



GIG
CYMRU
NHS
WALES

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Post:

Speciality Doctor in Radiology – General with one or more subspeciality interest

Sessional commitment:

10 sessions per week

Base Hospital:

One of the three sites in BCUHB

Additional Information:

<http://www.bcu.wales.nhs.uk>

Contacts for enquiries about this post:

Dr Kakali Mitra – Consultant Interventional Radiologist and
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Introduction

Applications are invited for 2 Speciality Doctors in Radiology. The department is currently recruiting radiologists in various subspecialties to cope with increasing demand.

The successful candidates will be required to contribute to the general workload including plain film, CT and ultrasound. MR reporting will be encouraged if suitably trained. We would encourage development towards any special interests such as Oncology / MSK / GI Radiology / Urology and Breast.

There are trainees in the Health Board from the North Wales Radiology Training Scheme, Wales Deanery. The successful applicant will be expected to participate in the teaching and training of the trainees.

The post holder would work flexibly where required to achieve high quality care and to assist in meeting local and national targets. There is a requirement to be responsible with others for optimum use of resources.

The post is flexible based in one of the three hospitals but may require some sessions to be undertaken in the other District General Hospitals. Support for travel (access to a pool car / travel expenses) will be provided. There is an expectation that the post holder will work independently and with minimal supervision in certain areas. Hence it is desirable for the candidate to have completed FRCR and have adequate experience in cross sectional imaging. However we are willing to support candidates who are looking to complete the FRCR during the duration of this appointment.

Job Description

Clinical duties:

The duties outlined below are requirements but not definitive and may be changed in accordance with the needs of the service in discussion with the post holder.

1. Work as a General Radiologist with competencies in Plain film reporting, cross sectional imaging, ultrasound and MR if adequately trained.
2. Contribute to development of the general imaging service to support the Health Board in ensuring provision of high quality diagnostic support throughout the week including sessions in plain film reporting and ultrasound.
3. The post will be based in one of the three hospitals in BCUHB, but it is likely that there will be a cross-site commitment.
4. Work flexibly with colleagues to support the timely management of emergencies and inpatients.
5. Undertake an appropriate share of the on-call rota for urgent imaging, under the supervision of a Consultant.
6. Ensure that standards are maintained and developed through undertaking clinical audit, evidence-based research and appraisal.
7. Be familiar with the College curriculum for junior doctor training and contribute to their training requirements, including tutorials, on-the-job teaching, appraisal and assessment.
8. Contribute to the training of undergraduates and advanced practitioner radiographers.
9. Maintain personal professional development in accordance with the requirements of the Royal College of Radiologists and the General Medical Council.
10. Agree an annual job plan with the Clinical lead in Radiology.
11. Participate in annual appraisal.
12. Work in partnership with colleagues in the Imaging Department.
13. Provide cover for Consultant colleagues' periods of leave in accordance with arrangements agreed within the Department.
14. Participate in a rota with the consultants already in post to provide urgent imaging services over the weekend.
15. Individual job plans are subject to change depending on circumstances, and by agreement. We acknowledge the value of flexibility in managing emergencies and colleague absence, and the need to review the job plan once the successful candidate is in post.

Education and training:

The Postgraduate Centres at all three DGH sites where the post holder may be based incorporate a number of seminar and lecture rooms which are fully equipped with LCD projection facilities as well as a range of specialist audiovisual equipment. There is also a fully equipped library and computer room. Within the Radiology departments there are Radiology libraries and an up to date stock of Radiology journals.

Within the imaging departments there is a Radiology Seminar Room which has PACS, projector, modern equipment for meeting locally and through video conferencing.

The Health Board is committed to sustaining and advancing the provision of medical and radiographic education and to the delivery of high quality postgraduate and undergraduate training.

The post holder will be expected to participate in the postgraduate teaching programme and will be required to teach other staff, including radiographers.

Continuing Professional development, and Continuing Medical Education and Appraisal

The post holder will be responsible 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.

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 the Clinical Lead in Radiology.

Appraisals for medical doctors are done online through MARS medical appraisal website. <https://medical.nhswalesappraisal.org.uk/>.

Support for appraisal and revalidation would be provided by the Health Board through designated officers.

If the successful candidate wants to pursue CESR while in post to work towards developing a career as a radiology consultant, there will be support from the department. We have a track record of successful candidates.

Management and Leadership:

All staff in the Department are managerially accountable to the Chief Executive and Medical Director, Secondary Care Medical Director via Clinical Director North Wales Managed Clinical Services via the Clinical Lead Radiology BCUHB.

1. The post holder will work within the Health Board's framework for Corporate Governance including standing orders, standing financial instructions and financial procedures.

2. Corporate and individual responsibility for the professional management and supervision of doctors in training.
3. Continuing responsibility for the care of patients in your charge in liaison with consultant colleagues and for the proper functioning of the department in line with operational policies and Strategic Plans (as amended from time to time).
4. All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisations regarding supervision.
5. All qualified staff have a responsibility to supervise unqualified/more junior staff and students on a day to day basis to ensure that patients receive appropriate care and that any untoward action is addressed.
6. The post holder will be expected to work closely with the existing consultants in developing the imaging service, to include cross cover arrangements.

