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OUTSTANDING
CARE AND
EXPERIENCE



RECRUITING,
DEVELOPING AND
RETAINING OUR
WORKFORCE



AN ANCHOR
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COMMUNITIES



WORKING TOGETHER
WITH LOCAL HEALTH
AND SOCIAL
CARE PROVIDERS



DELIVERING
LONG-TERM
SUSTAINABILITY

NHS
North West Anglia
NHS Foundation Trust

Information pack for the post of

Consultant Radiologist

Division of Family and Integrated Support Services

April 2024



GOOD TO
OUTSTANDING



Welcome from Chief Executive Hannah Coffey

Hello and welcome to our Trust! I am delighted that you are considering our organisation as a place to work.

This is a really exciting time for our patients and staff as we work with our local health system partners across Cambridgeshire, Peterborough, and South Lincolnshire to deliver some key development projects that will shape the care we provide for future generations within the 900,000-strong catchment we serve. As well as building a new hospital at Hinchbrook and redeveloping our sites at Peterborough and Stamford to better meet the needs of patients, we are investing in a Trust-wide electronic patient record system and harnessing digital technology within our diagnostic services to enhance the quality and speed of diagnosis and treatment.

It's a great time to be joining TeamNWA AngliaFT where we truly value the health and wellbeing of our staff and encourage our leadership team to empower their teams to be the best they can be, to help them develop in their careers and, at the same time, ensure our patients can experience good quality care by people who are dedicated to serving their health needs.

If you are looking to develop your career in an environment that's primed for organisational change, where you can actively contribute to the quality improvements we are making for our patients and staff, then look no further for your next role.

A handwritten signature in black ink, reading 'Hannah Coffey'.

Hannah Coffey
Chief Executive Officer

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Section 1 – Job Description

Job title	Consultant Radiologist
Grade	Consultant
Location	Primary base at Peterborough City Hospital with cross site working at Hinchingsbrooke Hospital
Hours of Work	40 hours per week (10 PAs)
Reports to	Clinical Lead and Associate Divisional Director
Accountable for	Chief Medical Officer

North West Anglia NHS Foundation Trust

North West Anglia NHS Foundation Trust was formed in April 2017. We run three acute sites Peterborough City, Hinchingsbrooke and Stamford and Rutland Hospitals. In addition, we deliver outpatient and radiology services at Doddington Hospital, the Princess of Wales Hospital, Ely, and North Cambridgeshire Hospital, Wisbech.

We deliver acute care services to a growing catchment of approximately 850,000 residents living in Cambridgeshire, Lincolnshire and the neighbouring counties of Norfolk and Bedfordshire.

Job Summary

Applications are invited for Consultant Radiologists posts at North West Anglia NHS Foundation Trust based at either Hinchingsbrooke Hospital or Peterborough City Hospital.

While all subspecialties will be considered an interest in Breast, Paediatrics, Urology, MSK, and Nuclear Medicine is particularly welcome.

Main Duties and Responsibilities

Provide a Subspecialist Interest in Line with Services Needs

- Provide clinical input and leadership for the subspecialty.
- Arrange appropriate CPD for yourself and your team.
- Liaise with management to gain appropriate infrastructure for the provision of your service.

Contribute to the General Radiology Workload

- Provide specialist and general radiological advice and services to users of the department.
- Develop special interests to complement the interests of the current Radiologists.

Be an approachable clinician and Colleague.

- Accept responsibility for compliance with ionising and radiation regulations, along with radiation protection supervisor and the radiation protection officers.
- Accept personal responsibility for the clinical care of patients referred to you.
- Attend regular departmental meetings and participate in department management and development of the service.

Develop as Leader

- Work with colleagues to provide a consultant-led service of the highest standard.
- Develop and maintain good working practices.
- Register and participate in the appropriate CPD scheme.
- Participate in Trust Mandatory Training as required.

Support Clinical Governance

- Comply with the Trust's Clinical Governance policy, including clinical risk management.
- Support and lead audit projects.
- Liaise with the other consultant staff on the development and implementation of protocols and guidelines for patient care.
- Maintain standards of care for your service.

Undertake Continuing Professional Development

- Participate in the annual consultant appraisal process, in line with the Trust's appraisal guidelines.
- Maintain an up-to-date job plan and personal development plan.
- Register and participate in the appropriate CPD scheme.

- Participate in Trust Mandatory Training as required.

Job plan

Below are illustrative timetables for 9, 9.75 and 10.75 PA job-plans. The number of PAs is not specific for the special interest – we welcome applicants wishing to work part-time for all subspecialty interests. The job-plan would be modified by agreement to take account of appointee's preferred schedule and departmental needs. The initial job plan will be reviewed after a period of three months and annually thereafter.

On-call at North West Anglia NHS Foundation Trust covering both Peterborough and Hinchbrook is non-resident on at most a 1 in 9.5 with outsourcing to an external tele-radiology company between 7pm and 9am. Weekday on-call is 5pm – 7pm and weekend on-call is from 9am – 1pm after that time it is with the outsourcing teleradiology company. Weekend inpatient ultrasound lists are provided by sonographers. Pro-rata is possible for part-time consultants.

