

**BARTS HEALTH NHS TRUST
Whipps Cross University Hospital**

**GENERAL CONSULTANT RADIOLOGIST
With an interest in Head & Neck Radiology
Full time (10 Programmed activities)**

JOB DESCRIPTION

SUMMARY

The advertised post is for a full time Radiology Consultant with subspecialty interest in **Head & Neck** Radiology at Barts Health NHS Trust.

We are looking for a highly motivated and enthusiastic individual to join our existing radiology team. The post will be primarily based at Whipps Cross University Hospital.

The successful candidate should be able to demonstrate excellent general radiology skills, including emergency imaging, have extensive experience in cross-sectional imaging, ultrasound, plain film reporting and have a relevant subspecialty as above. Further subspecialty interests will be desirable & advantageous, as listed in the person specification table below. Note that this is a replacement post.

Whipps Cross University Hospital is situated on the outskirts of Leytonstone in the London Borough of Waltham Forest and is part of Barts Health NHS Trust, one of the largest NHS Trusts in England.

Audit and teaching activities are encouraged by the Department. There is a successful radiology training programme at Barts Health with 35 registrars, some of whom rotate to Whipps Cross University Hospital as well as our own registrars who partake in this rotation.

GENERAL DUTIES

1. Continuing responsibility for the care of patients in his/her charge, including all administrative duties associated with patient care.
2. Leadership, development and organisation of the services in his/her charge in line with the Trust's business plans. Liaison and communication with the Clinical Director in Imaging, the Interventional Radiology Lead, the Imaging General Manager and the Clinical and Support Service Clinical and Academic Group Directors.
3. Active participation in audit programmes.
4. Corporate and individual responsibility for the professional management of doctors in training.

DUTIES OF THE POST

1. To support, develop and enhance the general imaging service at Barts Health NHS Trust.
2. To contribute to the high quality consultant-led diagnostic radiology service at Whipps Cross University Hospital.
3. To contribute to the large volume of work undertaken by the team of radiologists already in post. This may include fluoroscopic, ultrasound and CT guided procedures.
4. To participate in an on-call service, which is at present, partially covered by an external teleradiology company.
5. To support other imaging developments within the Trust
6. To provide evidence-based care for all patients.
7. To have adhered at all times to appropriate clinical and quality standards
8. To liaise effectively and on a timely basis with colleagues, General Practitioners, community services, and all healthcare agencies.
9. To maintain and promote team and multi-disciplinary work.
10. To participate fully in the management of the Departments and to liaise closely with the respective General Manager and the Clinical Director.

ON-CALL COMMITMENTS

The Whipps Cross University Hospital on-call imaging service is diagnostic and consultant lead (currently 1:16) – supported by remote access to Sectra PACS system (and Biotronix 3dnet Medical). Reporting is outsourced from 8:30pm to 8:30 am and radiologists are rarely disturbed between these hours. Whilst on-call, the Post holder is expected to perform emergency ultrasound scans including for general paediatrics.

ACCOUNTABILITY

The appointee will have full professional independence on medical matters but will be managerially accountable to the Barts Health Chief Executive, through their Clinical Director.

CLINICAL GOVERNANCE

The post holder is expected to participate in the clinical effectiveness activities and to encourage and foster improvements in the quality and standards of clinical services. The post-holder will assist with the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish.

CONTINUING PROFESSIONAL DEVELOPMENT AND CONTINUING MEDICAL EDUCATION

The post holder is expected to take responsibility for their own Continuing Professional Development and take part in Continuing Medical Education activities, in line with the requirements of the Royal College of Radiologists guidelines to maintain standards of performance and in consultation with the Clinical Director.

The post-holder will be expected to be committed to the concept of lifelong learning and produce and maintain a Personal Development Plan in agreement with their Clinical Director.

Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Clinical Director and/or General Manager.

INFECTION PREVENTION AND CONTROL

All staff - core statement

- To adhere to Trust policy and infection control principles and standards to minimise patient risk and ensure high quality patient care.
- Undertake appropriate training and practice to ensure you (and your teams) have the right skills and are competent.
- Are responsible for keeping the environment clutter free, clean and raising issues of concern in the interest of staff and patient safety.
- Ensure high cleaning standards to prevent infection and increase patient's confidence
- Work together and with others to design the BLT IPC Service in line with national guidance
- With others, support and develop good IPC practices consistent with national guidance and the Trust's Pathfinder Strategy
- Advise and support the Director of Infection Control and Prevention (DIPC), Deputy DIPC and infection control team in achieving their objectives and fulfilling their responsibilities
- Advise and support Divisional and CAU Infection Control leads

TEACHING AND TRAINING

Barts Health NHS Trust is committed to sustaining and advancing the provision of medical, dental, nursing and other professional education and to the delivery of high quality postgraduate and undergraduate training.

