

St Helens and Knowsley Teaching Hospitals NHS Trust

Consultant Radiologist with a Sub-speciality Interest in Breast  
Radiology



### **This Post**

<b>Title</b>	Consultant Radiologist – Sub-speciality interest in Breast Radiology
<b>Location</b>	Whiston Hospital
<b>Type of post</b>	Substantive
<b>Accountable to</b>	Divisional Medical Director (Mr John McCabe)
<b>Reports to</b>	Clinical Director (Dr Andrea Howes)

### **Job Summary**

This post is for a Consultant in Radiology. This is a whole-time post offering an exciting opportunity for a highly motivated Consultant to join a dynamic, rapidly expanding team delivering multidisciplinary acute care in St Helens & Knowsley Teaching Hospitals.

Applicants are required to hold Fellowship of the Royal College of Radiologists (UK or equivalent qualifications), to be fully registered with the General Medical Council, and to be on the Specialist Register or due to obtain their CCT within six months of the date of interview.

### **St Helens & Knowsley Teaching Hospitals NHS Trust**

A £338 million (PFI) investment has re-built and modernised both Whiston and St Helens Hospitals, resulting in modern state of the art health care facilities for the treatment and care of patients. St Helens Hospital was completed in 2008 and Whiston Hospital in 2010. The hospitals include 887 inpatient beds with state of the art CT and MRI facilities existing on both hospital sites. CT and MRI scanners at St Helens have also recently been upgraded including installation of a high field 3 Tesla MRI scanner. The DEXA scanner is also located at St Helens Hospital.

The Trust provides a full range of acute inpatient, outpatient, day case and emergency services to local communities of St Helens, Knowsley, parts of Halton and Liverpool. The Regional Plastic Surgery and Burns Unit also extends its services to the whole of Cheshire, Merseyside, North Wales and the Isle of Man.

As a Trust, our aim is to provide a high quality service to all patients. We strive to meet the best standards for professional care whilst being sensitive and responsive to the needs of individual patients. Our valued workforce is recognised for their unique skills and talents with our teams of experts winning national awards on a regular basis.

### **Whiston Hospital**

Whiston Hospital a busy teaching hospital which provides a comprehensive range of acute Medical and Surgical Services, Emergency Services, Maternity Services, Paediatrics and Medicine for Older People. The Regional Burns and Plastic Surgery Units are also based on this site. There is a Critical Care Unit consisting of ICU, HDU, CCU and an onsite Cardiac Catheter Laboratory. The stroke consultants deliver 24/7 thrombolysis to eligible patients presenting with acute stroke. There is a 30-bed Stroke Unit which accommodates both acute stroke patients and those with rehabilitation needs. There is a regional thrombectomy service.

## **St Helens Hospital**

St Helens Hospital is an Ambulatory Care Centre providing Intermediate Care and Day Surgery. Rheumatology, Dermatology and Diabetes services are based on this site and within easy reach of other acute specialties at Whiston Hospital.

## **Our Achievements**

St Helens and Knowsley Teaching Hospitals NHS Trust is the only acute Trust in Cheshire and Merseyside, and one of the few in the entire country, to achieve the title of OUTSTANDING, rated by the Care Quality Commission.

We provide a full range of acute adult services to our local population of circa 360,000 and provide tertiary services across a much wider area in the Northwest, North Wales and Isle of Man. We are a Major Trauma Unit and the Mersey Regional Burns Unit.

Our '5 Star Patient Care' strategy is at the heart of all that we do; supporting our vision to provide world class services for all our patients by getting it right for every patient, every time.

