nor exhaustive and the duties and responsibilities may vary from time to time in the light of changing circumstances, and in consultation with the post holder.

Appraisal and Revalidation

All Trust employees undertake annual appraisal in line with Trust policy. Appraisal will take into account all the domains of good clinical practice and include consideration of clinical performance and outcome measures where available. Regular appraisal over a five year cycle will feed in to revalidation.

Revalidation will consider full compliance with the organisations policies and include 360 degree staff and patient feedback along with reports from other organisations where appropriate.

Audit

All members of the Department are expected to participate in the audit programme. Audit is incorporated into departmental meetings appropriate to the speciality. There are hospital wide inter departmental audit meetings, held bi monthly.

Library facilities

The hospital library, managed by a qualified librarian, gives access to books and journals, both print and electronic. The usual facilities are provided for requesting books and journal articles from other NHS libraries. Medical databases, such as Medline and Embase, are available online and search training and evidence searches may be requested from the library. The library has good wi-fi coverage and several PCs, some connected to the Trust NHS network and some to the wi-fi network. There are facilities for study and relaxation and a room may be booked for individual study or small meetings and training sessions. Access to the library is 24/7.

Medical photography

There is an excellent medical photographic department with an imaging archive illustrating surgical, anaesthetic and historical aspects of the hospital. Professional video editing facilities exist in medical photography. The department leads in digital photographic technology, allowing access to many images via the Queen Victoria Intranet and with extensive video production and editing.

Telemedicine

As the regional specialist centre for reconstructive surgery following trauma, we have developed and now have a well-established telemedicine referral system known as TRIPS. This allows photographs of injuries to be reviewed by qualified and experienced clinicians at any time of day or night, regardless of where in the region the patient is located.

Mentoring

All new consultants are allocated a mentor on commencement of employment with the Trust. The aim of the scheme is to provide new consultants with a mentor who is a consultant within their own speciality to help them settle into their new role. Mentees will receive mentoring that will support their transition to the role by an experienced consultant, ensuring equal treatment of the new consultant in comparison with their consultant colleagues. The benefits for mentees will include:

- Accessing impartial advice and encouragement through a supportive relationship
- Assistance with problem solving
- Improving self confidence
- Professional development
- Encouragement to reflect on practice

Policies

As an employee of the Trust you will be required to adhere to all ratified Trust policies. The Trust recognises the diversity of the local community and those in its employ. Our aim is to provide a safe environment free from discrimination and a place where all individuals are treated fairly, with dignity and appropriately to their need. The Trust recognises that equality impacts on all aspects of its day to day operations and has produced an Equality objective Scheme to reflect this. All staff employed by the Trust are required to uphold the principles of this policy.

Teaching and Training

The Trust requires that the appointee complies with the CME regulations of the relevant Royal College.

Interviews

We look forward to receiving your application and will be in touch via Trac if you have been shortlisted for interview. If you have a disability, the Trust is committed to offering reasonable adjustments through the recruitment process and employment.

For further information/informal enquiries please contact: Dr Mohamed El-Belihy, Clinical Director for Diagnostic Imaging on 01342 414432.

Person Specification

Criteria	Description	Essential / Desirable
Qualifications	MBBS or equivalent medical degree at time of application	E
	Successful completion of FRCR or equivalent at time of application	E
	Significant experience of NHS working practices	E
	Entry on the UK Specialist Register via: <ul style="list-style-type: none"> • CCT, or proposed CCT date must be within six months of the interview date • CESR, or proposed CESR date must be within six months of interview date • European Community Rights 	E
Eligibility	Eligible for full registration with the General Medical Council at the time of appointment and with a current license to practice	E
	Evidence of achievement in line with GMC standards in Good Medical Practice and supported by worked-based assessments of clinical performance and multisource feedback, or equivalent	E
	Eligibility to work in the UK	E
Fitness to Practice	Up to date and fit to practice safely; awareness of own training needs; engagement with appraisal and revalidation process	E
Language skills	Demonstrable skills in written and spoken English, of a standard to enable effective communication about medical topics with patients and colleagues evidenced by undergraduate medical training in English, or ILETS score above 7.5 overall or alternative supporting evidence	E
Health	Meets health requirements in line with GMC Good Medical Practice	E
Application	All sections of the application form to be fully completed, including a complete employment history	E
Clinical Expertise	Evidence of thorough and broad training and experience in managing complex cases	E
	Ability to offer, and be accountable for, full and independent expert diagnostic opinion	E
	Demonstrable interest and commitment to the specialty	E
Clinical Governance	Demonstrate awareness of good decision making; awareness of own limitations with a track record of engaging in clinical governance and learning from errors.	E
Audit	Evidence of active participation in audit: candidates must demonstrate data from at least one personal audit over the last two years	E
Research	Evidence of participation in research with published papers and original work in peer reviewed journals; with the ability to critically appraise published evidence	D

Teaching	Experience of supervising doctors in training and other colleagues	D
Communication Skills	Demonstrate clarity in written/spoken communication and capacity to adapt language as appropriate to the situation	E
	Empathic and sensitive to others' perspectives; capacity to listen to the views of others	E
	Working in partnership with patients: <ul style="list-style-type: none"> • always considering patients preferences when discussing treatment options • always considering the full impact of clinical decisions on the patient • practice shared decision making • direct and support patients to access the information needed to make an informed decision 	E
Personal Skills	Team working – can engender effective working relationships; individually, in multidisciplinary teams and at all levels	E
	Managing others with the ability to exhibit appropriate leadership; empowering others, leading by example and leading through change	E
	Ability to work effectively under pressure and to maintain professional and expected behavior standards despite challenging circumstances	E
	Possess organisation and management abilities, including the ability to prioritise the workload of a consultant and deal with conflicting demands	E
	Flexible approach to work with the ability to adapt and work with employers to delivered improved patient care	E
	An expertise in patient data management systems would be highly desirable	E
Probity	Professional integrity and respect for others; demonstrating probity, honesty, integrity, accountability and trustworthiness	E
Continuing Professional Development	<ul style="list-style-type: none"> • self-reflective; self-aware and able to accept feedback • commitment to personal and professional development • ability to utilise skills and knowledge to make service improvements for the benefit patient care • able to question constructively and problem solve 	E