The post-holder will be expected to participate fully in the education of postgraduate doctors across the Trust, including specialist trainees in radiology. This will involve specific timetables and regular teaching commitments agreed with the Clinical Director, and supervised by the Unit Training Director and Educational Supervisors.

The post-holder will also assist with the teaching of medical students and non-medical personnel as appropriate.

Teaching within the department includes regular presentations, monthly teaching/audit and informal practical sessions. Registered attendance as well as participation in the monthly departmental REALM meeting is highly encouraged.

RESEARCH AND DEVELOPMENT

The post-holder is encouraged to participate in research and audit programmes and initiatives under the guidance of the respective Research and Development departments and within the guidelines of Trust policies. The post-holder will be expected to contribute to current on-going projects.

EQUAL OPPORTUNITIES

The post holder must at all times carry out responsibilities and duties with due regard to the Trust's Equal Opportunities Policy.

HEALTH AND SAFETY

The post holder is expected to undertake appropriate management responsibilities, and be aware of individual responsibilities in accordance with the Trust's Health and Safety policy and report as necessary any untoward accident, incident or potentially hazardous environment. The post holder will promote and implement the Health and Safety Policy. The Trust operates a No Smoking Policy.

SALARY AND CONDITIONS OF SERVICE

The post is subject to the Terms and Conditions of Service of the new Consultant contract.

Due to the nature of the work in this post, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975).

Applicants are therefore not entitled to withhold information about convictions, including those which for other purposes are “spent” under the provisions of the Act, and are required to disclose convictions including those pending to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.

The successful candidate will normally be required to live within an appropriate travelling time from all sites within the Trust.

LEAVE

Annual leave will be taken as per the current guidelines (currently 6 weeks and 2 days plus worked Bank Holidays). Study leave will also be available. Notice must be taken of the Trust and Departmental Guidelines regarding leave and these must be adhered to. It is expected that leave would be allocated ensuring adequate service level is maintained at all times in the imaging department of Barts Health NHS Trust.

FURTHER INFORMATION FROM:

Prospective candidates are encouraged to visit the Trust, which may be arranged by contacting the following:

- Dr Marvin Daghish, Clinical Lead & Consultant Radiologist, Whipps Cross University Hospital, Barts Health NHS Trust
Marvin.daghish@nhs.net
- Dr Kai Lee Tan, Clinical Director of Imaging, Whipps Cross University Hospital, Barts Health NHS Trust
Kailee.tan@nhs.net

OTHER ASPECTS OF POST/ADDITIONAL INFORMATION

The above is an outline only. It is not exhaustive and is subject to annual alterations and job planning in accordance with the needs of the service. The post holder will be required to be co-operative and flexible in accordance with the needs of the service. Appropriate office space will be provided. As with other substantive consultants in the department, home reporting facilities will be made available.

GENERAL INFORMATION

The post holder will be expected to work closely with the General Manager, the Clinical Director and other colleagues as appropriate across the Trust in the management and administration of resources and to be active in promoting changes which will improve the delivery of service to patients.

IMAGING SERVICE GROUP

Barts Health NHS Trust is a large teaching hospital situated across five sites, providing comprehensive medical care to the people of East London.

The hospital sites that make up Barts Health are:

St Bartholomew's Hospital, The Royal London Hospital, Mile End Hospital, Whipps Cross University Hospital and Newham University Hospital.

Barts Health is committed to a model of medical management which involves clinicians and has established a cross-site clinical academic unit structure to provide the framework for the management of services. This ensures that decisions regarding performance, quality and use of resources are taken by those most closely involved in service delivery. A key feature is that they are integrated across the various hospital sites.

The Clinical Director and the General Manager for Imaging share responsibility for the overall performance of Imaging at Whipps Cross Hospital. The Imaging Service Group is part of Core Clinical Services (CCS) Directorate together with Outpatients, Clinical Physics, Therapies and Pharmacy.

The Imaging Board meets monthly and the named consultant leads attend this along with the Modality radiographer managers, the management team and Professional Lead Radiographer.

Appraisal is performed annually by the Clinical Director or by a consultant colleague who has attended the Trust's appraisal course. A record of annual and study leave forms part of the appraisal. Annual review of the job plan and objective setting with the Clinical Director are separate from appraisal.

