



People Centred

Positive

Compassion

Excellence

JOB PROFILE

FOR THE POST OF GENERAL CONSULTANT RADIOLOGIST WITH A SUPSPECIALTY INTEREST IN BREAST RADIOLOGY

BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST

JOB TITLE: GENERAL CONSULTANT RADIOLOGIST

REPORTS TO:

ACCOUNTABLE TO: Head of Department of Radiology
Divisional Director

KEY INTERNAL RELATIONSHIPS: Divisional Director
Head of Department
Consultant Colleagues in Department
Directorate Management Team

KEY EXTERNAL RELATIONSHIPS: General Practitioners
Consultant Colleagues
Tertiary Referrers

INTRODUCTION

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to Values Based Collaborative Leadership and being a 'Great Place to Work'.

Blackpool Teaching Hospitals NHS Foundation Trust was established on 1st December 2007. The Trust gained Teaching Hospital status and became Blackpool Teaching Hospitals NHS Foundation Trust in 2010. In April 2012 the Trust merged with community health services from NHS Blackpool and NHS North Lancashire as part of the Transformation of Patient Pathways Programme. We are now a Vanguard site with Extensive Care Services provided for the complex elderly population within Blackpool, Fylde and Wyre.

The Trust serves a population of approximately 440,000 residents across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. It comprises [Blackpool Victoria Hospital](#) which is a large busy acute hospital and two smaller community hospitals – [Clifton Hospital](#), [Whitegate Drive Same Day Health Centre](#) and [Fleetwood Same Day Health](#) and the [National Artificial Eye Service](#). The Trust is also responsible for the provision of Community services such as

District Nursing and Midwifery to a large geographical area, extending from Lytham St Annes in the South to Morecambe and Carnforth in the North. The Trust provides Tertiary haematology services for Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

OUR DEPARTMENT

If you are a motivated radiologist who is looking for a challenging, fast-paced, and growing radiology department, Blackpool Teaching Hospitals may just be the place for you!

Not only would you have access to the latest technology (with the recent replacement of two 1.5T Siemens MRI scanners and the addition of a third and fourth scanner our CDC sites, 6 cutting-edge CT scanners, currently commissioning a state-of-the-art Nuclear Medicine SPECT CT suite), you'd have a very team-focussed department with a strong support ethic. We pride ourselves on encouraging all team members to reach their goals and their potential. We can offer and encourage learning and training opportunities to expand your skillset as well!

Currently, our team consists of 18 general radiologists with various subspecialties, including breast, upper/lower GI, musculoskeletal, urology, paediatrics and more. Radiology is located in the main BTH site and offers CT, MRI, US, PF, NM, DEXA Mammography and non-vascular intervention.

Our refurbishment of the Central Radiology department in early 2021 has led to a cutting-edge diagnostic department, with a future-proofed capital replacement programme in place. We operate the latest technology in terms of our PACS solution with Agfa Enterprise Imaging which was upgraded in December 2019 across our entire estate. Along with our ambitious plans for the future, we are also investing in artificial intelligence solutions within our department.

We would like you to encourage you to be a part of our team! Our advice to you, come and visit us! Our Head of Department would love to show you around. Then you can find out for yourself that it's Blackpool Teaching Hospitals where you want to work!

TRUST VALUES

Genuine engagement of our staff is vital to our success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

| | |
|-----------------------|--|
| People Centred | Serving People is the focus of everything we do |
| Positive | Having a can-do response whatever the situation |
| Compassion | Always demonstrating we care |
| Excellence | Continually striving to provide the best care possible |

POST

The successful candidate will join a multi-professional team based in the Radiology Department at the Victoria Hospital site and will also give clinical opinions for our community hospitals and for our services provided within the primary care setting.

DUTIES OF THE POST

Clinical

The successful candidate will be responsible for the delivery of high-quality breast imaging in the symptomatic breast service which is located at Blackpool Teaching Hospitals.

The post holder will be expected to participate in the normal duties relating to the administration and leadership of the department and to participate in teaching, CME and quality improvement.

The applicant must be independently competent in:

- Mammography reporting
- Breast and axillary US
- US- and stereotactic-guided breast biopsy
- Pre-operative lesion localisation.
- Competence in breast tomosynthesis reporting and breast MRI reporting
- VAB/VAE experience and knowledge of Contrast Enhanced Mammography
- Participate in the (non-resident) general radiology on-call rota.
- Participate in teaching and training
- Participate in audit

The successful candidate will be expected to share in the support of the breast MDT meetings with consultant colleagues. Competence in cross-sectional reporting (especially CT) and an ability to discuss staging and other required imaging at the Breast MDT is needed.

