

SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST
Consultant Paediatric Radiologist (8 PA's)
with Expertise in Neuroradiology and Education
JOB DESCRIPTION

Introduction

Sheffield Children's NHS Foundation Trust (SCFT) are looking for an enthusiastic radiologist with specialist paediatric radiology training to join our team of 6 paediatric radiologists.

Applications are invited from candidates with general and specialist paediatric radiology training and a Certificate of Completion of Training (CCT) in radiology (or who will be within 6 months of being issued with their CCT at the time of interview).

Applicants for this post should demonstrate sub-specialist training in paediatric radiology at a recognised tertiary paediatric centre with additional specialist training in tertiary paediatric neuroradiology. The post-holder will take a lead role in undergraduate and post-graduate education, and it is anticipated they will take on the role of Clinical Tutor.

The post is for 8 programmed activities. Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

Duties of the post

The appointee will, together with consultant colleagues at SCFT, be responsible for providing daytime and on-call specialist Imaging Services at Sheffield Children's Hospital and Jessop Wing Special Care Baby Unit (Sheffield Teaching Hospitals NHS Foundation Trust - STHFT).

The services will include general paediatric radiology (plain film, ultrasound, CT, MRI & fluoroscopy). The South Yorkshire training scheme (STHFT) provide first on-call registrar cover for general paediatric imaging (ie. CT and ultrasound) with consultants first on call for fluoroscopic studies, imaging of inflicted injury, MRI and neonatal imaging.

There will be an on-call commitment of 1 in 7. Weeknight on-call is from 5pm to 9 am the following morning & weekend on-call is from 5 pm Friday to 9 am Monday. The post may include one day working off-site in a District General Hospital (approximately every 4 weeks).

Together with the existing paediatric neuroradiologists - Dr Ruth Batty, Dr Dan Connolly, Dr Hannah Holmes (Sheffield Teaching Hospitals – STHFT) and Dr Ashok Raghavan (SCFT) the appointee will provide specialist paediatric neuroradiology support for SCFT and South Yorkshire & Bassetlaw ICS. In addition to 2 dedicated neuroradiology sessions each week, there is a Thursday afternoon cross-specialty neurology / neurosurgery / neuro-oncology MDT and a recently introduced safeguarding MDT.

Sheffield Children's NHS Foundation Trust is a stand alone dedicated children's hospital trust which provides acute and specialist services combined with community and mental health care.

Sheffield Children's Hospital provides secondary paediatrics for the city, which comprises 20% of the population of North Trent. Regional services are provided for approximately 450,000 children under sixteen. The hospital is a designated paediatric regional trauma centre and the children's emergency department sees 55,000 new patients a year.

The majority of children's services are based at the Children's Hospital.

The Supra-District Neonatal Intensive Care Unit is part of the Jessop Wing of the Royal Hallamshire Hospital, situated about a quarter of a mile from the Children's Hospital. There are 7000 deliveries a year. The Children's Hospital provides paediatric radiology for this service.

Hospital services for adults in Sheffield are provided by the Northern General Hospital and the Royal Hallamshire Hospital, which, together with the Charles Clifford Dental Hospital and Weston Park Hospital, form the Sheffield Teaching Hospitals (STH) NHS Foundation Trust. They house University Departments in various disciplines and have academic, laboratory and library facilities on their respective sites.

The hospital is a major trauma centre and a helipad is currently being built

Sheffield Childrens Hospital (SCH)

The Children's Hospital is approximately one mile from the City Centre on the South-West aspect of Sheffield and 4 miles from the Peak District National Park. The Royal Hallamshire Hospital and the Jessop Wing (Obstetrics/Neonates), the Charles Clifford Dental Hospital, Weston Park Radiotherapy and Oncology Hospital, the Medical School and the main University Campus are all situated in close proximity to the Children's Hospital Site.

Adjoining the Children's Hospital is the Stephenson Building, which contains the Academic Division of Child Health (www.shef.ac.uk/childhealth), the Illingworth library and lecture theatre and the Department of Postgraduate Medical Education (these have been temporarily relocated during helipad construction).