### **Our latest achievements include:**

- Acute Trust of the Year – HSJ Awards November 2019
- Trust rates Outstanding by the CQC – Inspection August 2018
- Top 100 places to work in the NHS (NHS Employers and Health Service Journal)
- Best acute Trust in the North West for quality of care (NHS Staff Survey 2021)
- Best place to work in the North West (NHS Staff Survey 2021)

### **In the NHS Staff Survey 2021 the Trust scored the highest marks in the North West for the following areas;**

- Standard of care
- Best place to work
- Care of patients being the Trust's priority
- Staff engagement
- Staff morale
- Compassionate and inclusive
- Providing a safe environment for staff

## **Life in Merseyside**

Merseyside, which includes the great city of Liverpool, is within easy reach of North Wales, the Lake District and the Peak District and provides an interesting mix of rural and urban life. Liverpool is a vibrant, music city which has undergone a renaissance in recent years and has recently been named European City of Culture.

High quality schools are available in Liverpool, Wirral and Rainhill areas. The area has many sports facilities including championship golf courses, several sailing clubs and one of the finest windsurfing venues in Britain. 'Merseysiders' are renowned for their friendliness and quick-witted humour and the region sports two of the finest football teams in the Premier League.

The town of St Helens is renowned for its glassworks and rugby. The district has a population of around 340,000 and is of mixed residential, industrial and rural character. It is situated on the edge of Merseyside, between the open countryside of Cheshire to the south and Lancashire to the north.

Manchester City Centre is a short 23 miles from Whiston Hospital; accesses to motorway networks are a short 5 minute drive (including M62 and M6).

Both Whiston and St Helens Hospitals are within easy reach of the City of Liverpool (20 minutes by car), and access to motorway networks (including M62, M6, M57 and M58) is also convenient.

### **Department Facilities**

The Radiology Departments contain an extensive range of imaging facilities to support the work of both hospitals. There is a GEMS MES in place ensuring regular planned refresh of all the imaging equipment with a robust planned maintenance programme. In 2018-19, this has included the installation of four 128 slice GE scanners and three GE MRI scanners – including a 3T and two 1.5T wide bore scanners.

The Burney Breast unit is situated in spacious premises in the St Helen's hospital. There are numerous clinical consulting rooms and spacious waiting area. Radiology facilities include 2 mammography rooms equipped with modern Hologic machines, one stereo attachment with Tomography capability. The tomography is used widely in assessments clinics, for problem solving, for stereo biopsies and localisations. There are 2 ultrasound rooms equipped with new GE Logic S8 and Logic E10 machines. The unit uses Magseeds for stereo and ultrasound- guided breast lesions localisations.

There is an interventional suite equipped with a GE Innova angiographic unit. This will be replaced in Autumn 2021 with a Siemens Artis Q ceiling mounted C arm system. Two C-Arm fluoroscopy rooms, 15 ultrasound rooms, gamma camera with SPECT/CT, DEXA, dental, OPG and coned beam CT and 13 plain film rooms, of which the majority are DR.

### **Job Role**

The Breast Unit is situated at the St Helens Hospital site. It is a spacious build with two new ultrasound machines and two recently replaced Hologic mammography machines with tomography capabilities, which allow for use of DBT for screen assessment and symptomatic clinics.

This also allows the provision of large bore vacuum assisted biopsies and VAB guided excisions of breast lesions.

There are highly trained Advanced Practitioner Mammographers who perform stereotactic procedures and two Advanced Practitioner Ultrasonographers who assist in symptomatic clinics.

On the surgical side – we have a young dynamic team of four Consultant Breast Oncoplastic Surgeons and one breast Associate Specialist Surgeon. The team is led by the Consultant Surgeon who is a breast screening QA surgeon for the Northwest region.

The Trust is a tertiary referral plastics centre with numerous primary and delayed breast reconstructions performed by three breast reconstructive surgeons. The successful applicant will be expected to be involved in both the symptomatic and screening services.

Depending on the applicant, general radiological sessions are available including Acute CT, US, MRI and plain film reporting.

The radiological workload and complexity within the department has increased markedly and is continuing to do so in keeping with national trends. The PFI scheme and Managed Equipment Service has expanded the department dramatically since the new facilities opened. The department has a progressive outlook and has embraced many new techniques.

