

Job Description

Division: Children's, Women's and Diagnostics **Job Title:** Consultant Breast and Body Radiologist

Band: Consultant

Location: University Hospital of North Midlands

Hours of Duty: 10.7 PA

Managerially accountable to: Clinical Director of Imaging

Professionally accountable to: Medical Director

Clinical Director of Imaging

Key Relationships: Head of Imaging

Imaging Directorate Manager &. Professional Head

Radiologists (Consultants and trainees)

Modality Leads

Advanced Practitioners

Radiographers

Imaging Nursing Team

Clerical staff and other staff working in the Imaging Directorate

Referring Clinicians and Nursing Staff throughout UHNM

Divisional Management Team

Multidisciplinary Team Meeting colleagues

About our Trust

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research. The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are the specialist centre for major trauma for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone at the Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research. The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort. Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at www.uhnmcharity.org.uk.

Royal Stoke University Hospital

Royal Stoke University Hospital was rebuilt in 2012 as part of a £400m initiative to bring all hospital services in Stoke-on-Trent onto one large campus site. Royal Stoke is a great place to work, learn and research. The hospital campus holds 80% of the Trust's services, including the Major Trauma Centre and Emergency Centre. Royal Stoke receives major trauma patients from as far afield as





Anglesey in North Wales and in total serves more than three million people. The A&E sees close to 150,000 people a year, making it one of the busiest departments in the country. Many of UHNMs 450 consultants are based at Royal Stoke, and the main specialist services for the region are located here. These services include the major specialties of Cardiovascular, Neurosciences, Metabolic/GI, Women's & Children's, Musculoskeletal Services/Trauma and Oncology. To deliver all these services and the many others we provide the Trust has created major departments to deliver the patient care.

County Hospital

County Hospital is the sister hospital to Royal Stoke University Hospital which has been extensively refurbished into a vibrant modern acute local hospital. The hospital provides a range of acute services across its 180 beds, including:

- Accident and Emergency and Acute Medicine
- Women's Health Centre
- Renal Dialysis
- Bariatric Surgery
- Endoscopy
- MRI diagnostics
- Outpatients

Role Summary

The successful candidate will work alongside 5 Consultant Breast Radiologists (5wte) with mixed involvement in the symptomatic and breast screening services, who together with 5 Breast Surgeons provide a first class service. The Breast department supports the National Breast Screening Programme for a population of 107,000 ladies equating to screening 34,000 per annum. The Radiologists work alongside a Consultant Radiographer, 2wte Clinical Specialists, 6.6wte Advanced Practitioners, 10.9wte Radiographers and 6.6wte Assistant Practitioners. The Breast Consultants are actively involved in training registrars and advanced practitioners. The successful applicant will also contribute to body imaging CT reporting and body imaging on-call cover. This is also supported by 20 body radiologists.

Key Areas/Tasks

We aim to provide first class patient care, and to facilitate this, a significant degree of subspecialisation has occurred within the Imaging Department. The post holder will be a member of a team of 20wte Consultant Body Radiologists ("BodRad") within a department of 48wte Consultant Radiologists.

The Body Radiologists provide a full on-call service, currently on a 1:18 weekdays and 1:10 Saturday or Sunday rota, with SpRs providing the first level of cover. Separate on-call cover is provided by neuroradiology and vascular radiology colleagues.

At UHNM the cross-sectional radiologists work closely with their colleagues in Surgery, Histopathology and Oncology through cancer MDTs and joint clinico-radiological conferences. Breast MDTs are established, with cover in rotation between all the radiologists. The MDTs are a





full sessional commitment with approximately 110 cases discussed at the main meeting and 30 cases discussed at the additional one.

The Imaging Services are based on a strong ethos of Quality assurance, Audit, Evidence and Research. The UHNM Breast service has a long history of active research participation at national level and are currently recruiters for 10 national and international multicentre studies, with grants for 3 local trials in progress i.e. SLOANE, KORTUC and ATNEC. We are actively involved, as a pilot Trust, in assessment of AI in breast mammogram reading with support from a third-party AI company.

UHNM is a research active organisation. There are a large number of active oncology trials, across all cancer groups, many of which require radiology support. The Imaging Department is also building up a portfolio of imaging-based research aligning to the Trust priority to become a major clinical research centre and developing a research interest will be actively encouraged.

Successful applicants would be expected to actively engage in Governance and Audit and specifically contribute to the Department's on-going QSI accreditation.

Areas of recent service improvement include Contrast Enhanced Spectral Mammography, both ultrasound and stereo Magseed localisation, expansion of the VAB service, establishment of high-risk breast cancer screening and the addition of Tomosynthesis.

We are one of the top ranked trauma unit's in the country and a Consultant job here will provide great exposure to acute body radiology imaging.