INDICATIVE WORK PLAN

The new appointee will be offered the 2003 consultant contract, and the breakdown of programmed activities envisaged is as follows:

- 0.5 PA for on call activity
- Up to 8 PAs for Direct clinical care, as in the example timetable appended
- At least 1.5 PAs for supporting professional activities

This guarantees 10 programmed activities, although there is an option for additional programmed activities to undertake more clinical work, by mutual consent, in line with the provisions of the new contract.

The post holder will participate with colleagues in a 1 in 15 on call rota, and currently in the "Radiologist of the Day" rota. The "Radiologist of the Day" rota at present replaces his /her normal timetable duties. On call is assisted with an outsourced service for CT between the hours of 20:00 and 09:00 weekdays, and 15:00 to 09:00 weekends and bank holidays, to minimise overnight disturbances.

Non-fixed half-days include administration, audit, CME, research and teaching. Appendix 2 shows the radiology MDT meetings with lead Radiologists; participation of the applicant at these would be encouraged subject to mutual agreement in the job plan.

Job plans will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity. All consultants will be allocated 1.5 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit. Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed and made clear within the Consultant Job plan.

Additional SPA time will be made available to Consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the Job Plan review session. Additional (non- core) SPA time will be undertaken within the Trust or at other agreed NHS sites or academic institutions during the normal working day.

TEACHING

Blackpool Teaching Hospital has a faculty of engaged, motivated and enthusiastic Trainers to support the students and trainees that we host. We promote a multidisciplinary approach to education and training and the successful candidate would be fully supported by the Medical Education team. The team are keen to develop and support their trainers to enable us to deliver training to the standards required by the GMC.

The Trust is a teaching hospital for the University of Liverpool Medical School, and we host 4th and 5th year students in most specialities. We also have students from UCLAN and Lancaster University who do various placements throughout the trust. The successful candidate will participate in undergraduate teaching within the sessions allocated to support professional activities.

There will also be the opportunity to participate in the supervision and training of Postgraduate trainees. The Trust hosts Junior Doctors in training placements in all specialities, working in collaboration with Health Education England NorthWest. This includes Foundation Doctors, Core Trainees and Specialist Trainees at all levels. There are extensive opportunities for teaching all grades of doctor.

Other opportunities are available for committed and engaged trainers with our postgraduate trainees from Buckingham University, trainee Physician Associates and various other educational programmes.

Facilities available at Blackpool for both trainers and trainees are exemplary and include the Health Professionals Education Centre with 24-hour library facilities as well as a clinical skills department and a full simulation suite. The accredited simulation-based training unit has various high fidelity training manikins as well as state of the art A/V feedback capabilities. A faculty development programme is available for those trainers that would like to utilise the facilities available. The resources available from our library services are constantly reviewed and include access to a wide range of journals as well as Up to Date and Clinical Key. A clinical librarian is also available and utilised by existing trainers.

CLINICAL AUDIT

The appointee will be expected to carry out an ongoing programme of clinical audit and participate where appropriate in regional and national audit.

RESEARCH AND DEVELOPMENT

Research is considered core Trust business, with a separate Research, Development and Innovation Division. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in house studies. The Trust is a member of the CLAHRC NorthWest (Collaborations for Leadership in Applied Health Research and Care), and the NW Coast CRN and AHSN. The Trust works closely with the Lancaster Health Hub and there are opportunities for honorary academic appointments with Lancaster University, a top ten university in the UK, to recognise research contributions including supervision of PhD and MSc students.

CONTRACTUAL COMMITMENT

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

APPRAISAL

There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this process.

You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the Trust study leave policy.

LEADERSHIP DEVELOPMENT

The Trust is committed to being a clinically led organisation which espouses and embodies our values of 'People Centred, Positive, Compassion and Excellence'. There is evidence that organisations which are clinically led and have high levels of clinical engagement produce better outcomes for patients. In order to support this commitment, we offer a range of leadership and development programmes for both new and senior Consultants employed by the Trust.

All new consultants will be automatically invited to attend a New Consultant and Senior SAS Doctor Induction programme which takes place over 4 months and includes action learning as well as taught interactive modules. The programme is designed to equip you with sufficient knowledge, information and support to enable you to undertake your new role more confidently and effectively. We place great value on coaching and mentoring and encourage all new consultants to access our trained in-house coaches and mentors.

ANNUAL LEAVE

It is recognised that annual leave has an important role in maintaining doctor's health and wellbeing. We therefore expect that time will be taken as leave and not used for additional work. Annual leave amount is in line with the NHS policy.

