

Job title

Medical and Dental

Job title: Locum Consultant interventional and diagnostic radiologist



Welcome from the Chief Medical Officer

Dear Candidate,

I am delighted that you are interested in a medical career at Barking, Havering, and Redbridge University Hospitals NHS Trust (BHRUT). We are a large teaching Trust located in Northeast London. Our vision is to provide outstanding healthcare to our community, delivered with pride. It is driven by our PRIDE values and behaviours which were developed together with our staff.

Our major sites – King George Hospital in Ilford and Queen's Hospital in Romford – are in excellent locations, less than 30 minutes from Central London, easily accessible to the coast, and the Essex countryside. We operate two emergency departments and offer a full range of acute services. We have a neuroscience centre, a cancer centre, and a hyper acute stroke unit to provide specialist care.

Our hospitals offer a range of exciting opportunities, and we have a huge range of services where you will get amazing clinical exposure. We provide care for the residents of three of the most diverse London boroughs.

We have a strong commitment to the delivery of high quality education and training across all grades of doctors. We tailor the education and training programme to the needs, skills, experience and competence of each doctor and their specialty.

We have a clear clinically led strategy to transform secondary care in North East London. This includes our close working relationship with Barts Health, to tackle our waiting lists, improve our urgent and emergency care. Our doctors are fundamental to achieving this and we want to ensure that all our patients have the best experience and outcome in our care.

I wish you every success with your application.



A handwritten signature in black ink, which appears to read 'Mamta', with a small mark below it.

Mamta Vaidya

About us

With a dedicated workforce of more than 7,500 staff and volunteers and an income of £570m, we are one of the larger acute trusts in the country.

We provide care for a population of around 750,000 people across northeast London (NEL) and that number is predicted to increase by 15 per cent over the next ten years. We serve three London boroughs with diverse populations, and more than half of our workforce identify as Black, Asian, or Minority Ethnic. In addition, eight out of every ten employees are women, and most of our workforce lives within the host boroughs of Barking and Dagenham, Havering, and Redbridge.

We also provide healthcare services to people in southwest Essex, and specialist neurosciences services to the whole of the county.

Our services include all the major specialties of large acute hospitals, operating from two main sites - King George Hospital in Goodmayes and Queen's Hospital in Romford. We also provide outpatient services at Brentwood Community Hospital, Barking Hospital, Loxford Polyclinic and Harold Wood Polyclinic. We have two of the busiest emergency departments in London - in 2019/20, emergency and urgent attendances (Type 1 & 2) were 189,518 and there were nearly 65,000 ambulance arrivals at both sites.

Over recent years, our Trust has made significant improvements to the quality of care we provide patients. Four years ago, following a re-inspection of services by the Care Quality Commission, we were taken out of quality special measures, and have improved our overall rating from 'Inadequate' to 'Requires Improvement'. Since then, ongoing improvements in the quality of care have been recognised by various external partners and organisations. In early 2018, the Trust entered Financial Special Measures. A Financial Recovery Plan is in place to deliver the financial savings required over the coming years.

Like other trusts across the country, Covid-19 meant we had to transform, overnight, the way we cared for patients and delivered services. Collaborative working with system colleagues ensured we were one of the first to set up a long Covid clinic that is proving invaluable in supporting the ongoing needs of residents. During the vaccine rollout, King George Hospital was designated a vaccination centre and was established and launched in just seven days.

We have been making good progress as we respond to the needs of those people whose treatment was delayed by the virus. Our teams have been finding innovative new ways to tackle waiting lists and get patients the care they need as quickly as possible. And they've come up with equally inventive names, from super clinics such as Bones R Us through to the Scalpel Project and Gastronaughts!

We know that we have much work to do to improve waiting times for urgent and emergency care, and performance against the four-hour emergency access standard remains challenged, in

OUR PRIDE VALUES

PASSION

RESPONSIBILITY

INNOVATION

DRIVE

EMPOWERMENT

comparison to most other London trusts. This aspect of the organisation's work will be one of the many benefits of closer collaboration with Barts Health. Working with them and with all partners across NEL, we will find a sustainable solution that will enhance patient care.

We are particularly proud of our regional Neurosciences Centre; Radiotherapy Centre; Hyper Acute Stroke Unit; and dedicated breast care service at King George Hospital. We're also pleased to be part of the NEL Cancer Alliance.