The department has a proactive strategy to ensure the highest standard of patient care is maintained. This is supported by well-structured and comprehensive governance processes. In March 2019, the department was recommended for ISAS accreditation (Imaging Services Accreditation Scheme) by UKAS, the first imaging department to receive the award in the Cheshire and Merseyside area. This accreditation (Now QSI – Quality Standard for Imaging) has been maintained in 2020 and 2021.

The successful applicant is required to maintain the expanding workload of the department including supporting the extensive department input into MDT meetings, to meet waiting list targets and to enable the introduction of extended working.

There are currently 15.7 full time consultants in post (with two additional consultants on sabbatical), one Associate Specialist and one Speciality Doctor.

The department's current consultants operate very much as a team and are looking for colleagues who are keen to work in this environment. The successful candidate will be expected to contribute to the general workload and participate in the on-call rota (although this may be negotiable depending on the candidate) currently around 1 in 14. The consultants are second on call. The initial contact for on call imaging is provided by a central on call Hub staffed by regional STs supported by an integrated RIS (Wellbeing) and PACS - Carestream Global Worklist. This service is provided on weekdays from 5pm to 9am and during weekends. The on-call radiologist is on site on weekends from 9am-3pm.

There is a separate IR on call rota co-ordinated by Liverpool University Hospitals Foundation Trust.

The department receives Radiology SpRs from the Mersey Region Training Scheme, currently 6 in number. All consultants are involved in supervision and training of trainees both on site and at the University of Liverpool.

Office accommodation for consultants is shared. Each radiologist has access to a computer terminal, email and the intranet. Separate reporting areas are present both at Whiston and St Helens sites. A shared clerical pool is responsible for report transcription. The department has introduced voice recognition facilities.

PACS reporting workstations are available to provide on call teleradiology advice and allow homeworking for consultants.

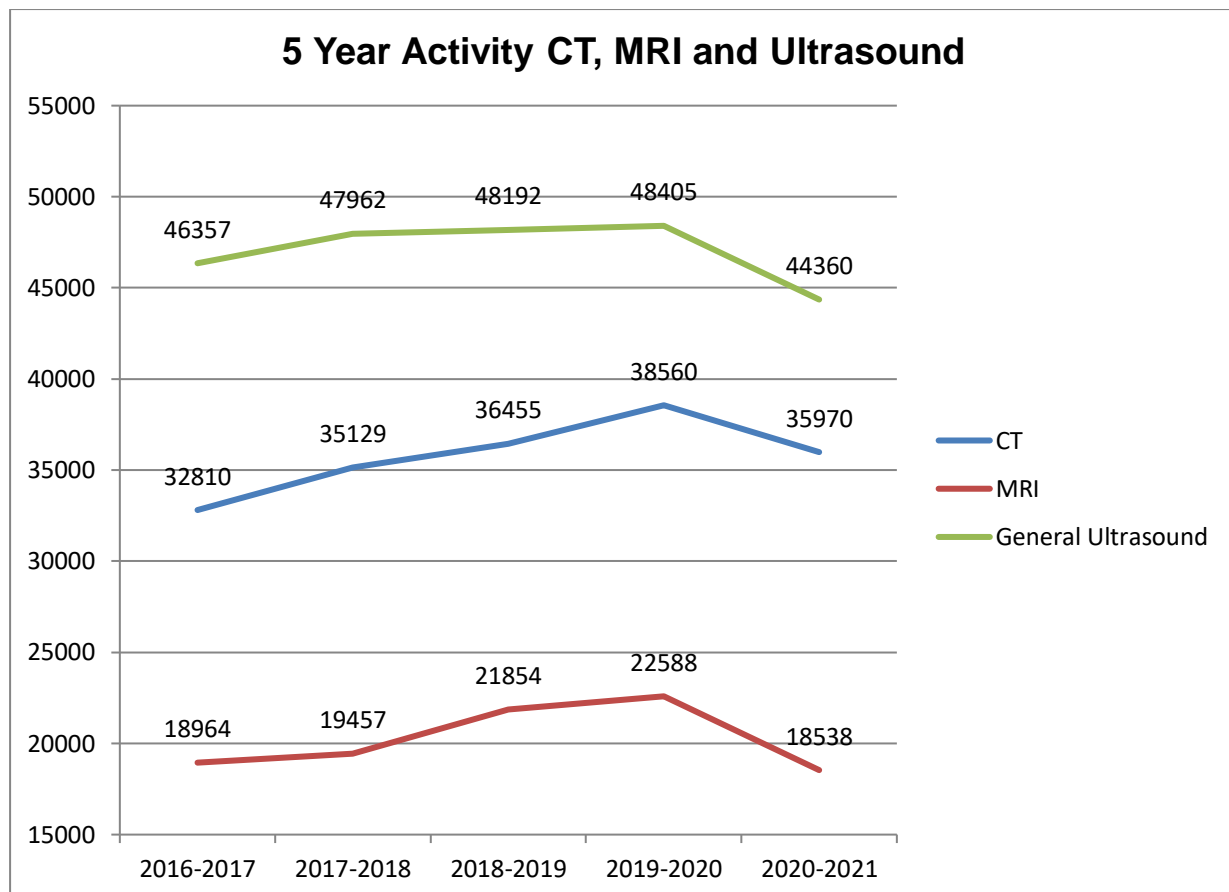
The radiology reporting information system is HSS Cris and our PACS supplier is Carestream. We have had a recent upgrade of PACS software and Hardware and are currently on the latest version of Carestream PACS.

