

## Job description

<b>Position</b>	Consultant Radiologist with a specialist interest in Nuclear Medicine
<b>Grade</b>	Consultant
<b>Location</b>	Princess Alexandra Hospital NHS Trust
<b>Hours</b>	Full time
<b>Responsible to</b>	Clinical Director Clinical Support Services
<b>Accountable to</b>	Clinical Director Clinical Support Services

## Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt and Broxbourne in Hertfordshire.

## Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

**Patient at heart** – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

**Everyday excellence** – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

**Creative collaboration** – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care

The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.

## Job summary

At **The Princess Alexandra Hospital NHS Trust**, the Radiology services consist of numerous departments across the District. The main acute site in Harlow provides a full range of imaging modalities; whilst peripheral sites support plain film and ultrasound examinations, with MRI facilities at St Margaret's Hospital, Epping. The Radiology

department is highly revered and works effectively across the organisation in the delivery of emergency, elective and cancer care.

In recent times, the Radiology department have completed some exciting renovation projects which enabled us to provide patients with a faster and more efficient service using state of the art equipment. The new projects provided us with a third CT scanner at Princess Alexandra Hospital and a new replacement MRI scanner at St Margaret's Hospital. In addition, we have recently begun a scheme of work to replace three plain film imaging suites at the external sites, due for completion by September 2023.

**The Princess Alexandra Hospital NHS Trust** form part of the East 2 Imaging Network. The East of England Imaging Network 2 (East 2) is a collaboration between Herts and West Essex Integrated Care System, Bedfordshire Hospitals, and Mid and South Essex Integrated Care System We currently have membership in all 4 workstreams inclusive of Workforce, Digital, Equipment/Assets and Clinical Pathways.

The speciality of Radiology has collaboratively drafted a strategy in line with PAHT 2030: Transforming Our Care, to ensure a clear vision is agreed with key stakeholders and drivers for change identified with accountable workstream leads.



**The Princess Alexandra Hospital NHS Trust** have been awarded the funding to support the vision for the West Essex Community Diagnostics Centre (CDC) in to providing timely access to diagnostics for all of the West Essex population, tackling health inequalities and achieving the 28-day Faster Diagnosis Standard (FDS) for all potential cancer and non-cancer patients. Clinical patient pathways will be joined up between primary, community and secondary care by redesigning existing healthcare provision to include elective and non-elective models of care and extension of opening hours.

PAHT sites, including St Margaret's Hospital, Epping (SMH) and Herts' and Essex Hospital, Bishops Stortford (HEH) via a hub and spoke approach will see better co-location of diagnostic services by offering streamlined diagnostic pathways with fewer appointments in a modern diagnostic setting. There will be future flexibility to add further diagnostics on the preferred site to meet the changing needs of the growing population.

The aim is to improve patient outcomes through pathway efficiencies and additional capacity that could be undertaken prior to secondary care appointments on a "straight-to-test" basis, one stop shops, symptom/s based pathways; streamlining the patient journey between diagnosis and treatment by delivering the proposed clinical model of FDS in 28 days for all patients, increasing capacity with a new operating model will meet the forecast demand.

Following a full options appraisal and Strategic Outline Case, it was surmised that, in order to meet the needs of our population, Spencer Close at SMH would be the chosen Hub site for the West Essex CDC, with HEH offering spoke CDC services (via extended hours of operation in phase1)

**SERVICE ACTIVITY 2022/2023**

Modality	Trust activity
Plain X-Ray (Static and Mobile)	139,073
CT	34,112
Cardiac CT	820
CT Guided Interventional Procedures	178
CT Colonography	697
MRI	17,485
Cardiac MRI	0
Obstetric Ultrasound	19,546
Non-Obstetric Ultrasound	46,251
U/S Guided Interventional Procedures	4,746
DEXA	0
Nuclear Medicine	2,529
PET CT	0
Fluoroscopy - Static	1,054
Fluoroscopy - Mobile	2,072
Fluoroscopy Guided Interventional Procedures	1,054
Vascular Interventional Radiology	362
Neuro Interventional Radiology	0
Non Vascular Interventional Radiology	551
Mammography - Breast Screening	708
Mammography - Symptomatic	4,451
Catheter Laboratory / Interventional Cardiology	1,100
Other Modality i.e. Dentals	0

## Scope and range

### **JOB PURPOSE AND OBJECTIVES**

We are looking for an outstanding, forward thinking consultant to join our team and help continue to lead our service towards excellence.

This is a position required to support the Radiology service at the Princess Alexandra Hospital NHS Trust (PAHT) and have a specialist interest in Nuclear Medicine. The successful candidate should hold an ARSAC licence or be working towards accreditation.

The post holder will be based primarily at the Princess Alexandra hospital in Harlow and will also spend two sessions a week at Mount Vernon Hospital, Rickmansworth, reporting PET CT examinations. They may also be asked to work at any of the other 2 sites that make up the Trust, St. Margaret's in Epping and Herts and Essex in Bishops Stortford.