As well as having a Hyper Acute Stroke Unit at Queen's Hospital, the stroke service has transformed from being 'D' rated to the highest possible 'A' rating. The improvements that have taken place have included changing stroke consultants' working patterns to match demand and introducing a virtual ward that allows patients, where appropriate, to receive care and support in their own homes.

In 2017, the Trust unveiled one of the UK's first Halcyon radiotherapy machines, which is just one example of the cutting-edge treatment we now offer patients. We also provide Ethos therapy, which uses artificial intelligence to tailor treatment to patients' changing daily anatomy (in terms of their tumour's shape and position) and are improving our diagnostics equipment and space at King George Hospital.

Other investments include £11.5m being spent to expand and enhance critical care at both sites, as well as improvements to our Emergency Departments.

We offer staff the opportunity to train to become nurses, while continuing to work full-time in our hospitals. This pioneering Registered Degree Nursing Apprenticeship is transforming lives - and helping to reduce shortages - by supporting staff who wish to progress to become nurses and were unable to undertake the usual degree route after leaving school. Growing our own nursing workforce through this route is just one of the ways we have reduced our nursing vacancies and improved retention rates.

Patient experience is hugely important to us as a Trust and has been recognised at the national Patient Experience Awards, particularly for the support we provide to bereaved families. We are also developing our staff networks and we are determined to continually improve our culture for the benefit of our workforce and our patients. We have appointed a Director for Equality, Diversity and Inclusion who is leading the work to foster a culture that is fair, equitable and inclusive and where every voice counts.

With such continuous improvement always at the forefront of our thinking, we are proud to have partnered with the Virginia Mason Institute, along with four other trusts in the country. Now, with the five-year collaboration at an end, we are continuing to embed The PRIDE Way as our methodology for quality improvement.

Our Trust values.

We take PRIDE in everything we do, our five core values reflect that PRIDE. These values were developed together with our staff. We work hard to provide outstanding care to our community, delivered with PRIDE.

Our PRIDE values of Passion; Responsibility; Innovation; Drive and Empowerment inspire us and keep our patients at the heart of everything we do.

Radiology

Radiology is a large and busy department we have an establishment of XXX Radiologists. The department currently provides cross sectional diagnostics from King George Hospital, Queen's Hospital and Barking Community Diagnostic Hub. In 2022/23 we undertook over 130,00 MRI and CT examinations. In 2023/24 we will exceed this activity.

The department has seen a significant development over the last 3 years, with new CT scanners at King George Hospital and Barking Community Hub and a new MRI including a 3T at King George. Other significant capital investments have included the replacement of the second Biplane Theatre with a new state of the art Biplane. Further developments are planned for 2023/24. To support this new equipment the Trust has increased the number of reporting radiologists and we have recruited additional radiographers and sonographers to support scan acquisition.

JOB SUMMARY:

An exciting opportunity has arisen for a consultant radiologist to join our team at Barking, Havering, and Redbridge University Hospital Trust.

This is a 12-month fixed term post for consultant interventional radiologist.

This is a new post and has arisen due to an increase in demand for radiology services and as a part of transformation and expansion.

The post holder would support the current radiology team working closely with the specialists. There are weekly MDTs which also serve as an educational resource for trainees and allied health professionals. MDTs are shared amongst specialist Radiologists. Please find the attached job description and person specification.

The successful candidate will be part of the radiology team at Queens and King George Hospitals.

Each consultant will have access to a PACS reporting station, a PC and in addition a reporting workstation for remote access to images for on-call purposes.

It is expected that the post holder will deliver an on-call service as part of their commitment to the general radiology services of the department and contribute to specialist MDTs which is mandatory.

An additional subspecialty interest /development can be encouraged and supported.

RADIOLOGY TEAM:

The successful candidate will join a team of existing Consultant Radiologists working as a general radiologist with subspeciality interests.

The radiology team is supported by a full team of radiographers, nursing, managerial and support staff including administrative staff and PACS team.