We are part of the Cheshire and Merseyside PACS consortium with a shared PACS and RIS instance across 14 Trusts.

This is an excellent opportunity to develop new services and any relevant subspecialty skills will be welcome.

## Examinations Performed

Modality Activity		2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
CT		32810	35129	36455	38560	35970
MRI		18964	19457	21854	22588	18538
NM		2918	3014	3216	2487	2322
General Ultrasound		46357	47962	48192	48405	44360
Obstetric Ultrasound		14503	14950	16712	18703	20184
DEXA		2422	2860	2640	2642	2648
Radiography		138951	138766	137589	137908	116050
Dental		3976	3656	3684	2303	870
Interventional Radiology	Fluoroscopy	482	533	435	696	673
	Ultrasound	247	313	426	333	310
Theatre	St Helens	746	1016	1128	1281	728
	Whiston	2436	2420	2453	2394	1901
Breast	Plain Film	4221	4481	5074	8419	4832
	Ultrasound	3729	3527	4650	5880	5345
Fluoroscopy Department	St Helens	550	585	542	522	523
	Whiston	1183	1127	1163	1242	715



## Staffing

Consultants	16.8
Associate Specialist	1
Specialty doctors	1
Junior Clinical fellow	1
Locum consultants	1
Radiography Manager	1
Band 8	9
Band 7	32.02
Band 5/6	70.35
Radiographic Assistant	5.45
Radiography Helper	27.57
Nursing Staff	4
Admin and Clerical Staff	29.83

The department currently has the following medical staff in post:

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November 2022

Consultant	Dr Meenal Abhyankar	FRCR	Cardiac, Chest, Head & Neck
Consultant	Dr Sylvia Connolly	FRCR	MSK, Urology
Consultant	Dr Jonathan Dawson	FRCR	Chest, Cardiac
Consultant	Dr Nicolas Ellerby	FRCR	Chest, Cardiac, Head & Neck
Consultant	Dr Joe Evans	FRCR	Urology, Haematology
Consultant	Dr Nuthan Gupta	FRCR	Breast (sabbatical)
Consultant	Dr Olga Harris	MD DMRD FRCR	Clinical Lead Breast
Consultant	Dr Andrea Howes	DMRD FRCR	Clinical Lead Nuclear Medicine, Skin/Melanoma
Consultant	Dr Symeon Lechareas		Interventional Radiology
Clinical Director Consultant	Dr Nabile Mohsin	MRCP DMRD FRCR	Chest, Cardiac
Consultant	Dr Rajiv Menezes	FRCR	GI, GU, Head & Neck
Consultant	Dr Nirav Patel	MRCS FRCR	Nuclear Medicine, Oncology, Paediatrics
Consultant	Dr Rob Parry	FRCR	MSK, Cardiac
Consultant	Dr Vamsidhar Rachapalli	FRCR	Interventional Radiology
Consultant	Dr Ganesh Retnasingham	FRCR	MSK
Consultant	Dr Joanne Todd	FRCR	Breast
Consultant	Dr Mandar Varadpande	FRCR	GI, Head & Neck (sabbatical)
Consultant	Dr Jonathan Wide	MA MRCP DMRD FRCR	Chest, Cardiac
Consultant	Dr Sherry Zaman	FRCR	Paediatrics
Associate specialist	Dr Wanis Wanis		General
Specialty doctor	Dr Faraidoon Rawf		General

### **Managerial**

The consultants work very much as a team. This requires active involvement of all consultants in the departmental management team led by the Clinical Director. All consultants provide the Trust management with advice on radiology services to maximise delivery to its patients.

### **Job Plan**



The applicant will be contracted for 9 Programmed Activities as per the new consultant contract, 6.0 related to direct clinical care, 0.5 for the on-call commitment and 2.5 for supporting professional activity. Less than whole time working can be considered.

The following is an example of a possible programme to reflect the number of PAs for clinical work. The details of this will be negotiated with the successful candidate. The department does run an extended routine service out of normal working hours with consultant input into evening lists and weekends, successful candidates will be expected to contribute to this.

A more detailed job plan would be discussed prior to appointment depending on the candidates sub specialist interests.

The degree of subspecialty work to general is flexible depending on the individual's experience. The appointee would be expected to cover for colleagues around study and sick leave and a degree of flexibility within the job plan is expected.

The department currently has Specialist Registrars providing 1st on call with consultant cover via teleradiology. Current on call commitment is 1 in 13.8 (Band 3%, category A).

The consultant will be expected to participate in audit as part of the annual appraisal process. Participation in research activities is actively encouraged and supported. The hospital has a defined programme of medical audit which has recently been restructured. Members of the Department of Radiology are active in the management and promotion of the Trust's clinical Governance Strategy.

The Breast Department is run as a team job plan with fixed sessions covered by consultants and advanced practitioners. Below is an example of an expected Job plan but would depend on the applicants general skills.

Day	Time	Location	Work	DCC/SPA	No. of PAs
<b>Monday</b>	9:00-13:00	St Helens	Breast assessment	DCC	1.0
	13:00-17:00	St Helens	Screen Reading / US alternate weeks	DCC	1.0
<b>Tuesday</b>	9:00-13:00	St Helens	Breast Intervention / CT alternate weeks	DCC	1.0
	13:00-17:00	St Helens	One stop breast clinic	DCC	1.0
<b>Wednesday</b>	9:00-11:00	Off site	SPA	SPA	0.5
	11:00-17:00	Off			
<b>Thursday</b>	9:00-13:00	Whiston	SPA	SPA	1.0
	13:00-17:00	Whiston	SPA / Management	DCC	1.0
	17:00-20:15	Whiston	General Reporting	DCC	1.0
<b>Friday</b>	09:00-13:00	St Helens	One stop breast clinic / Breast MR / MDT prep alternate weeks	DCC	1.0
	13:00-15:00	St Helens	Breast MDT	DCC	0.5

	15:00-17:00	St Helens	General Reporting	DCC	0.5
<b>On call work</b>					0.5
<b>Total PAs</b>					10

### **Audit and Education**

The Department has strong links with the University of Liverpool and participates in the formal training of specialist registrars. In addition, there is a commitment to training junior clinical staff and undergraduate students as part of their clinical attachment. Participation in clinico-radiological and MDT meetings is encouraged, as is participation in CPD programmes as part of the appraisal process. The department actively encourages skill mix, with a commitment to radiographic teaching, training and supervision.

