

MAIDSTONE & TUNBRIDGE WELLS NHS TRUST

CONSULTANT BREAST RADIOLOGIST (10PA)

JOB DESCRIPTION

INTRODUCTION:

The Radiology Directorate at Maidstone and Tunbridge Wells NHS Trust requires a Consultant Radiologist with an interest in Breast Imaging. This is a new post to support increasing demand.

The post will be based primarily on the Maidstone site and will have duties for consultant provision of diagnostic imaging services for the Breast Unit at Maidstone Hospital. There is a likely requirement to also cover the service at The Tunbridge Wells Hospital at Pembury. The successful candidate must have a particular interest in Breast Radiology both symptomatic and screening and be able to demonstrate ability in cross sectional breast imaging including CT, MRI, as well as extended ultrasound techniques.

The breast unit employs cutting edge techniques and has state of the art equipment - including VAE, stereotactic and tomosynthesis guided biopsies, contrast enhanced mammography, microbubble ultrasound and radiofrequency markers. We are hoping to develop an MR guided biopsy service. There are also opportunities for breast radiology research both as part of wider Oncology trials but also in Breast Radiology itself e.g. Microbubbles – the Trusts research programme is led by a Breast Surgeon. The post requires a commitment to our main weekly Breast MDT. Candidates would also be encouraged to take part in our dedicated Metastatic Breast MDT which is held weekly with the Oncologists. A significant requirement of the post is to share in the existing workload and to support colleagues within the Breast Care Unit covering symptomatic and screening work.

The philosophy of the department is to work as a team and to support each other during periods of absence or high activity. It is a condition of the appointment that the post holder will be willing to work in any of the Trust's locations. We are primarily looking for a candidate to provide Breast Imaging services which would **not carry an on call commitment** however we would consider any candidate who also wished to work some sessions in the general radiology department and take part in the general radiology on call rota.

MAIDSTONE & TUNBRIDGE WELLS NHS TRUST:

Maidstone & Tunbridge Wells NHS Trust is a large acute hospital Trust. We provide a full range of general hospital services to around 500,000 people living in the south of west Kent and parts of North East Sussex. Many of the people we serve live in the Maidstone and Tunbridge Wells area.

The Trust's Chairman is Mr David Highton, the Chief Executive is Mr Miles Scott and the Medical Director is Dr Peter Maskell. Clinical services are organised into five divisions and 18 directorates.

The Clinical Director for the Imaging Directorate is Dr Aidan Shaw, Consultant Radiologist. The directorate lies with the Core Clinical Services Division, the Chief of Service is Ms Ritchie Chalmers, Consultant Breast Surgeon, and the Divisional Director of Operations is Ms Jelena Pochin.

The Trust primarily works from two clinical sites in rural Kent, Maidstone Hospital (Trust Headquarters) and Tunbridge Wells Hospital (Pembury). We also provide cancer services at Kent Oncology Centre, Maidstone, and Kent & Canterbury Hospital, Canterbury. Maidstone Hospital is a modern 290 bed hospital situated at the western edge of Maidstone, two miles from junction 5 of

the M20. It provides general hospital services to a catchment population of around 220,000. The Accident & Emergency Department has approximately 50,000 attendances per year. The hospital has a full range of diagnostic services. The Kent Cancer Centre is based at the Maidstone Hospital, with a satellite centre in Canterbury, and is managed by the Trust. Acute medicine and elective in-patient surgery is provided on this site. This includes specialist upper GI, colorectal, gynae-oncology and urology services for the region.

The Breast Unit at Maidstone:

- The Breast Screening Service, located at Maidstone Hospital is part of the Kent Screening Service under the directorship of Ivy Okereke at Maidstone Hospital. Apart from the computerised call/recall system and generation of letters for screening and result letters, which are undertaken at Canterbury, all other aspects of screening and assessment are undertaken mainly at Maidstone Hospital. It is fully digital supported by a dedicated Kent wide PACS system.
- The Breast Unit screening services cover Maidstone, Tunbridge Wells, Sevenoaks, Tonbridge and Edenbridge. The unit calls 24,000 clients per annum.
- The Trust sees 650 – 700 new cases of breast cancer per year. 6 WTE dedicated onco-plastic breast surgeons work across the Trust. They use advanced breast conservation techniques leading to one of the lowest mastectomy rates in the South of England. They are supported by a team of five specialist nurses and a breast-screening nurse. Nurse led family history and breast pain clinics run weekly.
- Whilst Breast Screening is run from the Maidstone Breast Care Centre, Breast Clinics for symptomatic patients are held on both sides of the Trust - as is Breast surgery.