Clinical leadership and management roles:

Dr. Pravin Ghadge Clinical Director
James Dennis General Manager
Subspecialty Leads
Dr Zoltan Nagy Cross Sectional and body Imaging
Dr. Nameet Hattangadi Neuroradiology
Dr. Harish Nagraj MSK Radiology
Dr Alexander Clayton-Jolly Breast Symptomatic
Dr Krishna Bellam-Premnath Interventional Radiology
Dr Basab Bhattacharya Clinical informatics and AI
Dr. Juilee Prabhu Clinical Governance
Dr. Syeda Basharat Patient Outcome
Service managers
Franklin Balan Ultrasound, CT scan, MRI Interim- Fluoroscopy, Plain Film, IR, Breast, MSK Injections and FNA
Casper Myburgh Clinical governance

Details of Radiologists within the Specialty:

CONSULTANT	SPECIALITY
Dr. Pravin Ghadge	Clinical Director and Cross-sectional/General/GI interest
Dr. Zoltan Nagy	Cross-sectional/General and Lead for cross sectional - body Imaging
Dr Kishor Barhate	Cross-sectional / General/GI interest
Dr. Maria Lafarga	Cross-sectional / General/GI interest
Dr. Ogbeide Evbuomwan	Cross-sectional / General/ GI interest
Dr. Suzanne Koshy	Cross-sectional / General/ GI interest
Dr. Mohamed Elsayad	Cross-sectional / General/ Urogynecology interest

Dr Basab Bhattacharya	Cross-sectional / General/ Urogynecology interest
Dr. Salma Gul	Cross-sectional / General/ Urogynecology interest
Dr. Bikas Muhuri	Cross-sectional / General/ Urogynecology interest
Dr Sameen Rana	Cross-sectional/General with Intervention/Cardiac /Chest interest
Dr Ovidiu Parvu	Cross-sectional / General/Chest/Cardiac interest
Dr Ahmed Elhagar	Cross-sectional / General /Chest and Pediatric interest
Dr Abdel Elsayad	Cross-sectional / General/GI interest
Dr Elie Sleimen	Cross-sectional / General
Dr Harish Nagraj	Cross-sectional / General/MSK interest
Dr Sofia Vrizedou	Cross-sectional / General/MSK interest
Dr Sagar Maheshwari	Cross-sectional / General/MSK interest
Dr. Soumya Regi	Cross-sectional / General/MSK and chest interest
Dr Priego	General/Pediatric
Dr Wijayasundara	General / Breast / Lead for breast imaging
Dr B. Szabo	General/Breast
Dr A. Clayton Jolly	General/Breast
Dr Basharat	General/Breast
Dr Prabhu	General/Breast
Dr K. Bellam-Premnath	General Interventional and Diagnostic Radiology/ IR lead
Dr Saleh	General Interventional and Diagnostic Radiology
Dr Elsakhawy	General Interventional and Diagnostic Radiology
Dr Mohamed Shariq	General Interventional and Diagnostic Radiology
Dr. Anupam Kakaria	General Interventional and Diagnostic Radiology
Dr. S. Chawda	Neuroradiology
Dr. R. Alkilani	Neuroradiology
Dr. Nameet Hattangadi	Neuro Head/Neck and Lead for Neuroimaging
Dr. Horsburgh	Neuro Head/Neck
Dr. Mobarak	Neuro Head/Neck
Dr. Gaenor Hughes	Neuroradiology
Dr Elena Marcias Fernandez	Nuclear medicine
SPECIALITY GRADE	
Dr Balachandran	General
Dr V Pashunova	General
Dr. Shady Hegab	General Interventional

PRIMARY DUTIES AND RESPONSIBILITIES OF THE POST

Role requirements

- The post is designed to share the responsibility for the provision of comprehensive interventional radiology services including the provision of a range of MDT and on-call services.
- The post holder will share an office with another colleague which at the present is variable post covid.
- The successful candidate is expected to provide general Interventional Radiology across trust sites.
- Report cross-sectional images performed on the MRI and CT scanners at the CDC and at King George's and Queen's Hospital
- Contribute to the general duty roster and hot reporting sessions.
- The post holder is expected to contribute to the specialist and general MDTs with other colleagues in rotation.
- It is mandatory to share an on-call commitment equally with existing IR consultants, with a 1:6 rota.
- Cross Sectional imaging such as CT, MRI, and US
- Work cross site KGH and QH

Onsite on-call work might be required, and this would depend on individual clinical cases.