### **Leave and Cover arrangements**

Any annual or study leave should be applied for with at least six weeks' notice and the local Senior Medical Staff leave policy should be adhered to.

### **Management, Professional Development and Mentorship**

The appointee will have a responsibility for the running of their clinical service, integrating this with the department as a whole and ensuring appropriate communication with general practitioners, managers and hospital committees. The appointee will be responsible for contributing to the achievement of relevant aspects of the Trust's contractual obligations and business plans.

The appointee will be expected to ensure their clinical service is in accordance with the principles of Clinical Governance which must include appropriate clinical audit, clinical targets, Key Performance Indicators (KPI's), evidence based practice and continued personal educational and professional development. They will be expected to comply with existing appraisal procedures, job planning procedures and revalidation procedures.

The Trust supports the requirement for continuing professional development as laid down by the Royal College of Physicians and is committed to allocating time and financial support accordingly for this.

The Trust has the required arrangements in place as laid down by the Royal College of Physicians to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

The successful candidate will be offered the option of having a senior consultant colleague as a mentor for the first year or, longer, if required.

### **Residence**

The successful candidate will normally be required to live within 15 miles of their base hospitals (Whiston and St Helens). Where a successful candidate already resides over 15 miles from the hospital they will usually be required to move their home unless they obtain written consent from the Medical Director to the contrary.

The Terms and Conditions of Service (2003) state removal expenses shall be reimbursed and grants paid when the employing authority is satisfied that the relocation of the practitioner's

home is required and that the arrangements proposed are reasonable. Therefore, successful candidates are advised not to enter into contractual arrangement for the removal of their home until such time as the formal approval of the authority is confirmed in writing.

### **General Duties of All Employees**

- To observe the provisions of and adhere to all Trust policies and procedures.
- To actively participate in annual performance review to identify personal development needs.
- To attend Trust Statutory and Mandatory training sessions as required and any other training courses relevant to the post.
- To fully comply with the relevant sections of the Health and Safety at Work Act. The post holder must also understand and implement St Helens and Knowsley Hospitals NHS Hospitals Trust's "Statement of Policy on Health and Safety at Work" and the Trust's corporate "Health and Safety Policies and Procedures". The post holder is required to follow all applicable rules and procedures relating to Health and Safety at Work and to take all responsible precautions.
- To be aware of the confidential aspects of the post. To keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively. Breaches of confidentiality will result in disciplinary action that may involve dismissal. You must maintain the confidentiality of information about service user staff and organisational business in accordance with the General Data Protection Regulation 2018 (GDPR) and Caldicott principles
- To ensure that when creating, managing and sharing information records, it is done in an appropriate way, subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines. All employees are responsible for implementing and maintaining data quality, ensuring that records are legible and attributable and that their record keeping is contemporaneous.
- To be aware of the confidential aspects of the post. Breaches of confidentiality will result in disciplinary action that may involve dismissal. The post holder should also be aware that, regardless of any action taken by the employing authority, breaches of confidentiality could result in civil action for damages.
- All employees will be treated with respect by managers, colleagues, patients and visitors and equally employees will treat managers, colleagues, patients and visitors with the same level of respect. Employees will be supported to challenge any discriminatory behaviour that may be based on differences in race, disability, language, culture, religion, sexuality, age, and gender or employment status.
- To be responsible for the prevention and control of infection within their own area. To attend infection control induction training and subsequent mandatory infection control training. To follow all Trust policies, procedures and guidelines relating to infection control.
- To adhere to relevant Code of Practice of Professional body (if appropriate)
- The duties contained in this job description are not intended to be exhaustive. The duties and responsibilities of this post are likely to evolve in line with the Trust's continued organisational development.
- The post holder must be flexible in the duties performed and it is expected that similar duties, not specifically listed above, will be carried out as required and may be across sites.