Equipment in the breast centre:

- GE Pristina (2D & Tomosynthesis) with attachment for stereotactic and Tomosynthesis guided biopsies.
- GE Pristina (2D & Tomosynthesis) with Contrast Enhanced Mammography (CESM)
- Screening vans have GE Pristina (2D)
- Hologic Affirm prone table for stereotactic and tomosynthesis guided biopsies and wire insertions.
- Hologic Atec Vacuum biopsy device x2 (used for both in the prone room and U/S rooms)
- Digital CoreVision Faxitron.
- 2 x GE Logiq 9 U/S machines
- 4 x Samsung RS85 Prestige U/S machine

The General Radiology Department at Maidstone:

All standard imaging modalities expected in a District General Hospital. The Radiology services in MRI, Nuclear Medicine and fluoroscopy services are housed in the Cancer Centre at Maidstone. The equipment is comparable in quality and quantity with that of any district general hospital.

Some of the equipment is itemised below:

- The Ultrasound Department has state of the art GE Logic systems with Colour Doppler Imaging, tissue harmonics and a comprehensive range of transducers
- GE SPECTCT in the Nuclear medicine Department.
- Recently purchased Phillips Azurion Interventional Suite
- There is an onsite Alliance PETCT unit.
- Newly installed Canon Aquilion One Genesis CT scanner / Siemens Definition CT.
- Newly installed Siemens wide bore 1.5T Sola MRI

TUNBRIDGE WELLS HOSPITAL in PEMBURY:

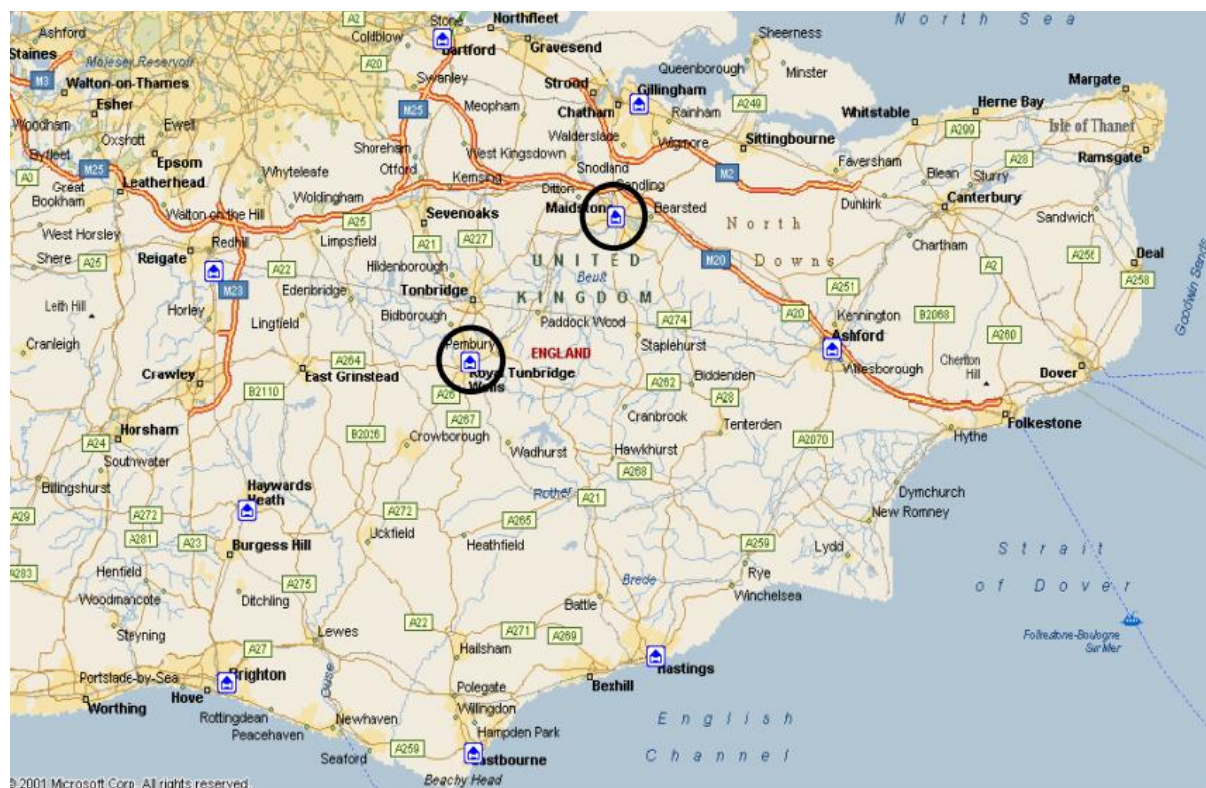
Tunbridge Wells Hospital in Pembury is a 512-bedded PFI hospital that has been designed and built by Equion. It has state of the art facilities throughout and has been uniquely designed to maximise patient safety and effective infection control. Design elements include separate planned and emergency areas to reduce the risk of infection, inpatient bedrooms designed to minimise falls, and the separation of inpatient and outpatient facilities to address issues of privacy and dignity. The new hospital has also been developed to blend into the beautiful rural setting, with patient accommodation placed to take advantage of woodland views.