UHNM is a standalone training scheme (a part of West Midlands School of Radiology). We currently have 38 trainees. The on-call services are supported by radiology trainees 24/7. A new faculty of Radiography opened at Keele University in September, 2017. There are extensive academic opportunities.

The job plan will be agreed with the successful candidate and will be based on a 40 hour working week. A non-contracted day is negotiable if desired. A desirable, but not essential, attribute would be the ability to contribute to the service for USS and CT guided intervention.

Scheduling of sessions is by mutual agreement. Opportunities exist for flexible working, extended working day and expanding weekend working. The appointed radiologist would be expected to engage with the Imaging Department service delivery including cross-site working at the County Hospital.

A new hospital complex at the Royal Stoke University Hospital provides high quality imaging equipment. In January 2017 a dedicated IR Day Case Unit with 8 beds and IR clinic facilities was built within the IR department. Overall, the Imaging department has 7 MRI scanners and a mobile MRI also 8 CT scanners on both sites plus 2 ED scanners in ED – one of which is a dual energy Siemens Force.

The breast imaging department has x4 mammogram machines (x2 Hologic, x2 Siemens) all with digital breast tomosynthesis across Royal Stoke and County hospitals. 2x Hologic mammographic machines in Hanley Screening Unit and a Demountable Hologic 3D dimensions machine. CEM at Royal Stoke hospital and x5 ultrasound machines across both hospital sites (Toshiba/GE/ Philips) x2 VAB units are sited on each site. There are x12 mammographic reporting workstations cross site (exclusive of standard cross sectional reporting workstations) and Sectra PACS.





The breast imaging workload/capacity consists of x4 assessment clinics and x9 2ww clinics per week in addition to x6 intervention lists per week. Around 500 breast MRIs are performed yearly including VHR screening. Whilst also supporting the National Breast Screening Programme equating to screening 34,000 ladies per annum.

The job plan will include:-

- 3 PA Clinical
- 1 PA Film reading
- 2 PA CT reporting for inpatient and out-patient reporting
- 1 PA MRI reporting
- 1 PA MDT/Surveillance reporting
- 1 SPA
- 1 SPA Trust business
- 0.7 PA on call
- (1:18) Weekday 2 hours predictable 1 hour unpredictable
- (1:10) Weekend 9 hours predictable 3 hours unpredictable

10.7 PA Total

Scheduling of sessions is by mutual agreement. Future opportunities exist for additional sessions above 10.7 PA, home reporting, flexible working, extended working day and weekend working.

The appointed radiologist would be expected to contribute to the on-going service improvement programme developing:

- Real time reporting
- Skill mix development, as and when this is required
- QSI accreditation
- Cost Improvement projects

The post-holder is required to work on both main hospital sites Royal Stoke Hospital and County Hospital. Applicants must hold a valid driving licence as travel will be an essential part of the role.

Any applicant 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.

Personal/Professional Development

- To take every reasonable opportunity to maintain and improve your professional knowledge and competence
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.





Standards of Behaviour

We have four core values and promises we advocate as an organisation.

To work together

To work as a team helping achieve our goals and support others to make positive changes.

To be appreciative acknowledge and thank people for their efforts and contributions.

To be Inclusive open and honest, welcome people's views and opinions and involve people in decisions that affect them.

To have compassion

To be supportive by being empathetic and reassuring and supporting people when they need it To be respectful and treat people fairly, with respect and dignity, protect their privacy and help them feel comfortable.

To be friendly by being welcoming and approachable. Making eye contact, saying hello and introducing yourself.

To ensure safety

We communicate well and explain clearly, share relevant and timely information and keep people updated.

We are organised and plan ahead, manage time and be prompt in what we do.

We speak up and contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values.

To continuously improve

By listening and welcoming people's views and ideas, invite people to ask questions and share their opinions and respond to what we hear.

By learning and sharing best practice, celebrating good performance and supporting others to use their skills, learn and grow.

By taking responsibility and a positive attitude, to act and encourage people to take the initiative and make improvements.

Health and Safety

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

Confidentiality

• To ensure that confidentiality is maintained at all times and that data belonging to the Trust is protected and recorded accurately.





Equality and Diversity

• To promote equality and diversity in your working life ensuring that all the staff you work with feel valued and treated in a fair and equitable manner

Infection Prevention

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

Trust Dress Code

- Trust approved uniform/dress code must be adhered to
- When in clinical areas <u>all</u> staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties

Hand Hygiene

Decontaminate your hands as per 'The five moments of hand hygiene'

Own Practice

- Lead by example
- Encourage and praise good practice
- Be prepared to accept advice about your own practice

Decontamination

- Ensure that equipment you have been using or about to use has been decontaminated effectively
- Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works

Trust Policies

Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet





Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality

All staff are responsible for ensuring they are familiar with and adhere to the Trust's policies, procedures and guidelines with regards to the Data Protection Act, General Data Protection Regulation (GDPR) and the NHS Code of Confidentiality. This includes confidentiality, information security, cyber security, secondary use and management of records. Staff have a responsibility in protecting the "rights and freedom" of natural persons (i.e. live individuals) and to ensure that personal data is not processed without their knowledge, and, wherever possible, that it is processed with their consent. Processing includes holding, obtaining, recording, using and disclosing of information and applies to all forms of media, including paper and images. It applies to both patient and staff information Hence staff must ensure confidentiality is maintained at all times, data is recorded accurately and you only access this information as part of your job role.