The individual appointed will take part in multidisciplinary meetings and participate in teaching Radiology Registrars. The post holder will have a shared desk in a shared office with other Consultant Radiologists, including access to a PC with internet connection (an option to home report) and a shared secretary.

We have 4.0WTE Radiology registrars in training with us currently.

### **SUPPORTING RESOURCES**

<b>Staff Group</b>	<b>WTE</b>
Radiographers	44.54
Nursing staff	7.6
Radiographic Assistants	19.75
Assistant Practitioners	1.00
Appointments staff	9.77
Admin & Clerical	10.8

<b>Job Title</b>	<b>Name</b>	<b>Specialist Area</b>	<b>Joined PAH</b>
Consultant Radiologist	Dr Sridhar Redla	GI, MSK and Pelvic Imaging	2000
Consultant Radiologist	Dr Tuhinangshu Sikdar	Interventional Radiology/Spinal Intervention, MSK and Chest Imaging	1998
Consultant Radiologist Clinical Director	Dr William Partridge	Interventional Radiology, GI and vascular imaging	2005
Consultant Radiologist	Dr Anthony Aylwin	Breast and General Radiology	2005
Consultant Radiologist	Dr Mike Long	MSK and Chest imaging	1996

Consultant Radiologist Clinical Lead	Dr James Hodson	Breast imaging, GI radiology & Non-vascular Interventional Radiology	2008
Consultant Radiologist	Dr Vijay Jayaram	MSK, Paediatrics and Gynecological Imaging	2006
Consultant Radiologist	Dr Narmeen Taha	Cardiac, Paediatrics and Gynecological Imaging	2010
Consultant Radiologist	Dr Zaid Aldin	Interventional Radiology, Cardiac, Vascular and Uroradiology	2010
Consultant Radiologist	Dr Viktoria Pozdnyakova	Respiratory and H&N Radiology	2024
Consultant Radiologist	Dr Sudhakar Praharaju	Neuroimaging. H&N and Vascular Doppler	2011
Consultant Radiologist	Dr Elena Stefan	Chest Imaging	2016
Consultant Radiologist	Dr Ramakrishna Varanasi	Nuclear Medicine, Paediatrics and Gynecological Imaging	2017
Consultant Radiologist	Dr Hersh Basra	MSK and Uroradiology	2018
Consultant Radiologist	Dr Tamam Rifai	H&N, MSK radiology	2022
Global Clinical Fellow	Dr Greeshma Raghavan	H&N, MSK radiology	2020

## Duties and responsibilities

### Key responsibilities

Leading by example, you will demonstrate the trust values and help us to deliver outstanding care.

To provide high quality inpatient and outpatient services

To lead and motivate the multidisciplinary team in order to deliver effective patient-focused care and interventions.

This includes effective communication in line with the Trust values.

To support consultant colleagues in the department in the delivery of their services where necessary

### Clinical Governance and Audit

The NHS Executive has defined Clinical Governance as:

“ A framework through which NHS organisations are accountable for continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which excellence in clinical care will flourish.”

In line with Government requirements, the Trust has established a Clinical Governance Committee. The Chief Executive is the accountable officer and the Chief Medical Officer who is responsible for ensuring that systems for clinical governance are in place and monitoring their continued effectiveness.

As part of the requirements of clinical governance, the Trust's Committee is ensuring that all hospital doctors participate in audit programs, including, where appropriate specialty and sub-speciality national audit programs endorsed by the Commission for Health Improvement. The post-holder will participate in monthly medical audit and clinical governance meetings at PAH. The post-holder will be responsible for ensuring that they take any appropriate action required with regards to governance and risk management in line with relevant regulations, policies and procedures.

A draft job plan is attached. This will be tailored to the needs of the successful candidate and the department.

The appointee will join the team of 19 Consultant Radiologists working throughout the Trust.

General Radiology services are at The Princess Alexandra Hospital, Harlow; Herts and Essex Hospital in Bishops Stortford and St Margaret's Hospital, Epping. Programmed activities will include plain film reporting, Ultrasound, CT, MRI with an interest in Nuclear Medicine. The timetable is flexible and can be adjusted in consultation with colleagues. The appointee will take part in the on-call rota.

The Department offers a comprehensive service in a busy District General Hospital, with an enthusiastic and varied clinical team.

The Radiology department actively participates in various medical research trials. Consultants have a continuing responsibility for the care of patients in their charge and for the proper functioning of the Department.

- The job plan will be reviewed regularly to take account of the changing needs of the service. However, any future changes to the job plan will be subject to full consultation with the appointee.
- The post holder will be based at Princess Alexandra Hospital in Harlow but may undertake fixed sessions at Herts and Essex hospital in Bishops Stortford or St Margaret's hospital in Epping.
- The post will serve to provide radiological advice and treatment to a variety of patients presenting with clinical problems.
- The reformed Health Service requires that consultants become increasingly involved in the management and administration of resources in their departments. The post holder will be expected to work closely with the Lead Doctor and Radiology Management Team in these matters and to be active in promoting changes which improve the delivery of service to all patients in the Trust.