ASSOCIATED DUTIES AND RESPONSIBILITIES

i) Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

ii) Associated duties

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include amongst other things a requirement to:

- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.
- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged. Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Radiologists and is committed to providing time and financial support for these activities.

iii) Objectives

Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual's clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

TRUST LEADERSHIP

The Trust Board members are as follows:

| | |
|---|-------------------------|
| Chairman | Steve Fogg |
| Chief Executive | Trish Armstrong-Child |
| Deputy CEO / (Strategy Operational Performance, Transformation and Digital) | Steve Christian |
| Director of Finance | Mark Brearley |
| Executive Medical Director | Dr Chris Barben |
| Executive Director of Integrated Care | Janet Barnsley |
| Chief Operating Officer | Steven Christian |
| Executive Director of Nursing, Midwifery, Allied Health Professionals (AHPs) and Quality | Bridget Lees |
| Executive Director of People & Culture | Louise Ludgrove |
| Executive Director of Corporate Governance | Esther Steel |
| Joint Executive Director of Communications | Shelley Wright |
| Non-Executive Directors | |
| | Mark Beaton |
| | Sue Mckenna |
| | James Wilkie |
| | Andy Roach |
| | Fiona Eccleston |
| | Fergus Singleton |
| | Robby Ryan |
| | Adrian Carridice-Davids |

POLICY & STRATEGY

Policies which drive our Agenda include:

Blackpool Teaching Hospitals NHS Foundation Trust Strategic Review
The 5 Year Forward View
NHS Plan
The National Service Frameworks
National Cancer Plan
National Clinical Guidelines (NICE)
Health Improvement Programmes and Joint Investment Plans

DIRECTORATE OF RADIOLOGY – STAFF ESTABLISHMENT
Blackpool Teaching Hospital – Consultant Radiologists

| Consultant | Special Interests |
|---|---|
| Dr F Lo | Cross-sectional, Lymphoma |
| Dr D Hodgson | Cross sectional, Lower-GI |
| Dr H Varia | Cross-sectional, Upper-GI, Nuclear Medicine |
| Dr C Liew (Research Lead) | Cardiac/Chest Radiology |
| Dr W Mati | Cross-sectional, Musculoskeletal, Neuroradiology, ENT |
| Dr P Billington | Cross-sectional, Non-Vascular Intervention, Urology |
| Dr M Paetzel (IT Lead, Head of Department, REALM Lead) | Cross-sectional, Thoracic, Musculoskeletal, Paediatric |
| D S Kumar | Cardiac / Chest Radiology, Cardiac Nuclear Medicine |
| Dr B Ahmad | Cross-sectional, Urology |
| Dr N Dutta (TSTL) | Cross-sectional, Gynaecology |
| Dr S Kannan | Cross-sectional, Cardiac, Chest, Intervention |
| Dr K Liaqat | Cross-sectional, Colorectal |
| Dr S Jabeen | Cross sectional, Lymphoma, Gynaecology |
| Dr J Stringfellow | Breast, Paediatric |
| Dr M Hasan (Audit Lead) | Cross-sectional, Cardiac |
| Dr I Ahmmed | Cross-sectional, Paediatric |
| Dr K Khursheed | Cross-sectional, MSK |
| Dr S Paulraj | Cross-sectional, general |

HEALTH & SAFETY

The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

RISK MANAGEMENT

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

CLINICAL GOVERNANCE

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust has adopted an approach to Clinical Governance which draws together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

CLINICAL RESULTS

The post holder will be expected to contribute to the ongoing quality improvement of clinical services.

RESOURCE MANAGEMENT

The post holder will be expected to ensure that services are delivered within agreed parameters.

Appendix 1

Example of a weekly job plan. The subspecialty sessions are the current position and the other modality sessions and onsite/off-site SPA will be confirmed as per department requirements.

General Job Plan (example):

| | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY |
|----|---------------|---------|-----------|--------------------|---------------|
| AM | Breast Clinic | MRI | US | CT | Breast MDT |
| PM | CT | SPA | MRI | Breast MDT Prep | Breast Clinic |

Appendix 2

Weekly MDT Schedule

| | | | |
|--------|--------------|----------|----------------------------|
| Monday | Weekly | 12:30pm | Lung |
| | 2nd in month | 1.00pm | Rheumatology |
| Tues. | | | |
| | 1st in month | 8.30am | Orthopaedic |
| | Weekly | 2.30pm | Lymphoma SMDT |
| | Weekly | 8.30am | Head and Neck incl Thyroid |
| Wed. | | | |
| | Weekly | 8.30am | Surgical |
| | Monthly | 12.30 pm | Foetal management mtg. |
| Thurs. | | | |
| | Weekly | 8.30am | Gynaecology |
| | Weekly | 8.15am | Cardiac |
| | Weekly | 1.15pm | Urology |
| | Weekly | 12.30pm | Gastroenterology |
| Friday | | | |
| | Weekly | 9am | Breast |
| | Weekly | 9.30 am | Stroke |
| | Weekly | 12.30pm | Lung |
| | 4th in month | 12.30 pm | Paediatric * |
| | Weekly | 12.30pm | Upper GI & SMDT |
| | Weekly | 1.45pm | ENT/Thyroid |
| | Weekly | 2.00pm | Colorectal |