The Radiology Department at Tunbridge Wells Hospital in Pembury:

The Radiology equipment on this site includes:

- 3T Philips MRI scanner
- Canon Aquilion One 320 slice CT scanner / Canon Prime SP 240 slice CT Scanner
- GE SPECTCT in the Nuclear medicine Department
- DEXA scanner
- Seimens IR suite
- GE Senograph DS
- GE/Toshiba Ultrasound units x 5
- GE Logiq 10 US and GE Essential mammography in the breast clinic

Map including position of both hospital sites:



Consultant Medical Staffing:

The appointee will be joining a team of 25 consultant radiologists, a number of whom support breast radiology services. Other members of the team Specialist Registrars: The Radiology Department is currently linked to the training programme at Canterbury. There are 6 SpR posts across both sites. We currently also host an international breast fellow.

JOB PLAN:

Peggy Wood Breast Centre at Maidstone Hospital This is a specimen plan reflecting proposed activities, is indicative only and subject to change following appointment and discussion with the successful candidate. Flexibility in these sessions is necessary depending on the changing demands on the service.

This is expected to be a 10PA post but part time working will be considered.

Example job plan (actual to be negotiated via formal job planning session):

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	SPA – may be taken off-site (1 PA)	SPA (0.5 PA) CT/MRI (0.5 PA)	Breast assessment clinic (1 PA)	Breast clinic / interventions (1 PA)	Screening (0.5 PA) CT/MRI (0.5 PA)
PM	Breast clinic / interventions / MDT prep (1 PA)	Breast MDM 1 in 5 weeks / Screening reporting 4 in 5 weeks (1 PA)	Breast clinic / interventions (1 PA)	Breast assessment clinic (1 PA)	Low risk breast clinic (1 PA)

The post is based at Maidstone Hospital but the post holder may be requested, on occasion, to work at Tunbridge Wells hospital to meet the demands of the service. SPA allowance for all Consultant Radiologists is basically 1.5 PA per week of which 1 PA can be taken off site. This can increase if the post holder has additional duties or is involved in research projects which will benefit the Trust.

This allowance is discussed with the Clinical Director and General Manager during the yearly job planning undertaken at MTW. Some attendance at the breast MDM (Tuesday) and clinical governance would be required with the job plan adjusted to accommodate this.

Breast Radiologists take it in turns to attend the MDM – usually 1 in 5. The department would consider a Candidate who wished to offer some general radiology services and take part in an on call rota should they wish to. The on-call rota would be 1 in 20 for week nights (8pm to 8am) and weekends (8pm to 8am) with crosscover for both sites. This is Category A low frequency.

The on call commitment is equivalent to 1PA. CT scans after 8pm are out-sourced for reporting until 8am the following morning. The on-call sessions are always a point of discussion and review during the yearly job planning in the interests of fairness. Extended hours working rota - 6pm-8pm Mon to Thurs (Alt weeks) 9am-2pm weekends (1 in 20) 2pm-8pm weekends (1 in 20 as part of on call)

SUPPORT FACILITIES:

The post-holder will have facilities such as internet, intranet and EPR access to support clinical, administrative, teaching, CPD and audit activities at both sides of the Trust. The appointee will be provided with appropriate secretarial support and office space within the hospitals.