Sheffield Childrens Hospital

A recent major hospital development has provided new wards and facilities, a new spacious out-patient department and a play area. Currently the hospital supports approximately 170 beds.

There are 11 operating theatres, a procedure room, and a 10-bedded Post-Anaesthesia Care Unit. There are about 16,000 general anaesthetics given each year. A 3T MRI scanner is directly linked to neurosurgical theatres to allow intra-operative MRI scanning.

Surgical services involve general, urology, neonatal, orthopaedic (including spinal surgery and limb reconstruction), neuro-surgery, plastic, ENT, max-fax, dental and ophthalmology. Currently there are 6 Consultant General Paediatric Surgeons and 7 Consultant Paediatric Orthopaedic Surgeons, plus a further 3 Spinal surgeons. The Trust has an 11 bedded Neonatal Surgical Unit and 4-bedded Paediatric Burns Unit.

There is a 10 bedded Intensive Care Unit and a 9 bedded High Dependency Unit. Paediatric retrievals are undertaken by Embrace, The Yorkshire and Humber Infants and Children's Transport Service.

Paediatric medicine provide audiology and hearing services, allergy, infectious diseases, immunology, child development and neurodisability, child protection and safeguarding, community paediatrics, the cystic fibrosis regional centre, dermatology, diabetic medicine, general paediatrics, oncology, haematology (including bone marrow transplantation), respiratory medicine including sleep studies, neurology, gastroenterology, hepatology, cardiology, nephrology, endocrinology, metabolic medicine, metabolic bone disease, rheumatology, neurophysiology and palliative care. All of the above are supported by specialist dietetics, physiotherapy and occupational therapy staff. The trust has recently been chosen as one of 4 national centres for the delivery of Zolgensma.

The Trust delivers out-patient services from a range of sites including Northern General Hospital, the Ryegate Centre and Community bases. The Trust is part of the South Yorkshire and Bassetlaw Integrated Care System (SYB ICS) and is the hub for paediatrics. Consultant Radiologists provide remote radiology support for Barnsley, Rotherham, and Doncaster

Community, Well Being and Mental Health (CWAMH) Services comprise community, in-patient and specialist services. It also includes Community Midwives, Health Visitors and Chaplaincy Services. CWAMH services also provide a Paediatric Psychology Service to the acute side of the Trust.

Research is one of the Trust's core strategic objectives. The Sheffield Children's NHS Foundation Trust Children's Clinical Research Facility (CCRF) was the first dedicated CCRF in the UK. It was opened at Sheffield Children's Hospital in January 2008. The CCRF provides all the facilities needed to undertake first class research in children and the Trust's R&D staff are embedded within the CCRF to provide on-site support. The CCRF can accommodate a range of studies, from experimental and translational medicine to phase IV clinical trials. The CCRF hosts a wide range of specialist paediatric research which includes NIHR portfolio research supported by the NIHR Medicines for Children Research Network (MCRN) and South Yorkshire Comprehensive Local Research Network.

The Radiology Department and Services

The specialised Paediatric Imaging Service is based at the Sheffield Children's Hospital. The Imaging Service supports the wide range of clinical activity undertaken by the Trust. In addition to the main Radiology department, there is a satellite x-ray room in the new out-patient department. This also contains the EOS scanner (for low dose scoliosis and mechanical axis assessment).

Multi-disciplinary meetings are held weekly with the major clinical specialities. A conference room is available in the department and meetings can be accessed via MS teams.

There is a large and progressive neuroradiology department with excellent support from STHFT (Dr Dan Connolly, Dr Ruth Batty and Dr Hannah Holmes) and from within the trust (Dr Ashok Raghavan). Our aim is to have full day-time (Monday to Friday) consultant neuro-radiologist support, 52 weeks per year (this appointment will increase cover to 42 weeks per year). The recent introduction of a Thursday afternoon safeguarding meeting complements the existing cross-speciality neurology / neuro-surgery / neuro-oncology MDT that follows on.

