

Job Description

Job Title:	Locum Consultant Radiologist
Department:	Imaging
Grade:	Medical Staffing YC73
Base:	Stanmore, with travel to Bolsover Street site and work from home
Hours per week:	10 PA per week full-time
Responsible to:	Medical Director
Accountable to:	Clinical Director, Imaging Management Team, Divisional Manager
Key relationships	Radiologists, Radiographers, HCA's, Administration Teams, Clinical Teams

Job Purpose

You will be working alongside 14 highly specialised musculoskeletal radiologists at the RNOH, offering a wide variety of interventional and diagnostic orthopaedic radiology and supporting the highly specialised caseload.

The workload for 2022/23 financial year was approximately 110,000 examinations. This included approximately 12,000 MRI examinations, 6000 CT examinations, including interventional and 8000 US studies.

A range of fluoroscopic and ultrasound guided procedures are performed including myelograms, arthrograms and discograms. Ultrasound guided PRP injection trials have been ongoing, providing a research basis to this now widely practised therapy. There are also a significant number of therapeutic facet joint and nerve root injections. Many of the bone and soft tissue tumour referrals (approx. 9,400 new cases through the MDT per annum) have an imaging guided percutaneous biopsy.

Three full-time clinical fellows are in post at any one time, in addition to several visiting MSK trainees / observers from around the region, nationally and also internationally.

Close working relationships have been forged with all the Orthopaedic Units within the hospital and this includes daily multi-disciplinary meetings. The complex caseload necessitates very close working relations with excellent specialised radiographers and support staff.

There are regular departmental educational meetings. Opportunities exist for audit and research and will be actively encouraged.

The Trust is the premier postgraduate institution solely devoted to an orthopaedic workload. The primary base is at Brockley Hill, Stanmore Middlesex (200 beds; outpatients/inpatient facilities) supported by Central London outpatient facilities. There is no acute emergency facility but the Trust has a significant secondary complex spinal trauma referral base.

In addition to the complex tertiary spine, shoulder, foot and ankle and hip referrals, the RNOH also has established adolescent hip, peripheral nerve injury, spinal infection, myeloma, and a recently established metastatic cord compression service. It is also a major bone and soft tissue sarcoma tertiary referral centre.

As not only a leading but also a caring centre, the RNOH Trust attracts and retains staff of the highest calibre. Teamwork also encourages the recruitment of high quality support staff. Teaching is inherent to the hospital's work and the specialist training provided in all disciplines is in great demand both in this country and abroad. The RNOH Trust works closely with the University of London's Institute of Orthopaedics and Musculoskeletal Sciences, which is on site and forms the hub of the country's most comprehensive training programme for orthopaedic surgeons.

The imaging department is currently staffed with Senior Operational Manager, Imaging Manager, 3 Superintendent Radiographers, 1 Quality Manager/Superintendent, 1 Nursing Sister, 15 Band 7 Radiographers, 22 Band 6 Radiographers and 11 Band 5 Radiographers. There is also an imaging department PA.

The departments at Stanmore and Bolsover Street are fully set up with Optum PACS together with integrated Magentus RIS and VR systems.

In the Stanmore X-Ray department there is one fluoroscopy room (digital C-arm room installed 2016), three general DR rooms and two GE Logic 9 colour Doppler ultrasound machines.

In the Scanning Centre there is a Siemens SPECT-CT scanner, one 1.5T Siemens Magnetom Sola MR Unit (installed 2019) and one 3.0T Philips Achieva MR Unit (installed 2014, which will be replaced in 24/25). There is also a Siemens CT (installed 2023)

A third imaging department with an EOS machine and Vertec Hologic DXA machine will be operational at the end of 2024.

The department at Bolsover Street comprises 1 CR and 1 DR general rooms (2007 and 2009) and a GE Logic 10 ultrasound (installed 2023). The CR is currently being replaced by April 2024 and the 2009 room is due to be replaced in 24/25.

Office and reporting facilities at Stanmore are shared. Each consultant has shared office accommodation at Bolsover Street.

Appointments can be made to view the departments through Dr Ramanan Rajakulasingam (Clinical Director) and Karen Good (PA) on 020 8909 5639.

Interested applicants would have the opportunity to meet with all the radiologists.

Main Duties and Responsibilities

The post-holder would be expected to work ten [10] fixed sessions. The appointee will have direct care sessions on both Trust sites: the main hospital in Stanmore, Middlesex and its Outpatient facility at Bolsover Street in Central London. 10 programmed Activities (PAs) will be offered, to include 9 PA Direct Clinical Care and 1 Supporting Professional Activities.

The post-holder would be expected to undertake all aspects of musculoskeletal radiology, including musculoskeletal SPECT-CT reporting interventional and diagnostic musculoskeletal ultrasound lists, fluoroscopically guided joint injections, bone and soft tissue biopsies, CT-guided musculoskeletal interventional lists, baby hip ultrasound lists, in addition to sharing in the reporting of complex orthopaedic cross-sectional and plain film imaging.

The new appointee will be expected to participate fully in a patient/problem-orientated approach to orthopaedic conditions.

The post-holder will not be expected to participate in the on-call rota.