JOB DUTIES AND RESPONSIBILITIES:

1. To provide a high standard of care to any patient for whom you have clinical responsibility. This will include any patients referred to you and cared for by you personally or by members of your team and, in addition, any patients of consultant colleagues when you are covering on-call or for annual leave.
2. To participate in clinical and other service activities and developments with the aim of ensuring a high standard of patient care across the Trust.
3. To work in close co-operation with other medical, professional and managerial colleagues, both within and outside the specialty, to provide high quality health care to the Trust's patients, and to make a contribution to future thinking about the Trust's strategic direction.
4. To participate fully in and share leadership of the clinical governance of the specialty covering its Trust-wide activities. To attend clinical governance half-days as detailed in the Trust's Guide to Job Planning unless on agreed leave or while attending emergencies.
5. To participate actively in departmental audits, sharing co-ordination of audit activities within the department and implementation of change.
6. To take an active responsibility for undergraduate and postgraduate teaching, training and supervision.
7. To assume responsibility, both personally and corporately with consultant colleagues, for the management of junior medical staff. You are expected to be involved in their professional development, both clinical and personal as per guidance from the Deanery.
8. To ensure that all doctors in training for whom you have supervisory responsibilities undertake delegated clinical tasks that are within their level of competence and knowledge.
9. To ensure at all times that you comply with the General Medical Council's published guide "Good Medical Practice" including the Duties of a Doctor.
10. To take personal responsibility for risk management in your work and undertake to review practices and learn from mistakes.
11. To provide prospective cover for colleagues during annual and study leave and other absences as far as is practicable and clinically safe. It is expected the candidate will take part in the on call rota but candidates who did not wish to do so would be also be considered.
12. To ensure that you respond promptly and efficiently to all complaints related to any patient care you or your staff have been involved with, assisting the Trust's corporate responsibility to reply to complaints within a specified time frame.
13. To ensure that you develop and maintain effective working relationships with those agencies concerned with the provision of health and social care services and those representing the interests of patients.

14. To undertake an annual appraisal leading to a personal development plan as outlined in the Trust Appraisal Policy. You must collect and maintain sufficient evidence to support the appraisal process and your GMC revalidation. The appraisal will inform the study leave and job planning processes.
15. To undertake an annual job plan review as outlined in the Trust Guide to Job Planning.
16. You are required to take reasonable care for the health and safety of yourself and others who may be affected by what you do while at work. You must adhere to Trust IRMER Regulations.
17. Specialty out-patients sessions as appropriate for the post-holders special interests.
18. Involvement in the development of clinical management protocols shared with the community and other consultant colleagues.
19. Participation on the management and future development of the Radiology service including the Community Diagnostics Centre development and the new Imaging Academy Hub.

CLINICAL GOVERNANCE AND AUDIT:

The Trust strongly supports clinical governance and risk management and expects all senior medical staff to contribute fully to these activities, and actively work towards and to maintain high quality clinical care. Full involvement of individual patients in decisions about their care is expected, as is the need to involve patients and the public in service change. Guidance and support is given to clinical directorates in the development of their programmes. There is an active clinical audit department. You are expected to take part in the processes for monitoring and improving the quality of care provided to patients, including risk management and clinical audit. Team and individual performance data are being developed and you are expected to review your practice accordingly.

The commitment of all staff to clinical governance is assisted by a monthly compulsory Trust-wide half-day for structured clinical governance activities. Consultants are expected to attend and lead clinical governance activities during the half-days and you will be held accountable for this at your annual appraisal.

EDUCATION AND RESEARCH:

You are expected to maintain a proactive interest in life-long learning and engage in continuing professional development. You are required to maintain your CME status as mandated by the Royal College of Radiologists and maintain competence in your specialist fields of interest.

Postgraduate centres at Maidstone and Tunbridge Wells Hospitals are under the leadership of the Director of Medical Education, Dr Garth Somerville.

The centres provide excellent accommodation for a range of postgraduate activities. There are good medical libraries with Internet access. Clinical research is encouraged. If you engage in clinical research you must follow Trust protocols and ensure that the research has had local ethical approval. There is an active Research and Development Committee.