Increasingly specialised imaging, including MRI, is being performed for oncology, gastro-enterology, respiratory and the surgical teams. Dr Matthew Smedley, Dr David Hughes, Dr Ashok Raghavan, Dr Chris Ng and Dr Leanne Royle have interests in these areas.

There is a strong clinical and research musculoskeletal interest at SCH, including metabolic bone disease, specialist orthopaedic surgery and rheumatology. Prof Amaka Offiah, Dr David Hughes, and Dr Leanne Royle have interests in these areas. Arthrograms are also performed. Professor Offiah is a national expert on skeletal dysplasia and the imaging of inflicted injury – she is a current Managing Editor of Pediatric Radiology.

Interventional procedures performed under imaging guidance include biopsies, drainages, and nephrostomies. The post-holder will be expected to undertake basic interventional procedures (including abscess drainage and gastrojejunal tube replacement).

Dr Whitby (University of Sheffield) and Dr Raghavan have an interest in foetal MRI.

Echocardiography is co-located with Radiology. The trust has three paediatricians with cardiac expertise (PEC's) and 2 echocardiographers. 1 of the consultant radiologists provides on-call echocardiography cover. This post does not require cardiac sonography.

The Radiology department offers core and specialist SpR training as part of the Sheffield training scheme. Formal and ad hoc teaching is also offered to medical and non-medical staff throughout the trust. Dr Smedley is the College Tutor in charge of training.

Sheffield hosts the BSPR operational forum for paediatric radiology. SCFT is a core member of the Childrens Alliance, and we aim to improve the health of children across South Yorkshire, England and the UK. We are looking for a colleague who can show evidence of promoting paediatric radiology education and training (both locally and nationally).

SCFT has a large number of patients who have complex medical needs and are reliant on post-pyloric tube-feeding. On-call commitments include gastro-jejunal tube replacement at weekends (9am-5pm) and the applicant will be expected to demonstrate competence in this procedure.

Radiology equipment

| | |
|--|--|
| CT: GE VCT 64 slice (2010) being upgraded imminently to Siemens Somatom (2024) | Gamma Camera: CT SPECT GE Discovery 870 (2018) |
| Fluoroscopy: Toshiba Ultimax Multi-Purpose C Arm (2017) | MRI: GE 1.5T Optima 450 (upgrade planned for 2026) Phillips Ingenia 3T (2015) |
| Ultrasound: Philips EPIQ (2014) Philips EPIQ 7G (2019) | Cardiac Ultrasound: GE (2022) GE (2023) portable (with general US probes) Phillips Affinity Cardiac (2015) |
| DEXA: GE iDXA (2023) | EOS: (2020) |

PACS:

We have a fully integrated Agfa Enterprise PACS and RIS with voice recognition.

Agfa Xero provides viewing access to images in local DGH PACS systems. The SYB ICS is currently assessing systems that allow cross-site reporting.

Radiology Annual Activity

| Sheffield Childrens Hospital | SCBU – Jessop Wing |
|-------------------------------------|---------------------------|
| Radiography 22,120 | Radiography 3500 |
| Ultrasound 8146 | Ultrasound: 2015 |
| CT 1470 | MRI (1.5T at STH) 38 |
| Fluoroscopy 940 | |
| Nuclear Medicine 305 | |
| Theatre procedures 1195 | |
| MRI 8132 | |
| Total 43,292 | |

SCH Department Structure and Management:

The management structure of the hospital enables accountability for the purposes of clinical governance and budget responsibility. There are four Clinical Divisions:

- A CWAMH (Community Wellbeing and Mental Health)
- B Medicine
- C Surgery and Critical Care
- D Pharmacy, Diagnostics and Genetics

Radiology is part of the Division of Pharmacy, Diagnostics and Genetics.
The Clinical Director of the Care Group is Professor Marta Cohen (Histopathology)
The Associate Director is Mr Trevor Taylor.

The Departmental Manager and Budget Holder is Mrs Helen McQuillan.

Clinical Team Lead for Radiology is Dr Iwan Roberts.

