

Job Details

Job Title: Consultant Radiologist Post

Hours of Work: Monday-Friday including on-call

Band or Grade: Consultant

Department: Radiology

Division: Specialist Services

Base: Royal Albert Edward Infirmary, Wigan

Reporting Arrangements

Managerially Accountable to: Clinical Director Radiology

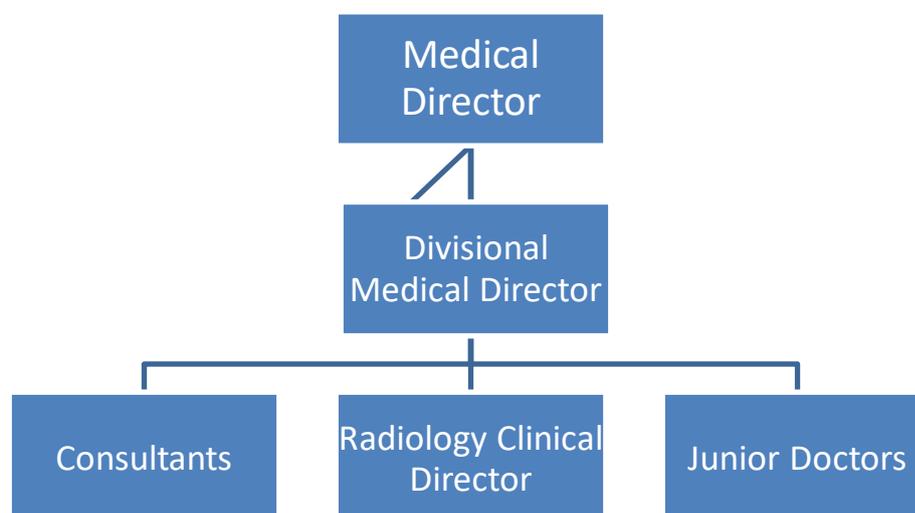
Professionally Accountable to: Clinical Director Radiology

Responsible for: Providing a high-quality service in Radiology

Job Purpose

The successful candidate will participate in the radiological workload of the department. It is expected that there will be sessions in general MRI, CT, Ultrasound and/or screening as well as plain film reporting according to the requirements of the department and the experience of the candidate.

Organisation Chart



Duties and Responsibilities

The post holder will undertake, supervise, and report on a wide range of general radiological and other imaging examinations supporting the wider diagnostic services of the organisation. The post holder will take a role in delivering specialist imaging services in their chosen area and have expertise to deliver a high-quality service which is compliant with a rigorous governance framework and demanding regulatory compliance. The post holder will attend and contribute to Multi-Disciplinary Team meetings and may be required to contribute/deputise for the sector MDT. The post holder will work across a multi-disciplinary team working with colleagues in other clinical specialities and organisations.

Key results from the job holder

The post holder will report imaging examinations in accordance to nationally recognised standards and contribute to quality assurance processes including clinical audit and governance including Radiology Education and Learning Meetings. The post holder will undertake continuous professional development activity to maintain and advance clinical practice.

Planning and Organisational Duties

The proposed job plan for the post (see Appendix A) has been prepared in accordance with the Terms and Conditions of the New Consultant Contract (2003) and this is negotiable. All job plans will be reviewed annually.

- Provision, with Consultant colleagues, of a Radiology service to Wrightington, Wigan and Leigh NHS Foundation Trust with responsibility for the adequate provision of a diagnostic service and proper functioning of the department.
- To undertake emergency duties where appropriate out of hours and to undertake this duty on a rota basis with Consultant colleagues. Currently, the on-call consultants undertake/supervise and report appropriate urgent ultrasound and CT scans and urgent MRI Cauda Equina scans. Advice on plain films is provided where necessary. A full local interventional radiology on call service is not provided.
- There is currently no on-call service for MRI or isotope scans.
- Provision of cover for Consultant colleagues for periods of leave.
- To clinically direct medical exposures performed by radiographic staff.
- To participate in Clinical Audit.
- Opportunities exist by agreement to follow individual research interests.
- To participate in CME/CPD according to the requirements of the Royal College of Radiologists.

Communications and Key Working Relationships

The service comprises of 20 substantive Consultant Radiologists providing clinical services for a wide range of clinical specialities including emergency care, respiratory medicine, gastroenterology, breast, obstetrics and gynaecology, and a wide range of surgical specialities. Wrightington Hospital is recognised as an international centre of excellence for Trauma and Orthopaedic medicine and provides tertiary care to the north-west region and beyond. Other Staff include three Specialist Training Registrar posts, three international trainee Radiologists, MSK Radiology Fellow, Radiology Directorate Manager, Modality Lead Radiographers at Royal Albert Edward Infirmary, Leigh, and Wrightington. (All with supporting professional and administrative staff)
Other key relationships include Chief Executive, Medical Director, and Clinical Director in Radiology.