Safeguarding Children, Young People and Adults with care and support needs

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines. All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate.





Sustainability



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNM) work. The Trust has developed a Green Plan: 'Our 2025 Vision: Our Sustainable Future' with a vision to become the most sustainable NHS Trust by 2025. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

SWITCH to a Sustainable UHNM is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact switch@uhns.nhs.uk

Departmental Information

Management Team	
Associate Director – Children's, Women's and Diagnostics	Caroline Meredith
(CWD) Division	
Clinical Director of Imaging	Dr Elizabeth Gunning
Head of Imaging	Deonne Lee
Clinical Lead for Breast Radiology	Dr Amira Helal
Clinical Lead for Body Radiology	Dr Cherian George

Appointed Consultant Breast Radiologists	
Dr Saba Bajwa Consultant Breast Radiologist	12 PA
Dr Elizabeth Gunning Consultant Breast and Body Radiologist and Clinical Director of Imaging	10 PA plus CD PA
Dr Amira Helal Consultant Breast and Body Radiologist and Breast Clinical Lead, Screening Director	11.03 PA
Dr Seema Salehi-Bird Consultant Breast and Body Radiologist	11 PA
Dr Ola Stankiewicz Consultant Breast and Gynaecology Radiologist	8.5 PA

Each Consultant has access to office accommodation. This may at times be on a shared basis, i.e. another consultant radiologist may have a reporting session while the resident consultant is off site. The appointee to this post will have secretarial support shared by other colleagues in the Imaging Directorate.





Person Specification

CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE ADDITIONAL REQUIREMENTS
Qualifications:	 Full registration with the GMC and having or eligible for entry on the specialist register within 6 months FRCR or equivalent qualification Clinical training and experience equivalent to that required for gaining entry on the General Medical Council (GMC) Specialist Register via one of the following: Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) Eligible for Certificate of Eligibility for Specialist Registration (CESR) European Community Rights 	 MD, PhD or equivalent Higher Additional degree Awards/distinctions whilst studying for 1st degree Academic and extracurricular achievements ALS certification
Clinical Experience & Training:	 Completed full time training in Radiology. Ability to offer expert clinical opinion on a range of problems within speciality. Willingness to develop an area of special interest to fit in with current establishment and service needs. Good writing and presentation skills Ability to organise and prioritise workload effectively. Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures. Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives. Ability to support the Clinical Director of Imaging. 	 Management Experience Ability to appraise junior doctors and other staff. Training in medical education. Ability to teach clinical skills to medical staff and students, and other disciplines.
Professional and Multidisciplinary Team Working:	 Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives. Ability to support the Clinical Director of Imaging. 	 Ability to teach clinical skills to medical staff and students, and other disciplines Ability to apply research outcomes to clinical problems An awareness of current speciality specific developments, initiatives and issues. Evidence of having undertaken original research
Academic Achievements, Research, Publications:	 Interest in and willingness to develop teaching abilities and activities. An awareness of current speciality specific developments, initiatives and issues. Experience of conducting Clinical 	Publications in peer reviewed journals Evidence of having undertaken original research





		NHS Trust
	 Audit Ability to use the evidence base and clinical audit to support decision-making. Ability to organise and apply research outcomes and work within research Governance procedures. 	
Management and Administrative Experience:	 Good leadership skills, communication and interpersonal skills. Ability to work flexibly An enquiring and critical approach to work. Caring attitude to patients. Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies. Commitment to Continuing Medical Education and Professional Development. 	Management Experience
Personal Attributes:	Willingness to undertake a leadership roleCalm under pressure	 Residence within 10 miles/30 minutes of the Hospital Centre. Holder of a full driving licence





INDICATIVE JOB PLAN – Consultant Breast Radiologist

The job plan will be developed by mutual agreement. All job plans are reviewed on an annual basis. Future opportunities exist for additional sessions above 10 PA, home reporting, flexible working, extended working day and weekend working.