The line managers for the Consultants are the deputy Medical Directors, Dr Rum Thomas and Dr Noreen West and Medical Director Dr Jeff Perring.

HR Use only
AFC code:

Departmental staff

| | |
|------------------|--------------------|
| Business Manager | Alex McClennan |
| Imaging Lead | Kelly Hetherington |
| Clerical Lead | Melissa Slocombe |

General Radiographers (15)
Governance radiographer
MRI radiographers (6)

Sonographers (4)
Echocardiographers (2)

Radiographic aides
Clerical staff
PACS team
Secretaries
Reception staff

There are currently 7 paediatric radiologists at SCH:

| | |
|--------------------|--------|
| Dr David Hughes | 0.8wte |
| Prof Amaka Offiah | 0.6 |
| Dr Ashok Raghavan | 0.8 |
| Dr Iwan Roberts | 0.8 |
| Dr Leanne Royle | 1.0 |
| Dr Matthew Smedley | 0.9 |
| Dr Chris Ng | 0.9 |

Paediatric Neuroradiologists are contracted from Sheffield Teaching Hospitals:

| | |
|---------------------------------------|-----|
| Dr Ruth Batty | 0.2 |
| Dr Dan Connolly | 0.3 |
| Dr Hannah Holmes (started April 2024) | 0.3 |

| | | |
|---|----------|-------|
| Radiology Specialist Registrars on Rotation to SCH: | Year 4/5 | 1 - 2 |
| | Year 2/3 | 2 - 3 |

Weekly Rota

This post consists of paediatric radiology at SCH with 1 clinical morning each fortnight at Jessop Hospital SCBU. Visits to local District General Hospitals have been temporarily suspended but the post may include a commitment to visit a local DGH (maximum one day every 4 weeks).

The person appointed will take their equal share in providing emergency cover. They will have a continuing responsibility for the patients in their care and for the proper functioning of the department. On-call is 1-in-7, covering SCFT and Jessop wing SCBU and is recompensed by 1 PA a week in lieu.

Reporting weekend plain x-rays at SCH is part of the on-call commitment and is recompensed with 1 additional PA in lieu during the following week.

A job planning meeting will occur annually (or more frequently if there are changes to working patterns). The division of clinical and non-clinical sessions will be as follows:

| | |
|---|--|
| Direct Clinical Care | 6.7 PA's (6.2 PA's for the 1 st 2 years) with 1PA for on-call |
| Supporting Programme Activities Audit and Teaching and CME | 1.3 PA's (1.8 PA's for the first 2 years) |
| TOTAL | 8 PA's |

The week is organised on a variable rota which varies week-on-week and will reflect any special interests and commitments. Sample rota (will be adjusted to reflect an annual 42-week job plan):-

| DAY | MON | TUES | WED | THURS | FRI |
|----------|----------------|----------------|---------------------------------|--|--|
| Meetings | 10.00 Nuc Med | 9.00 Oncology | 9.00 Governance 1330 Medical | 9.00 MSK MRI 9.00 Respiratory 12.00 SCBU 12.00 Rheumatology 15.30 Neuro-oncology 16.00 Neurology & Neurosurgery | 8.30 Orthopaedics 10.00 Surgery 12.00 Oncology 13.00 Nephro-urology (Monthly) |
| AM | US/Fluoro/MRI | SPA | Neuroradiology | Duty / CT | --- |
| PM | Neuroradiology | SPA (pro-rata) | In lieu of on-call | Neuroradiology MDT | --- |
| On-call | 1-in-7 | | | | |

Audit meeting, REALM meetings and consultant management meetings are held monthly.

Neuroradiology rota

| DAY | MON | TUES | WED | THURS | FRI |
|-----|-------------|-------------|-------------|-------------------------------------|-----------|
| AM | Dr Raghavan | Dr Connolly | | Dr Connolly (with trainee teaching) | Dr Batty |
| PM | | Dr Holmes | Dr Raghavan | Neuroradiology MDT | Dr Holmes |

This appointment will provide better neuroradiology cover across the whole week, with some variability in the weekly rota (to allow cover for colleagues who are on leave)

Accommodation

Office accommodation is provided with telephone, desktop computer with printer and access to internet (intranet and internet access is also available via the diagnostic workstations)

Secretarial Support

Radiologists are supported by the department secretaries.