Research

Institute departments engage in both laboratory and clinical research related to orthopaedics. The academic departments in the Institute are as follows:

- a) Orthopaedic surgery and clinical studies, incorporating histopathology, radiology, spinal deformity with scoliosis, bone and mineral metabolism and spinal injury.
- b) Biomedical engineering. This department is involved amongst other activities with design and manufacture of prosthetics.

The special facilities of the Institute consist of a library at Stanmore and digitally archived image library, a pathology museum at Stanmore and medical photographic facilities at both sites.

The Institute of Orthopaedics is the associated postgraduate medical school of University College Hospital School of Medicine. It is responsible for teaching and research through the department of the Professor of Orthopaedics both at undergraduate and postgraduate level.

The Imaging department is actively involved in research and publication in International and National journals, also lecturing and presentation at International and National meetings. The appointee will be actively encouraged to participate in such activities.

Safeguarding Children and Vulnerable Adults At Risk

The Trust recognises its duty to safeguard and promote the welfare of children, young people and adults. Staff must at all times treat patients with dignity and respect protecting, young people and adults at risk from abuse and neglect

Employees have a responsibility to ensure that prompt and appropriate action is taken when concerns have been made about a child, young person or adults at risk. Employees should be aware of their responsibilities as detailed in the Local Safeguarding Children Procedures and Safeguarding Adults at Risk Policy.

The Trust will assist you by providing mandatory training, support and advice.

Safeguarding children and adults is everyone's business

Equality, Diversity & Inclusion

The RNOH is proud to be a diverse & inclusive organization, representing people from a wide group of ethnicities, gender identities, sexualities, disabilities, ages, religions and beliefs. The Trust is committed to ensuring that it is a place where our staff, patients and visitors feel included, represented and receive the support that best meets their needs.

We recognize and exercise our duty act on institutional discrimination and address inequality within our organization. **The post holder will be expected to behave in a way that is actively anti-racist, anti-discriminatory and facilitate equality and equity at all times within their role.** This will include engaging with the implementation of the Trust EDI Strategy and attending essential EDI training as and when required by the Trust.

We are a Level 2 Disability Confident Employer. **If you have a Disability** (including conditions that affect your mobility, senses, mental health, neurodivergence or long-term health) **and require support to make the workplace accessible, we will make reasonable adjustments to support you.** Therefore, we encourage you to **declare your disability, identify what support you need** and we will make the workplace accessible to your needs.

We are an organisation that supports flexible working and are able consider and offer a range of flexible working practices. Depending upon the nature of your role, this can include hybrid home working, part-time roles and job shares.

IT Skills

All staff are required to demonstrate a level of IT literacy skills appropriate to their job, as the use of IT is fundamental in delivering good quality efficient health care.

Effort and Environment

The following information has been designed to assist the recording of the effort and environment factors required for Agenda for Change.

- **Physical**
The role involves sitting at a desk, moving around the Trust and providing training and presentations
- **Mental**
Frequent periods of concentration. Ability to manage interruptions.
- **Emotional**
May occasionally deal with sensitive issues, and/or support staff who may be upset or in distress.
- **Working conditions**

Assuming normal Health and Safety standards are met.
Frequent VDU use and working from home.

Driving to and from work is not included.

Terms and Conditions of Service

This appointment is subject to the terms and conditions of employment of the Royal National Orthopaedic Hospital NHS Trust.

Professional conduct

The post holder must comply with the Code of Professional Conduct applicable to their profession.

Risk Management

The Royal National Orthopaedic Hospital NHS Trust strives to take a holistic approach to the management of risk; Health and Safety, Caldicott, Corporate and Clinical Governance requirements are all elements of risk management.

Risk management is fundamental in ensuring the safety of all whilst on Trust premises and in ensuring that a high level of quality care is continually provided. To support staff in the management of risk, the Trust provides training programmes and facilitates staff in the use of risk management identification tools. In turn, individuals are responsible for ensuring that they attend training sessions and adhere to the Trust's policies and procedures, which includes the reporting of incidents, both actual and near miss.

Health and Safety at Work Act

Under the provisions of the Health and Safety at Work Act 1974 it is the duty of every employee to:

- Take reasonable care of themselves and of others who may be affected by their acts or omissions.
- Co-operate with their employer in ensuring that all statutory and other requirements are complied with.

Clinical Governance

All staff must comply with all clinical and Infection Prevention and Control policies of the Trust appropriate for their job role. All employees must attend mandatory trainings i.e. Fire Safety, Infection Prevention and Control, Data Protection, Manual Handling, etc. as required within their department as directed by their line manager.

All staff must also comply with the Dress Code Policy of the Trust.

Confidentiality

Post-holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection of 1998. Post-holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information. Following the Freedom of Information Act (FOI) 2005, post-holders must apply the Trust's FOI procedure if they receive a written request for information.

No Smoking Policy

The Trust prohibits smoking in all of their buildings and premises.

Sustainability

Sustainability is integral to the Trust achieving the NHS Net Zero target. All staff are therefore actively encouraged and supported to participate in and contribute towards improving the sustainability performance of the Trust. By working together, staff will embed sustainability into the heart of the RNOH's culture; we will be helping to improve both the internal and external environment, reduce the impact on natural and energy resources, reduce air pollution, reduce the likelihood of infection and improve the health and wellbeing of staff, patients and the public.