### **Duties of Post**

- To contribute to the provision of a comprehensive and efficient Radiology Service.

- To share responsibility with all colleagues for providing evidence-based standards of all care for all inpatients and outpatients
- To have regard at all times to the clinical and quality standards set out in the Patients Charter and local purchasers' contracts.
- To liaise effectively and on a timely basis with General Practitioners and all other primary healthcare agencies.
- To maintain and support multi-disciplinary work across the various specialities.
- To encourage and foster the audit process at clinical, managerial and medical levels and to take part in regional audit in support of evidence-based medicine.
- To give advice, support and training to all junior medical staff, having due regard for the changes initiated by the Calman Report.
- To take part in continuing medical education activities, in line with the Royal College of Radiologists' guidelines and in consultation with the Medical Director.

### **General Duties**

1. Continuing responsibility for the care of patients in his/her charge, including all administrative duties associated with patient care.
2. Leadership and proper functioning of the services in his/her charge in line with agreed policies at the Trust.
3. Development of his/her own speciality interests, including active participation in research programmes.
4. Corporate and singular responsibility for the management of the junior medical staff including the approval and monitoring of junior staff rotas and locum appointments.
5. Participation in medical and clinical audit.
6. Proactive participation in the management and development of Radiology Services.

**Provisional Job Plan- to be reviewed on appointment of interview**

**(Please note that the Job Plan is subject to change according to the Department's and Trust's requirements, if necessary, in the future)**

Day	Time	Location	Work	Categorisation	PAs
Monday	AM	PAH	Hot Desk	Direct Clinical Care	1
	PM	PAH	MRI reporting NM reporting	Direct Clinical Care	1.5
Tuesday	AM	PAH	NM reporting	Direct Clinical Care	1
	PM	Off-site		SPA	1
Wednesday	AM	PAH	CT reporting	Direct Clinical Care	1
	PM	PAH		SPA	0.5
Thursday	AM	PAH	NM reporting	Direct Clinical Care	1
	PM	PAH	CT reporting	Direct Clinical Care	1
Friday	AM	MVH	NM reporting	Direct Clinical Care	1
	PM	MVH	NM reporting	Direct Clinical Care	1
TOTAL PROGRAMMED ACTIVITIES	Direct Clinical Care				8.5
	Supporting Professional Activities				1.5
	Additional Programmed Activities				0
	Other (On-Call)				1
	There will be a 1:14 on call with prospective cover.  The post attracts 11 PAs				11



### **ON CALL**

The post holder will be expected to take part in the on-call rota, which is currently 1:14 (subject to change). The consultant is expected to be resident on site until 21:00 (mon-fri) and 8.30 – 5.00 (weekends) then available for immediate return to site within 30 minutes. All on-call non-residential is paid at a Band A.

### **STUDY LEAVE**

Study leave is granted within a maximum of 30 days in any period of 3 years for professional purposes within the United Kingdom in accordance with national and local guidelines. The post holder is expected to meet the Continuing Professional Development requirements of the Royal College.

### **RESIDENCE**

Residence required within either 10 miles or 20 minutes by road from The Princess Alexandra Hospital, unless alternative arrangements are agreed with Trust Management. The post holder must have access to transport and a residence address must be maintained with a public telephone service.

This job description may be subject to change according to the varying needs of the service. Such changes will be made after discussion between the post holder and the manager. All duties must be carried out under supervision or within Trust policy and procedure.

## Person specification

<b>Position</b>	Consultant Radiologist with an interest in Nuclear Medicine
<b>Grade</b>	Consultant

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills and talents, working together to find new and better ways to care	E

Education and qualifications	
FRCR in Diagnostic Radiology	E
GMC Specialist Registration	E
Holding CCST or within 3 Months (at time of interview)	E
ARSAC licence holder (or working towards accreditation)	E

Experience	
Broad Experience in general radiology over a period of time to allow accreditation	E
Evidence of interest/experience of Medical research in subjects related to Diagnostic Radiology	D
Experience of working in an mdt environment	E
An interest in Nuclear Medicine	D

Skills and knowledge	
Experience of teaching & supervising junior medical staff.	E
Commitment to support research and development within the Trust R&D policy	E
Peer reviewed publications	D
Audit Experience	E



Personal qualities	
Good leadership skills.	E
Ability to communicate effectively with colleagues, patients, relatives, GPs, AHPs, nurses and other agencies.	E
Thorough understanding of the national picture of Radiology and commitment to leading change	E
Able to articulate a clear vision of safe Radiology culture	E
Enthusiasm and ability to work under pressure.	E
Good organisational and management skills.	E
Caring attitude towards patients.	E
Ability to work within a multi-disciplinary team.	E