Teaching

The radiologists take part in hospital post-graduate teaching on a regular basis. There are responsibilities within the Sheffield rotational training scheme in radiology for Specialist Registrars in the department. The Consultants also take part in training scheme teaching sessions for pre and post FRCR registrars. The person appointed would normally be offered the title of Honorary Senior Lecturer by the University.

Clinical Governance and Audit

There is a lead for Audit within the department, currently Dr Raghavan. There is a rolling programme of audit (10 half days per year). This includes REALM, specific audits, critical incident reporting and some morbidity and mortality. Interdepartmental meetings with the surgeons and paediatricians are held regularly.

Continuing Professional Development

The trust is committed to supporting the professional and personal development of consultant staff. Consultants are expected to participate in Continuing Medical Education. Study and Professional leave (up to 10 days per annum, pro rata) and financial support for this is available.

All consultants are required to participate in the Trust's Consultant Appraisal Programme, which includes mandatory training.

THE MAIN CONDITIONS OF SERVICE

The consultant will be appointed by Sheffield Children's NHS Foundation Trust. Terms and Conditions will be in accordance with nationally agreed conditions of service for Consultants (England) 2003 in the National Health Service as approved by the Secretary of State for Health and may be amended from time to time. The arrangement of duties will be such as may be agreed from time to time between the Trust and the person appointed. The Trust has no objection to the post holder undertaking private practice in accordance with the Terms and Conditions of Service and the Code of Conduct for Private Practice.

This post has been assessed as having a high risk of occupational transmission of Hepatitis B; therefore, evidence of pre-existing immunity of Hepatitis B is a condition of appointment. The evidence provided must be to the satisfaction of our Occupational Health Doctor; in the event of the Occupational Health Doctor not being satisfied with the evidence produced, the appointee will be required to undergo a further blood test as confirmation of immunity. The successful candidate may be required to undergo a medical examination and will be required to undergo a police criminal convictions check.

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure and apply it.

RESIDENCE

The successful candidate will be required to maintain their place of residence in contact with the public telephone service and live not more than 10 miles by road or half-an-hour's drive from the Children's Hospital, Sheffield, unless prior specific approval to a greater distance is given by the Trust.

Removal expenses on appointment will be paid in accordance with the Trust's Relocation Expenses Policy. This document can be obtained from the Human Resources Department.

VISITS

Applicants are encouraged to contact the Radiology Team Lead for further details:-

Dr Iwan Roberts
Radiology Department
Sheffield Children's Hospital NHS Foundation Trust
Western Bank
Sheffield S10 2TH

Tel: (0114) 271 7166 – Departmental secretaries
Tel: 07856 205106
lwan.roberts1@nhs.net

There is a provisional interview date of Tuesday 11th June 2024

TRUST VALUES

Our Values express what it is like to work in our organisation and our employees should make these a part of everything we do.

Keeping children, young people and families at the heart of what we do

Compassion

- We are led by kindness for all – for our patients, their families and our colleagues
- We will show empathy and understanding, treating everyone with dignity and courtesy
- We will respect each other and those we care for

Accountability

- We always strive to do the right thing
- We own responsibility for our successes, failures and understand where we need to improve
- We will create a supportive working environment where everyone takes responsibility for their own actions

Respect

- We value differences and treat everyone fairly and consistently
- We will actively tackle inequality and will foster a culture of inclusion

Excellence

- We will seek to improve the way we work and deliver a high quality standard of care
- We will be open to new ideas, through innovation, partnership, research and education locally, nationally and internationally