Day and Ses	sion	Activity	Category/Location	Number of Programmed Activities
Monday	AM	9am-1pm Intervention List	DCC	1.0
Moriuay	PM	1pm-5pm Breast MRI Reporting	DCC	1.0
Tuesday	АМ	9am-1pm Trust SPA (e.g. clinical audit, consultants meeting, appraisal)	SPA*	1.0
	PM	1pm-5pm CT Reporting	DCC	1.0
Wednesday	АМ	9am-1pm CPD	SPA*	1.0
,	PM	1pm-5pm Assessment Clinic	DCC	1.0
Thomas	AM	9am-1pm 2ww Breast One-Stop Clinic	DCC	1.0
Thursday -	PM	1pm-5pm Film Reading	DCC	1.0
	AM	9am-1pm CT Reporting	DCC	1.0
Friday	PM	1pm-5pm Surveillance Reporting Specials MDT (1 in 5)	DCC	1.0
Predictable Eme Work	rgency	1:18 weekday on call - predictable 2 hours	1:10 weekend – predictable 9 hours	
Unpredictable Emergency Worl	k	1:18 weekday on call – unpredictable 1 hour	1:10 weekend – unpredictable 3 hours	
On-call Arranger and Category	ments	On-Call at 3% (Cat A) 1:18 weekday on call and 1:10 weekend either Saturday or Sunday equating to 0.7PA		0.7
Other				
Total				10.7

Scheduling of sessions is by mutual agreement. Future opportunities exist for additional sessions above 10.7 PA, home reporting, flexible working, extended working day and weekend working.

*Trust SPA day and activity can be subject to negotiation. Activities could include Audit / Governance / Risk Lead.





MAIN TERMS AND CONDITIONS OF SERVICE

The successful appointee will be employed by the University Hospital of North Midlands NHS Trust, subject to national terms and conditions as per the Consultant Contract 2003 as amended from time to time. Any changes to national terms and conditions determined at a local level are subject to the Trust's collective bargaining arrangements which include the Trust's Local Negotiating Committee for medical staffing issues.

Tenure

The appointment is a substantive, whole time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the Terms & Conditions.

Salary

The salary scale is as per the Terms & Conditions of Service as set out in the Consultant Contract 2003. The current scale is £93,666 rising to £126,281. Any agreed extra programmed activities, and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which they feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment by the AAC.

Annual Leave

Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks' notice is required before taking annual leave.

Superannuation

This post is superannuable under the Health Service Superannuation Scheme.

Registration

You will be required to have full and specialist registration with a licence to practise with the GMC and to provide a valid certificate annually.





Conditions of Employment

The following conditions must be met before the Trust will confirm an offer of employment:

Verification of ID and Right to Work

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- UK Passport
- UK Birth Certificate (if passport is unavailable)
- National Insurance evidence (P60 / recent payslip / P45)
- EEA (European Economic Area) Passport
- Residence permit issued by the Home Office or UKBA
- Driving Licence (ID card + counterpart)
- 2 addressed bills or statements (Bank / utility bill / phone bill)

Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

Disclosure and Barring Check: Protection of Children & Vulnerable Adults

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Disclosure and Barring service (DBS) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

References

It is a condition of employment that references are provided which are acceptable to the Trust.

Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

Professional Registration

The successful candidate is required to be registered with the GMC with a licence to practise. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advisable.





Disruptive Incident & Business Continuity

The Trust needs to be able to plan for, and respond to a wide range of incidents and emergencies that could affect health or patient care. These could be anything from severe weather to an infectious disease outbreak or a major transport accident.

All staff are required to have an awareness of the Trust's business continuity arrangements, as a minimum. All staff will be required to;

- To know how to identify a business continuity incident and the method for reporting;
- To have an awareness of local business continuity arrangements;
- To participate in awareness, training and exercises, as required;

In the event of a disruptive incident, all Trust employees will be required to attend work if they are fit and well and able to do so in line with a Trust risk assessment. Those who are clinically qualified will be required to work flexibly across the Trust to meet the service need in clinical areas. This will include front line clinical staff who will be expected to cover alternative duties as and when required in order to ensure that all essential services are maintained.

Signed Employee	Print	Date	
Signed Manager	Print	Date	





Applications process

Formal applications should be made through our website or via NHS Jobs.

If there are any problems / queries please contact the Medical Staffing Department on: 01782 459426 or email consultantrecruitment@uhnm.nhs.uk

Further information and visiting the Trust

The division welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

Shirley Martin – Breast Operational Service Manager Shirley.martin@uhnm.nhs.uk 01782 674121

Dr Elizabeth Gunning

Consultant Radiologist and Clinical Director E-mail: <u>Elizabeth.Gunning@uhnm.nhs.uk</u>

PA: Diane.heath@uhnm.nhs.uk

Tel: 01782 675864

Deonne Lee

Head of Imaging

Tel: 01782 675855 / 01782 675864 E-mail: deonne.lee@uhnm.nhs.uk PA: Diane.heath@uhnm.nhs.uk

Signed Employee	Print	Date
Signed Manager	Print	Date