GENERAL RESPONSIBILITIES:

- To adhere to the appropriate clinical and quality standards, liaise effectively and on a timely basis with colleagues, general practitioners, community services and all healthcare agencies and maintain and promote team and multi-disciplinary working.
- To participate in the development, organization, and management of radiology services
- To attend and participate in departmental governance meetings including investigations of incidents and audits where necessary.
- To attend and participate in operational and clinical meetings where these are deemed essential to the running of the department and/or service.
- To acquire and maintain the required level of evidence-based practice within your area of special interest.
- To comply with all the trust and departmental policies in relation to job planning, appraisal and leave.
- To deputize for an absent consultant or associate specialist colleague on occasions where this is necessary to complete core services in a timely manner.
- Ensure prompt attendance at agreed direct clinical care programmed activities.
- Ensure mandatory training is up to date as per the trust policy

JOB PLAN

A formal job plan will be agreed with the clinical director

The post holder and the division director/service lead will review the job plan annually with relevant general managers. The expectation is that the trust and the post holder will work together to benefit the patient and individuals will review the job plan as a guide which may be amended in line with service changes.

The job plan below gives a general outline of the duties of the post and is not intended to be inflexible. It may be subject to change after consultation with the candidate as per the trust requirements.

Programmed activities:

Direct clinical care activities (DCC) – 8.5 PAs per week out of which 1 PA is for regular on-call commitment.

Supporting professional activities (SPA) – 1.5 PAs per week (including audit, clinical governance, CPD, job planning, teaching, research etc.)

AN EXAMPLE OF A JOB PLAN IS GIVEN BELOW

NAME:	Locum Consultant Interventional Radiologist						
On Call Ratio:>	1 :6			Applicable Allowance:	Availability		
A: Timetable of programmed activities for direct clinical care/supporting professional activity							
	Time	Description	Frequency	Location	DCC	SPA	Productivity Expected from DCC/SPA /APA
Monday am	9am-1pm	Intervention/FNA	Weekly	QH	1.00		
Monday pm	1pm - 5pm	SPA	Weekly	QH		1.00	
Tuesday am	9am - 1pm	CT/MRI Reporting	Weekly	QH	1.00		
Tuesday pm	1pm-5pm	Intervention	Weekly	QH	1.00		
Wednesday am	1pm - 3pm	SPA	Weekly	QH		0.50	
Wednesday pm	3pm -5 pm	Intervention	Weekly	KGH	0.50		
Thursday am	9am-11pm	CT angio	Weekly	QH	0.50		
	11am-1pm	Vascular MDT	Weekly	QH	0.50		
Thursday pm	1pm- 5 pm	CT reporting	Weekly	QH	1.00		
Friday am	9 am-1pm	CT/MR angio	Weekly	QH	1.00		
Friday pm	1pm -5 pm	Intervention	Weekly	QH	1.00		
Saturday							
Sunday							
				On Call	1.00		Total 10.00
				Total	8.50	1.50	

Note that this is just an example of the job plan. This can vary as per the changing needs of the department and the skill set of the radiologist.

On-Call

The Radiology department has on-call rotas:

- General rota for each site.
- Cross site Trauma rota - to be shared between the two above.
- Cross site Neuroradiology including Mechanical Thrombectomy rota
- Cross site Interventional on-call Rota.

Educational Activities

- There are regular departmental meetings including monthly Clinical Governance, Audit and discrepancy meetings.
- There are also regular weekly Specialities meetings.
- There is a monthly departmental Interesting Case Meeting.

The Hospital has University status with medical students rotating from St. Bartholomew's Hospital and The Royal London Hospital.

The Imaging department has rotating SPR's in Radiology from The Norfolk & Norwich Hospitals NHS Trust – Ipswich Academy.

All Consultant staff will be expected to contribute to the teaching and development of all junior staff and offer mentorship and supervision as and when necessary.

Intervention Profile

We pride ourselves in the delivery of a State-of-the-Art service, where our patients are at the core of a strategy of delivering high quality individualised treatments in a culturally sensitive, dignified and compassionate environment.

We work in close collaboration with the Vascular Surgeons and are currently involved in commencing dedicated IR Clinics.

Workload is varied, but largely consists of vascular intervention, including a busy endovascular aortic stent program.

We also work closely with the Gynaecologists in offering a UFE service.

We provide a 24-hour interventional service, with dedicated interventional nurses and radiographers across site. Our Angiographic suite is based within the main theatre complex, with the latest angiographic bi-plane unit from Siemens. The on-call IR rota covers interventional emergencies ranging from acute gastro-intestinal bleeds to RTA trauma intervention as well as PPH.

We have recently included pulmonary thrombectomy as in hours service and we have plans to include renal access fistula work as well as RFA intervention in near future.