Ensure positive collaboration with all other medical colleagues, clinical and non-clinical staff and provide effective professional clinical leadership. Work closely with management staff and participate in the wider management and development of the service.
The terms and conditions of service are set out in the terms and conditions of service for the New Consultant Contract

Responsibility for Finance

To always ensure efficient use of resources

Responsibility for Human Resources

To participate in Induction Programmes as required and to adhere to all Trust policies and procedures.

Responsibility for Health & Safety

Compliance with the Health & Safety at Work Act 1974 – the post holder is required to fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards, and a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions.

Responsibility for Teaching

The Trust has been approved by Manchester University for the teaching of medical students in their second/third clinical year and the Royal Albert Edward Infirmary is included on the Specialty Trainee rotation of the North West Radiology Training Scheme. There are currently three specialty trainees and other Radiology training roles. The appointee will be fully involved with Consultant colleagues in developing a high standard of teaching for Specialist Registrars, Radiographers and Medical Students.
The Royal Albert Edward Infirmary has an active Postgraduate Medical Institute with a well-equipped lecture theatre, library and seminar rooms and a simulation lab. There are also Postgraduate centres and libraries in Leigh and Wrightington.

Programme of Teaching and Postgraduate Education:

The North-West Regional Radiologists Group holds four Clinical Meetings per year, one of these is held in Wigan.

Weekly 'Grand Round' Meetings are held every Friday in the Postgraduates Centre in Royal Albert Edward Infirmary with clinical presentations by departments on a rotating basis.

Regular Clinical Radiological/ Multidisciplinary Team Meetings are held in most sub-specialities.

The Department has three rotating Specialist Registrar posts in Radiology and all Consultant Radiologists take part in their teaching. Regular teaching sessions are also undertaken for medical students and junior doctors in various clinical specialities.

Research facilities in the Trust comprise the Clinical Trials Unit which is responsible for co-ordinating commercial trials and the Directorate of Research and Development. The latter is responsible for facilitating and collating research throughout the Trust. Support facilities are available including clerical support and access to an in-house statistician. Bids are invited twice yearly against available funds on a competitive basis.

Work Circumstances & on-call

The post will be appointed under the new consultant contract, and the job plan will be negotiated with the candidate. It is expected that a full-time post would consist of eight clinical programmed activities and two sessions supporting programmed activities.

Applications for part time jobs are welcome and an appropriate division of clinical and supporting activities will be agreed according to the number of total sessions.

It is expected that the successful candidate will go on the on-call rota (currently 1 in 13, category A, giving a 3% uplift to basic salary)

Proposed Job Plan Outline:

MRI 2 sessions, 2 PA's

CT 2 Sessions, 3 PA's

Relevant interventional work/ Ultrasound: 1PA's

Plain film/Screening 1 PA's

The above can be adjusted according to the successful candidate's area(s) of interest and experience, and the requirements of the department in those areas.

On-Call: 1 Programmed Activity

Supporting Activities: 1.5 SPA for core supporting activities and 0.25 SPA each for clinical/educational supervision, service lead etc up to a max of 2.5 SPA (Average 2 SPAs).

Job Planning: A hospital consultant has continuing clinical responsibility for any patient admitted under his or her care. A consultant and the chief executive responsible for the management of the consultant's contract shall agree a job plan. The Trust shall take the following duties into account: out-patient clinics, inpatients, operating procedures, investigating work, administration, teaching, participation in medical audit, management commitment (for example as clinical director), on-call rota commitments and so on, including occasional visits to outlying hospitals or other institutions for consultation, diagnosis, or operative work. The Trust shall also consider time given, for example as consultant adviser to the Trust on special branches of the service, or by way of 'pastoral visits' to outlying hospitals.

The job plan will identify the average time per week required by the average practitioner in the grade and speciality to perform the duties of the post, based upon 10 programmed activities per week. For consultants on part-time contracts, including honorary contracts, duties will be negotiated to ensure fairness. If this part-time role is the consultant's only work, then a reasonable allowance will be made for supporting professional activities. Where a consultant is employed by another trust and comes to us on a part-time basis

then the Service Level Agreement between the two trusts will determine whether any allowances will be made towards anything other than Direct Patient Care. Where a consultant has regular private practice commitments the timing, location, and nature of these will need to be declared to the Trust. The number and nature of programmed activities may be varied with the agreement of the consultant and the chief executive, (who may delegate this function to the appropriate clinical director) taking account of the job plans of the other consultants and the service delivery needs of the department. Except in an emergency, the consultant shall fulfil job plan commitments unless the clinical director has agreed otherwise; such agreement is not to be unreasonably withheld. The job plan will be subject to review each year and revision may be proposed by the chief executive medical/clinical director or the consultant who shall use their best endeavours to reach agreement on any revised job plan. If agreement is not reached and the Trust notifies its intention to amend the job plan, the consultant may appeal against this proposed amendment. An appeal in relation to any provision of this sub paragraph and the proceeding sub (12.1 and 12.2) paragraph above may be made in accordance with the terms and conditions of the new consultants' contract and the Trust's Grievance Procedure. If either party judges that it would be helpful, a medical or dental adviser acceptable to each party will be co-opted to advise the panel.