Salary and conditions of service:

The post is subject to the Terms and Conditions of Service – Specialty Doctor, to the NHS Staff Council Conditions of Service and also to the National Health Service Pension Regulations.

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.

Betsi Cadwaladr University Health Board

Betsi Cadwaladr University Health Board was formed in October 2009 and is the largest health organisation in Wales. It provides a full range of primary, community, mental health and acute hospital services for a population of around 676,000 people across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham) as well as some parts of mid Wales, Cheshire and Shropshire.

The Health Board is the largest NHS organisation in England and Wales and employs 16,000 staff and has a budget of £1.2 billion. It is responsible for the operation of three district general hospitals (Ysbyty Gwynedd in Bangor, Ysbyty Glan Clwyd, Bodelyyddan, and Wrexham Maelor Hospital) as well as 20 other

community hospitals, and a network of over 90 health centres, clinics, community health team bases and mental health units.

It also coordinates the work of 114 GP practices and NHS services provided by North Wales dentists, opticians and pharmacies. The university status of the new organisation also provides the opportunity to strengthen academic links with the Universities of Bangor and Glyndwr.

Management Arrangements

The Health Board is currently in a period of transition during reorganization. The previous Clinical Programme Groups (CPGs) are now being replaced by Scheduled/ Unscheduled Care Directorates for each site. Management structures are still being finalized during this interim change-over period.

Radiology is part of the new Managed Clinical Services Directorate, one of several which encompass the various service elements. The MCSD also includes Pathology, Audiology, Medical Physics, Clinical Genetics and Neurophysiology. The directorate is accountable for changes in technology and practice and deal with local operations as well as strategic development. There is a Clinical Director overall for the Directorate supported by Clinical Leads for Pathology and Radiology. Through the Clinical Director, we are responsible to the Secondary Care Medical Director.

Radiology Services

BCUHB provides a comprehensive primary and secondary care medical service to the population (with the exception of cardiothoracic surgery, neurosurgery and level 1 trauma services.) Our tertiary referral centre for trauma is at Stoke.

The locations of the services provided are currently being reviewed.

The Radiologists support a wide range of multi-disciplinary team meetings and have good working relationships with the other clinical specialties. The radiotherapy unit is based at Glan Clwyd Hospital with separate medical oncology facilities present at both Ysbyty Gwynedd in Bangor and Ysbyty Maelor in Wrexham.

There are departmental film libraries and full post graduate facilities available on all 3 DGH sites.

All 3 general hospitals provide comprehensive interventional radiology services on site. There will be centralisation of major arterial work in Ysbyty Glan Clwyd from April 2019. The vascular workload extends from EVAR to crural angioplasty and renal access support. The Urology workload includes PCNL, nephrostomy and ureteric stenting. The gastroenterological workload includes RIG, GI haemorrhage and biliary intervention. There is also scope to develop an interventional oncology service in the future.

Regular multidisciplinary meetings are held across all three sites via VC

Medical Staff within the Radiology CPG

West (Ysbyty Gwynedd)

Name	Post	Sub-Specialty
Dr K Mitra	Consultant	Clinical Lead Radiology BCUHB / Interventional Radiology
Dr N C Barwick	Consultant	Breast / Musculoskeletal
Dr A Kraus	Consultant	Musculoskeletal
Dr H Godfrey	Consultant	Interventional Radiology
Professor M Rees	Professor of Cardio-vascular Services	Cardiac
Dr M Pike	Consultant	General / GI
Dr A Gash	Consultant	Breast
Dr U Nair	Consultant	Oncology / Head & Neck (3 sessions)
Dr G Sayer	Consultant	General / Respiratory
Dr M Nedeva- Petkova	Consultant	General / Respiratory

Central (Ysbyty Glan Clwyd)

Dr E Kneale	Consultant	Clinical Lead / Respiratory / Gynaecology
Dr R Byrne	Consultant	Upper GI / General
Dr P Travis	Consultant	Cross Sectional Imaging / General
Dr N Archard	Consultant	Nuclear Medicine / Head and Neck / Respiratory
Dr J Walsh	Consultant	General
Dr M Gupta	Consultant	Lower GI / Respiratory / Cardiac / Musculoskeletal

Dr E Favill	Consultant	GI / GU / Non-Vascular Intervention
Dr U Nair	Consultant	Nuclear Medicine / Head & Neck / Oncology / General
Dr O Rees	Consultant	Interventional Radiology / General
Dr R Dixon	Consultant	GI / General
Dr S Virdee	Consultant	Interventional Radiology / General

East (Wrexham Maelor Hospital)

Dr P Govind	Consultant	Clinical Lead / Neurology / Musculoskeletal
Dr D Parker	Consultant	General / Breast
Dr M Elias	Consultant	Respiratory / Cardiac
Dr S Agarwal	Consultant	Interventional Radiology / Cardiac
Dr C Corr	Consultant	Lower GI
Dr H J Patel	Consultant	Musculoskeletal
Dr M Powell	Consultant	Breast
Dr S Muthu	Consultant	Head and Neck / Gynaecology
Dr R Dixon	Consultant	Upper GI
Dr R Adapala	Consultant	Cardiac / General / GI
Dr P Shenoy	Consultant	Breast / General

All consultants contribute to the general workload of the Radiology Division.