Together we care

SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST

**PERSON SPECIFICATION-CONSULTANT PAEDIATRIC RADIOLOGIST WITH
EXPERTISE IN NEURORADIOLOGY
AND EDUCATION**

| REQUIREMENTS | ESSENTIAL | DESIRABLE | HOW IDENTIFIED |
|--|--|------------------|-------------------------------|
| <p>Qualifications/Training</p> <p>a) Professional Qualifications</p> <p>b) General Professional Training</p> | <p>FRCR or equivalent higher qualification.</p> <p>Certificate of Completion of Training (CCT) or equivalent or within 6 months of gaining CCT</p> | | Application form |
| <p>Knowledge/Previous Experience</p> <p>Clinical Expertise in Specialty</p> | <p>Completion of sub-speciality training in pediatric radiology in an approved location, as determined by the relevant Royal College committees.</p> <p>Specialist training in paediatric neuroradiology (with a minimum of 6 months specialist neuroradiology training on starting the post)</p> <p>Competence in paediatric lumbar puncture</p> <p>Clinical experience of imaging in safeguarding and attendance at local and regional safeguarding meetings.</p> <p>Current independent experience in delivering urgent imaging (including the imaging of neonatal bilious vomiting)</p> <p>Competence in routine interventional procedures in children – including biopsy (GA) and abscess drainage (GA)</p> <p>Competence in gastro-jejunal tube replacement (non-GA)</p> | | Application form Interview |
| <p>Established commitment to Education and training</p> | <p>Experience of a lead role in undergraduate or postgraduate</p> | | Application form |

| | | | |
|--|---|--|--|
| <p>in paediatric radiology</p> | <p>education in paediatric radiology at a local level</p> <p>Experience of a lead role in undergraduate or postgraduate education in paediatric radiology at a national level</p> <p>Evidence of excellence in education eg. honours, medals, awards, acknowledgements</p> | | <p>Interview</p> |
| <p>Skills</p> <p>a) Leadership Skills</p> <p>b) Organisation Skills</p> <p>c) Communication Skills</p> | <p>Leadership skills</p> <p>Ability to work harmoniously as part of a multi-disciplinary team</p> <p>Good communication skills, particularly in dealing with medical colleagues, nurses, children and parents both within the service and with other Trusts</p> <p>Flexible/Adaptable</p> <p>High level of personal organization.</p> <p>Enthusiastic</p> | <p>Evidence of training in Management and Leadership Development</p> | <p>Application form</p> <p>Interview</p> <p>References</p> |
| <p>Demonstrates Trust Values</p> | <p>Compassion, Accountability, Respect and Excellence.</p> | | <p>Interview</p> <p>References</p> |
| <p>Other Requirements</p> | <p>Full GMC Registration</p> <p>Right to work in UK</p> | | |

SHEFFIELD CHILDREN'S NHS FOUNDATION TRUST

PERSON SPECIFICATION – JOB TITLE

Knowledge – Only include qualifications that are essential to the role. Always put a sentence such as 'or equivalent experience' as this will not exclude applicants on the grounds of age or if they come from a country that does not follow the same curriculum as the UK.

Experience – Clearly define the experience that is needed to be able to carry out the role. Do not state a number of years' experience. Be specific about the level of work experience that is required for your role. E.g do candidates need to have previous line management experience?

Skills – Include skills that are required to enable role holders to effectively carry out the role. Ensure they are specific to the role and do not discriminate.

Personal attributes – Consider the behaviours you would want role holders to display. For example, to be adaptable to change, to be able to work independently and as part of a team.

Essential and Desirable criteria

Essential criteria refers to those elements that are essential to the role i.e the role holder would not be able to perform in the role without them.
Desirable criteria refers to those elements which are not essential i.e. the role holder would be able to perform in the role without them.

| Assessment Criteria | Essential | Desirable | How assessed |
|-----------------------------|-----------|-----------|--------------|
| Qualifications and Training | | | |
| Experience | | | |

HR Use only
AFC code:

| | | | |
|----------------------------------|---|--|--------|
| Knowledge and Skills | | | |
| Personal Attributes | | | |
| Demonstrates Trust Values | Compassion, Accountability, Respect and Excellence. | | In/REF |

Key for How Assessed: AF = Application form, In = Interview, P = Presentation, T = Test, REF= Reference