Secretarial Support and Office Facilities: The appointee will have the assistance of a comprehensive, dedicated secretarial service, which is primarily located at RAEI, and appropriate office facilities. At Wrightington and Leigh the offices and secretarial services are shared as there is usually only one Radiologist present at any given time. There are three radiologist offices at Leigh, and one at Wrightington. Appropriate resources will be provided to support the successful applicants in undertaking the post of consultant radiologist.

Trust and Specialist Services Divisional Structure: The executive and non-executive directors comprise the Trust Board, while the executive directors and divisional chairs make up the Management Board.

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The clinical services are in four divisions, Surgery (including Obstetrics and Gynaecology, Healthcare Operations and Anaesthetics), Medicine (including A&E), Musculo-skeletal and Specialist Services (including Orthopaedics, Radiology, Pathology, Pharmacy, Medical Illustration, Cancer Services and Outpatients) and Community Division. Each division has a Divisional Medical Director, with Clinical Directors of the directorates which make up the division.

The Specialist Services Division meets every month and is attended by the Divisional Medical Director, Divisional Director of Operations, Divisional Director of Nursing and & AHPs, Clinical Directors of Radiology and Pathology, Chief Pharmacist, Management Accountant, Directorate Manager Radiology & Cancer Services, Outpatient Manager and Healthcare Operations Manager. The budget holder for the division is the Chairman and the budget operator is the General Manager.

The Divisional Medical Director and Clinical Directors are selected at interview by the Trust. Tenure for the posts is three years, which can be extended depending upon circumstances. All Consultants in the Directorate are eligible to apply for the post of Divisional Medical Director or Clinical Director.

Standard Duties & Responsibilities

The Trust operates a No Smoking Policy.

All Wrightington Wigan and Leigh NHS Foundation Trust staff employed within Clinical Environments and have contact with children, vulnerable adults; service users and their families must familiarise themselves, be aware of their responsibilities and adhere to Local Safeguarding Children's Board, Local Safeguarding Adult Board and WWL Procedures for Safeguarding and Protecting Children which are available on the Trust Policy Library.

In accordance with Part 7 of the Immigration Act 2016, employees who are required to interact regularly with the public, both face to face, and by telephone, are required to be able to speak English to an appropriate standard relevant to their role, i.e. with confidence and accuracy, using correct sentence structures and vocabulary, and without hesitation.

Compliance with the General Data Protection Regulations 2016, Data Protection Act 2018 and Information Governance Principles – the postholder is not entitled to use for their own benefit or gain, or to divulge to any persons, firm or other organisation whatsoever, any confidential information belonging to the Trust or relating to the Trust's affairs or dealings which may come to their knowledge during employment.

Compliance with the Health & Social Care Act 2008 – Code of Practice on the Prevention and Control of Infections and related guidance – the post holder is required to fulfil a proactive role towards the reduction and management of healthcare related infection in all of their actions. This entails compliance with Trust Infection Prevention and Control policy and related Standard Operating Procedure (SOP's); along with risk assessment of all situations; as staff have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Staff must be fully compliant with Trust Infection prevention and Control eLearning policy.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, relevant person or organisation which has any interest with the Trust, the services provided by the Trust or any element of patient care. Failure to do so may result in an employment application being rejected, or if it is discovered after appointment the omission of such information could lead to dismissal. This includes any form of private practice relating to medical care.

Compliance with Trust Policies and Procedures including the Code of Conduct.

Compliance with Standing Financial Instructions (SFIs) – The SFI's identify the financial responsibilities which apply to everyone working for the Foundation Trust and its constituent organisations including trading units. Failure to comply with Standing Financial Instructions can in certain circumstances be regarded as a disciplinary matter that could result in dismissal. Compliance with the SFIs is monitored by the Finance Department and post holders are therefore required to understand their responsibilities outlined within this document and ensure compliance with its instructions.

Responsibility for all records (including patient health, financial, personal and administrative) that they gather or use as part of their work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images.

Any other duties appropriate to the grade. The range of duties and responsibilities outlined above are indicative only and are intended to give a broad flavour of the range and type of duties that will be allocated. They are subject to modification in the light of changing service demands and the development requirements of the postholder.

This document is also available in audio, large print, Braille and other languages upon request. For more information call 01942 773106.

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