ACADEMIC TEACHING

The Radiology Departments at Barts and The Royal London Hospitals are approved for all levels of training by the Royal College of Radiologists. There are currently 35 junior Radiologists including Fellowship posts in interventional radiology.

Two of the registrars rotate to the Whipps Cross site at any one time. Additionally, Whipps Cross Hospital, also has its own radiology registrars based at the hospital, but who also partake in the NEL rotation.

Research is encouraged with regular research meetings and academic support. Library facilities are available within the Royal London Hospital X-ray department, as well as the Royal London Hospital Medical School, St Bartholomew's Hospital, Whipps Cross University Hospital and Barts and The London School of Medicine and Dentistry, Queen Mary University of London. The post holder will be expected to maintain professional expertise by attendance at meetings and courses.

AUDIT

Audit is well established and takes place once a month (in association with the regular teaching day) and looks at specific clinical activities. These REALM meetings are chaired by one of the consultant radiologists and presentations are given by all staff in strict rotation.

RESEARCH

We work collaboratively with our academic partners, especially those at Barts and The London School of Medicine and Dentistry and at St Bartholomew School of Nursing and Midwifery, to support the effective planning and commissioning of education to meet the changing workforce needs of healthcare organisations across north-east London in the future.

SENIOR STAFF WITHIN THE DIRECTORATE

Divisional Director:

Clare Tamsitt
Whipps Cross Road,
London,
E11 1NR

Tel: 0208 909 5130
clare.tamsitt@nhs.net

Associate Director for Nursing and Allied Health Professionals:

Adrian Flynn
Core Services Division
Willow Lodge(Floor 1)
Whipps Cross Hospital
London
E11 1NR
adrian.flynn3@nhs.net

Divisional Manager:

Wade Norcott
Whipps Cross Road,
London,
E11 1NR

wade.norcott@nhs.net

CONSULTANT RADIOLOGISTS AND AREAS OF SPECIAL INTEREST
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Predominantly based at Whipps Cross Hospital

			PAs/Sessions
Dr J Andrews	FRCR	MSK/GI	10
Dr N Reading	FRCR	Intervention/GI/ENT	8
Dr S Pathak	FRCR	Intervention/MSK	10
Dr S Hanna	FRCR	Neuroradiology/ENT	10
Dr N Jahan	FRCR	Breast	10
Dr S Kuzmich	FRCR	GI/MSK	6
Dr J Sarkodieh	FRCR	MSK/Paediatrics/Chest	10
Dr S Mukundhan	FRCR	MSK	10
Dr T Kuzmich	FRCR	Gynae	10
Dr R Malliwal	FRCR	Interventional Radiology	10
Dr J Waliszewska	FRCR	Vascular	10
Dr A Syed	FRCR	NM	10
Dr S Ahmed	FRCR	MSK, Uro	10
Dr M Daghli	FRCR	HPB	10
Dr A Utrera	FRCR	Breast, Chest	8
Dr D Annan	FRCR	H&N	10
Dr D Patel	FRCR	GI, MSK	10
Dr M Daghli	FRCR	HPB, GI	8

Predominantly based at St. Bartholomews Hospital :

Prof A Sahdev	FRCR	Oncology
DR S Usiskin	FRCR	Breast symptomatic/oncology
Dr A Hameeduddin	FRCR	Oncology
Dr P Dilks	FRCR	Breast/US
Dr T Suaris	FRCR	Breast
Dr A Haroon	FRCR	Nuclear Medicine
Dr E Nowosinska	MRCP	Nuclear medicine
Dr K Shahabuddin	FRCR	Oncology
Dr S Dani	FRCR	Breast
Dr A Balan	FRCR	General/Cardio Thoracic
Dr D Evans	FRCR	Breast
Dr S Ellis	FRCR	CT/Thoracic/General(+ SBH)

Predominantly based at The Royal London:

Dr Z Aziz	FRCR	Chest Imaging (+ RLH)
Dr X Kowa	FRCR	ENT/Head & Neck

Dr E Friedman	FRCR	General/Paediatrics
Dr R Jalan	FRCR	Musculoskeletal
Dr S Chippington	FRCR	Paediatric Radiologist
Dr J Colledge	FRCR	General/Paediatric
Dr C Roberts	FRCR	General/Paediatric
Dr E Cheasty	FRCR	General/Cardio Thoracic/Paediatric
Dr L Makalanda	FRCR	Neuro Intervention
Dr J Evanson	FRCR	Neuroradiology
Dr P Richards	FRCR	Neuroradiology/Max-fax
Dr C Offiah	FRCR	Neuroradiologist/Max-fax
Dr A Adams	FRCR	Neuroradiologist
Dr A Krishnan	FRCR	Neuroradiologist
Dr F Chatterjee	FRCR	Neuroradiologist
Dr J Lansley	FRCR	Neuroradiologist
Dr A Parsai	FRCR	CT/US/G-I
Dr C Leung	Nuclear Medicine	
Dr M Ahmad	FRCR	Musculoskeletal
Dr S Vaidya	FRCR	Musculoskeletal
Dr S Cross	FRCR	Musculoskeletal
Dr L Biassoni	MRCP	Nuclear Med (and GOS)
Dr S Ganeshalingham	FRCR	Musculoskeletal
Dr I Renfrew	FRCR	Vascular/intervention
Dr D Low	FRCR	Intervention
Dr M Matson	FRCR	Vascular/Intervention
Dr T Fotheringham	FRCR	Intervention
Dr J-Y Chun	FRCR	Intervention
Dr O Jaffer	FRCR	Intervention
Dr S Patel	FRCR	Intervention
Dr K McDonald	FRCR	Paediatric Radiologist
Dr A Ljutikov	FRCR	Paediatric Radiologist
Dr YZ Tang	FRCR	Oncology
Dr K Wong	FRCR	Neuro Intervention
Dr J Chin	FRCR	General/G-I
Dr N Power	FRCR	General/G-I
Dr A. McLean	FRCR	CT/US/G-I (locum)
Dr J Chin	FRCR	General/G-I

Training Programme (35 specialist registrars in post)

Dr Khawaja Shahabuddin - Head of Training

Predominantly based at Newham University Hospital

Dr K Tan	FRCR	General and urology	10
Dr N Antoniou	FRCR	Intervention	10
Dr A Anwar	FRCR	Paediatrics	10
Dr K Hussein	FRCR	HPB and upper GI	10
Dr S Sarumathy	FRCR	Breast	10
Dr PT Ashok	FRCR	General	10
Dr S Ainkaran	FRCR	General/Gynae	10
Dr M Baig	FRCR	General	10
Dr A Anway	FRCR	Gen + Paed	10
Dr J. JEYATHEESAN, Janan		Gen, IR, Chest	10

BARTS HEALTH NHS TRUST

Barts Health NHS Trust was created in 2012 by the merger of Barts and The London NHS Trust, Whipps Cross University Hospital NHS Trust and Newham University Hospital NHS Trust.

Barts Health NHS Trust is one of the largest NHS Trusts in England and a world class healthcare organisation that is recognised internationally and helps our local population in north east London to achieve the highest health status possible.

WHIPPS CROSS UNIVERSITY HOSPITAL

Whipps Cross University Hospital is situated on the outskirts of Leytonstone in the London Borough of Waltham Forest, serving a local population of over 350,000 from Waltham Forest, Redbridge, Epping Forest and East London.

We serve a diverse local population with a wide variation in levels of deprivation and health needs, ranging from the most deprived 5% of electoral wards in England to the most affluent 30%. The population of Waltham Forest, for example has amongst the highest rates of infant mortality and deaths from coronary heart disease in London.

THE DEPARTMENT

The imaging service involves general and interventional radiology, MRI / CT scanning and a busy nuclear medicine department. An obstetric and general ultrasound service and a district-based breast screening service are all part of the Radiology Department. There is an increasing workload in GI and urological interventional radiology. There are office facilities for the radiologists in the department with shared secretarial assistance. The department has a computerised radiological information system - Sectra PACS(IDS7).

At present, there are approximately 13WTE staff members within the nursing team including 7 Healthcare assistants, & approximately 74 WTE radiographers. There are 24 WTE staff within administrative & clerical team.