Person Specification

<p>Essential Professional Qualification and Experience</p> <ul style="list-style-type: none">• Full Registration with the General Medical Council with licence to practice.• FRCR• Good general medical background• Experience in biopsy interventions• Experience in urology interventions• Experience in general vascular interventions• Body US, CT, and MRI reporting experience• Involvement in Audit and Teaching.
<p>Desirable Professional Qualification and Experience</p> <ul style="list-style-type: none">• Possession of CCT in Radiology.• Be on the specialist register or within six months of entry at the time of interview.• MRCP, MRCS or equivalent• Publications in relevant peer reviewed journals.
<p>Core Management Responsibilities</p> <ul style="list-style-type: none">• Adhere to Trust principles, policies and protocols• Learn and share experience and knowledge with all colleagues• Actively listen to comments/challenges and respond constructively.• Demonstrate honesty and integrity• Take personal responsibility for delivering quality results• Effectively address poor performance in accordance with Trust policy.• Value diversity and demonstrate respect for others• Consciously review mistakes and successes to improve performance
<p>Role Specific Behaviours</p> <ul style="list-style-type: none">• Communicate effectively with appropriate language and methods.• Build professional relationships/contacts within and outside of the Trust <p>Demonstrate leadership ability</p>

Building The Team

- Develop, coach and work within an effective team to perform to the best of their ability.
- Participate in appraisals and set personal development plans
- Involve all team members in professional activities and meetings
- Represent the team in all forums
- Manage conflict appropriately by negotiation or decision making

Analysis, Problem Solving & Decision-Making

- Demonstrate ability to anticipate problems, analyse issues, suggest alternative solutions and make decisions
- Assimilate and use appropriate information

Planning & Delivering Results

- Demonstrate awareness of Trust goals and performance objectives.
- Understand aims and objectives of internal and external agencies
- Anticipate issues and develop contingency plans.
- Evaluate and embrace positive change
- Communicate change positively to others
- Work to overcome barriers to change

MANDATORY TRUST RESPONSIBILITIES

AMENDING THE JOB DESCRIPTION: The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of your responsibilities. As our Trust develops, the requirements of your job may change and it may be necessary to vary the tasks and/or the responsibilities. This will be done in consultation with you and it is hoped that agreement can be reached to any reasonable changes.

REVALIDATION WITH GMC: The annual appraisal and GMC revalidation is an essential requirement for this post. The BHR Trust has the essential support arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process. The Trust has an online revalidation and annual appraisal mechanism with clear accountabilities to the chief medical officer.

CONFIDENTIALITY

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with "Caldicott principles".

DATA PROTECTION

The post holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtain, process and/or use information held on a computer in a fair and lawful way, to hold data only for the specified registered purposes and to use or disclose data only to authorised persons or organisations as instructed.

POLICIES & PROCEDURES:

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of the Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health & Safety at Work etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Safeguarding and promoting the welfare of children, young people and adults is central to the care provided by the Trust and the post holder must be aware of their responsibilities and work in line with the Trust's Safeguarding Adult and Children Procedures

HEALTH AND SAFETY

Employees must be aware of the responsibilities placed on them by the Health & Safety at Work etc Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for the other employees and visitors.

INFECTION CONTROL

Employees must be aware of the responsibilities placed upon them by The Health Act (2007) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE)

GENERAL

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As the Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

EQUAL OPPORTUNITIES POLICY

The Trust operates in a multi-ethnic area. All members of staff are expected to take into account equalities in all areas of work.

All employees are expected to abide by the Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.

Tier 2 Certificate of Sponsorship (formerly a Work Permit)

Applications from job seekers who require Tier 2 sponsorship to work in the UK are welcome and will be considered alongside all other applications. However, non-EEA candidates may not be appointed to a post if a suitably qualified, experienced and skilled EU/EEA candidate is available to take up the post as the employing body is unlikely, in these circumstances, to satisfy the Resident Labour Market Test. The UK Border Agency requires employers to complete this test to show that no suitably qualified EEA or EU worker can fill the post. For further information please visit UK Border Agency website.

PRELIMINARY VISITS AND DISCUSSION

Candidates may discuss the post and arrange visits with Dr Pravin Ghadge (Clinical lead for radiology)

Contact emails:

pravin.ghadge@nhs.net

tina.snellgrove@nhs.net (PA to clinical director)