JUNIOR STAFF TEACHING AND SUPERVISION:

The Maidstone radiology department has trainee radiologists for attachments as part of the Kent, Surrey and Sussex training programme. They are based at Canterbury. Trainees do chest radiology, nuclear medicine, breast imaging and GI imaging at Maidstone. You are expected to contribute to the teaching and supervision of all training and career grade junior staff and undergraduate medical

students within the department and also provide teaching to other professional groups within the Trust.

You are expected to be involved in the professional development, both clinical and personal, of staff for whom you have responsibility. With consultant colleagues you are expected to assume responsibility, both personally and corporately, for the management of junior medical staff. You must ensure that all doctors in training for whom you have supervisory responsibilities undertake clinical tasks that are within their level of competence and knowledge.

APPRAISAL:

It is a contractual requirement that each consultant working within the Trust is appraised on an annual basis. Appraisal is a positive exercise designed to assist doctors in their educational and professional development and aims to improve and consolidate existing good practice. Sufficient evidence must be collected and maintained to support the appraisal process and your GMC revalidation.

The appraisal system for consultants is as outlined in the NHS Advance Letters (AL(MD)6/00 and AL(MD)5/01, and as detailed in the Trust's Annual Appraisal Policy and Procedure (2012).

LEAVE MANAGEMENT:

You must co-ordinate your leave arrangements with those of your colleagues to provide a clinically safe environment. In respect of clinical cancellations etc this means giving at least six weeks' notice of intended annual and study leave. The Clinical Director for Radiology and the General Manager must agree all leave. Leave should be booked and taken in accordance with Trust Policy.

The Trust supports study leave with expenses for CME activities and within agreed financial limits. Leave management within the specialty should ensure adequate and safe cross cover arrangements with colleagues. Special professional leave can only be taken with the prior permission of the General Manager and Clinical Director and with due notice and cover arrangements.

INFECTION CONTROL:

As an employee of the Trust you are required to be familiar with, and comply with, Trust policies for infection control and hand-hygiene in order to reduce the spread of healthcare-associated infections. For clinical staff with direct contact with patients this will include compliance with Trust clinical procedures and protocols, including the uniform and dress code ("bare below the elbows"), the use of personal protective equipment policy, safe procedures for using aseptic techniques and safe disposal of sharps.

All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections. Trust Consultants in their position as clinical leaders are expected to lead on infection control within their clinical areas and to set an example for other Trust employees and the public.

TRUST POLICIES AND MANDATORY TRAINING:

All Trust employees should be familiar with and comply with Trust policies. These are available on the Trust intranet. Consultant staff are required to remain up-to-date with statutory and mandatory training. The Director of Medical Education and the Head of Learning & Development will provide information and organise training much of which can be completed online.

SAFEGUARDING CHILDREN:

Everyone employed by the Trust regardless of the work they do has a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services it is essential that all child protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow the child protection procedures and the Trust's supplementary child protection guidance which is accessed electronically on the Trust's Intranet site. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend child protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's child protection training guidance.

SAFEGUARDING ADULTS:

Everyone employed by the Trust regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow Trust policies in relation to safeguarding vulnerable adults. You have a responsibility to support appropriate investigations either internally or externally.

To ensure you are equipped to carry out your duties effectively, you must also attend vulnerable adult protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's vulnerable adult protection training guidance.

TRUST MEDICAL MANAGEMENT:

As a senior member of staff, you will be expected to contribute to the management of the Trust. The main operational decision-making body of the Trust is the Operations Committee which meets monthly, chaired by the Chief Operating Officer. The Clinical Directors are members of this committee and actively contribute to the Trust's management. The Medical Staff Committee, a meeting of all Trust consultants and associate specialists, is held monthly and provides a forum for discussion of a wide range of work related matters.

I.T. SKILLS:

The Trust uses Microsoft Office and NHS.net and uses email as a means of cascading important information and for internal communication. It is expected that consultant staff should have basic IT skills and be familiar with the use of emails, Outlook, Word, Excel and Powerpoint.

NOTICE PERIOD:

You are entitled to 3 months notice and have to provide the Trust with 3 months notice of any termination of contract