GENERAL WORKLOAD DATA

	2013/14	2014/15	2015/16	2016/17	2017/18
Radiography	115672	121046	127686	126383	118921
CT	15410	16811	19426	21778	23236
MRI	7565	8456	8406	9285	9148
NM	3119	3364	3211	3137	2893

US	44128	42865	42046	40023	39123
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LIST OF EQUIPMENT AT WHIPPS CROSS UNIVERSITY HOSPITAL
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CT	2 x Siemens Somaton Definition Edge 128 1 x Philips Incisive 128
MRI	2
Ultrasound	3 x GE Logic 58 5 x GE Logic E9
Interventional Suite	Philips Allura Xper FD20 unit Sonosite ultrasound machine 2 x GE Venue (portables) 2 x Sonosite (portables)
Digital Fluoroscopy	Philips MD Eleva (flat plate C arm configuration)
General X-ray	Philips DR systems x 5 GE DR system OPG/Cephalograph: Planmeca Promax dimax4ceph. Mobile Image Intensifiers x 4 Mobile X-ray x 4
Nuclear Medicine	Siemens Symbia Inveno 6 SPECT CT Philips dual headed Skylight camera.
Breast Imaging	2 x US Cannon Aptio 600 2 x GE Senograph Essential Digital Mammography unit

PROPOSED JOB PLAN

The table shows an example job plan, which is subject to confirmation / negotiation with the successful candidate, and also depending upon the subspecialties of the candidate. The job plan is not confirmed & will be reviewed annually by the Clinical Director / Nominated Clinical Lead and the post holder.

The requirements of this post include a mixture of 8 Direct Clinical Care (DCC) Programmed Activities and 2 Supporting Programmed Activities (SPA).
The on-call commitment is 1 PA. Note that this is a general radiology on-call.

Mon	0830-1000(*WFH) MDT preparation	1130-1430 Hot seat	1430-1730 Biopsies/FNA
Tue	0800-0930 MDT (Remote)	930-1430 SPA	1430-1700 Ultrasound
Wed	0830-1130 MRI (gen)	1130-1430 SPA	
Thur	0830-1130 FNA one-stop clinic	1130-1430 General CT	
Fri	0830-1130(*WFH) Subsp MR	1300-1430 Plain film (mixed)	1430-1730 CT/MR subsp

All the radiologists work flexibly to cover colleagues' absence / leave.
*WFH - Option to work from home. Note that in event of IT downtime, the postholder will be expected to immediately attend on site.

MANAGEMENT

You will be expected to take part in the running of the department. You will be expected to take a full part in the appraisal process.

There are a number of clinical meetings (e.g. local consultant meetings, departmental cogwheel meetings) that you will be expected to make every effort to attend. You will also be encouraged to take part in the Trusts annual planning cycle, contributing to activities such as prioritising the departments' capital bids.

OTHER, FLEXIBLE DUTIES

Beyond these tasks all consultants are expected to take a special interest in one of the department's areas of interest and contribute to the delivery of the department objectives. Below are listed a number of these activities and candidates will be asked in which particular area they would be interested in participating:

Participation in the Department's training and trainee appraisal process. This important exercise, vital to the success of training, requires a team of consultants committed to carrying it out. Training will be provided if required, by the Trust's own Appraisal and Assessment course.

Participation in the Directorate's managerial activities. The large size of the Service Group requires a significant managerial input. It is vital that clinicians play a major role in this function, and there are numerous areas in which interested consultants can play a part.

Participation in the Department's research activities. Above and beyond that expected from all consultants. There is a continuing need for senior staff to produce ideas for research projects and supervise their development through all stages from ethical approval to publication, and to actively involve other members of the Departments, particularly the trainees in this process. Advice and supervision also need to be provided to trainees for their own research ideas.

PERSON SPECIFICATION

	Essential	Desirable
Qualifications: Higher Qualifications:	MB BS or equivalent FRCR or equivalent CCT (or within 6 months of date of interview) or on specialist register	
Knowledge Clinical expertise in Speciality /Sub speciality:	Extensive experience in diagnostic radiology Training in relevant subspecialty for the post	Evidence of participation in regional Head&Neck MDT, extensive FNA experience. A 2 nd subspeciality eg Neuroradiology.
Clinical Governance	Knowledge of NHS complaints system Record of incident and near miss reporting	Training in root cause analysis Participation in incident investigation Simulated patient safety training Published audits Radiation Protection experience
Training Expected: Management/Audit Experience:	Audit experience	Recorded log of independently reported MRI (H&N, ENT) examinations
Academic Achievements: Research/Publications:	Experience of research, presentations to learned societies. Record of presentations at specialist societies	Higher degree First author publications in refereed journals Research grants Grant applications
Personal Skills:	Presentation skills Teaching undergraduates and postgraduates Demonstrates honesty, integrity and appreciation of ethical dilemmas	
Personal qualities and self management	Self motivated Ability to work under pressure Able to work as part of a team Reliable work record Flexible approach to work and evidence of team working Able to change and respond to changing circumstances. Evidence of continuing professional development	