Registrars

Each department takes registrars from the North Wales radiology rotation, which is overseen by the Welsh School of Radiology. The North Wales rotation is undertaken in partnership with the Mersey School of Radiology. There are normally up to 2 registrars in a department at any one time. They contribute to the on-call rota from year 2.

Medical Students

The departments, together with the other hospitals and academic institutions in North Wales, form part of the North Wales Clinical School. Substantial numbers of medical students, predominantly from Cardiff but also from Manchester and

Liverpool have clinical placements in North Wales both in hospital and in general practice.

Some major tertiary referral sites

- Neurosurgery - Walton (Liverpool)
- Major Trauma – University Hospital North Staffordshire
- Cardiothoracic - Liverpool Heart and Chest hospital
- Paediatrics – Alder Hey (Liverpool)
- Primary Liver tumours – University Hospital (Birmingham)
- Bone tumours - University Hospital (Birmingham) via Oswestry

Job Planning

The post holder will be required to participate in annual job planning, an arrangement that sets out the duties, responsibilities and objectives for the forthcoming year. This covers all professional practice including clinical work, teaching, audit, research, CPD and managerial responsibilities. Clear schedules of commitments both internal and external are documented along with personal objectives. The process includes details of links to wider service objectives and details the support needed to fulfil job plan objectives.

Duties

The medical staff contribute to the management of clinical risk through monitoring clinical incidences and participating in the departmental discrepancy meetings. Compliance with the department complaints and litigation policies contribute to good risk management. Good record keeping is expected and consultants are expected to participate in Audit. Research is encouraged particularly when this is appropriate to the professional development of the successful candidate and to the service development of the Division. Opportunities for research have been enhanced with University Health Board status linking to Bangor and Glyndwr universities. The Division also employs two Research Radiographers to support this work.

Equipment inventory

Each of the DGH sites has its own CT facility, a static MR scanner, SPECT capable gamma camera and interventional suite. These facilities are in addition to a range of digital fluoroscopy equipment, wired and wi-fi DR systems and comprehensive CR facilities.

	West Ysbyty Gwynedd Hospital	Central Ysbyty Glan Clwyd Hospital	East Ysbyty Maelor Hospital
CT	Siemens Definition Edge 128 slice Siemens Definition AS 64 slice	Siemens Somatom Sensation 64	Toshiba Aquilion 1 – 320slice
MR	Siemens Magnetom Aera 1.5 Tesla	Siemens 1.5 Tesla - Avanto	Siemens 1.5 Tesla - Aera
Nuclear Medicine	SPECT/CT – Siemens Symbia T16	GE Infinia SPECT Hawkeye CT	Spect/CT – Philips precedence 16 slice
Interventional Suite	Philips Azurion 7M20 2018	Philips Azurion 7M20 2018	Siemens Axiom Artis Zee with Dyna CT

PACS

A Fuji PACS system is installed across all 3 DGH sites and all the community hospitals. This LHB wide installation is the first phase of what is intended eventually to be a pan Wales system.

The system itself allows image viewing and reporting on any of the DGH sites in a paperless environment fostering increased cross site specialisation, a digital dictation system, incorporating voice recognition capability, is included.

In addition to the local Radiology archive, the system incorporates an XDSI archive to facilitate image transfer and sharing with other Health Boards and organisations and also allows storage of images generated from departments other than Radiology such as Cardiology and Urology.

Activity for Radiology CPG by site & modality

Division	CPG Modality	2013-14	2014-15	2015-16	2016-17
West	CT	9282	11279	13061	14693
	Fluoro & Interventional	3102	3057	2675	3009
	Mammography	2968	3125	3044	2602
	MRI	4648	5487	5669	6332
	Nuclear Medicine	1051	1217	1201	1056
	Plain Film	86116	90859	90561	92935
	Ultrasound	27942	29961	31687	33410
	Total	135109	144985	147898	154037
Central	CT	10713	11854	12937	14470
	Fluoro & Interventional	2298	2169	1991	2178
	Mammography	1558	1648	2015	2062
	MRI	5419	5492	6355	6443
	Nuclear Medicine	1291	1379	1302	1245
	Plain Film	87178	89432	88811	87885
	Ultrasound	30321	31511	30837	32971
	Total	138778	143485	144248	147254
East	CT	11841	13400	15561	16905
	Fluoro & Interventional	3078	2813	3002	2885
	Mammography	2337	2464	2434	2465
	MRI	5816	6245	7012	7571
	Nuclear Medicine	1389	1305	1834	2291
	Plain Film	79010	80073	80411	80819
	Ultrasound	33055	34747	37629	37929
	Total	136526	141047	147883	150865

Interested parties are encouraged to contact the Dr Kakali Mitra on 01248 384690 or Kakali.mitra@wales.nhs.uk For further information and / or to arrange a visit to the hospital.