In response to long-standing difficulties with recruitment a culture of professionalism and hard work among consultants is matched by a culture of support and flexibility from management. Every attempt is made to respect work-life balance and support flexible working arrangements including some reporting from home. All consultants will be allocated 1.5 core SPA. 0.5 SPA can be worked flexibly off-site. 0.5PA DCC Admin can be worked flexibly on-site e.g. 2 x 8am starts or 2 x 6pm finishes.

Please see below provisional job plans that can be discussed with Clinical Lead.

Draft Timetable Paediatrics Radiologist (10 PAs + 0.75 on-call)

	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
AM	MRI 1PA	Ultrasound 1PA	Fluoroscopy 1PA	MDT 1 PA	CT 0.5 PA vetting / patient admin 0.5 PA
PM	Ultrasound 1 PA	SPA 0.5 PA CT Reporting 0.5 PA	SPA 1.0 PA	Duty 0.5 PA MRI 0.5 PA	In-patient Reporting 1 PA

Draft Timetable Breast Radiologist (9 PAs + 0.75 - Optional on-call) – general cover is not essential.

	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
AM	Breast Imaging 1 PA	Breast Screening 1 PA	MDT 1PA	Breast Imaging 1 PA	Duty 0.5 PA SPA 0.5 PA
PM	Duty 0.5 PA Vetting / Patient Admin 0.5 PA	MRI reporting 1 PA	SPA 1 PA	NWD	Inpatient Reporting 1 PA

Draft Timetable General with Nuclear Medicine interest Radiologist (10 PAs + 0.75 on-call)

	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
AM	CT reporting 1 PA	MRI Med 1 PA	MDT Prep 1PA	Nuclear Med 1 PA	Duty 0.5 PA SPA 0.5 PA
PM	Duty 0.5 PA Vetting / Patient Admin 0.5 PA	Nuclear Med reporting 1 PA	SPA 1 PA	MRI Reporting 1 PA	Inpatient CT Reporting 1 PA

Draft Timetable General with Uro-Radiology interest (10 PAs + 0.75 on-call)

	<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
AM	CT reporting 0.5 PA Duty 0.5 PA	MDT 1 PA	Duty 0.5 PA Vetting / Patient Admin 0.5 PA	CT reporting 1PA	Ultrasound Reporting 1PA
PM	MDT prep 1PA	SPA 1 PA	MRI reporting 1 PA	SPA - 0.5 PA MRI reporting - 0.5 PA	CT reporting 1 PA

General Conditions of Employment

The appointee will enjoy terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.

The successful candidate will be required to live within 20 miles of the Trust or 30 minutes travelling time when on-call.

The appointee will be expected to cover for colleagues' absence from duty based on mutually agreed arrangements with the Department and with the Employing Trust. This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Lead, in accordance with standard Trust and NHS regulations. It is essential that six weeks' notice

is given to allow for proper planning and prevent cancellations of patients' appointments / surgery. This includes all forms of leave. Leave is granted in line with Trust Policy and Specialty protocol.

The Trust requires the successful candidate to have and maintain full registration with the General Medical and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.

All appointments are subject to satisfactory Occupational Health Clearance being obtained and a satisfactory DBS check.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975.

Applicants are not entitled therefore to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

Subject to the provisions of the Terms and Conditions of Services, the appointee is expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust.

Where the appointee manages employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures. The appointee will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of patients, to be able to contact them when necessary, and to observe the current local arrangements for advising details of leave.

Study/Professional Leave

A maximum of 30 days study leave with pay and expenses can be taken over a three-year period.

Compensation and Benefits

Consultants are remunerated according to nationally agreed NHS pay scales and terms and conditions.

Newly appointed Consultants may be eligible for reimbursement with the whole or part of the cost of their removal expenses, provided that the removal is necessary to comply with North West Anglia NHS Foundation Trust's requirements concerning the place of Residence.

Person Specification

Job title: Consultant Radiologist

Division: Division of Family and Integrated Support Services (FISS)

Reports to: Clinical Lead (Imaging)

Criteria	Essential or Desirable Criteria		Assessment Method			
			A	I	T	R
Education and Qualifications						
• FRCR or equivalent qualification	E		√			
• A specialist interest to be agreed to complement those of current staff.		D	√	√		
• Publications in recognised Radiology journals		D	√	√		
• Research projects relating to speciality		D	√	√		
Experience and Knowledge						
• Teaching	E		√	√		
• Audit Experience	E		√	√		
• Specialist Interest		D	√	√		
• Practice to date		D	√	√		
Key Skills/Abilities						
• Communication Skills	E		√	√		√
• Leadership Skills	E		√	√		√
• Organisational Skills	E		√	√		√
Other						
• Full registration with the General Medical Council	E		√			√

Assessment Criteria: A = Application, I = Interview, T = Test, R = References

Candidates with no UK experience at consultant level will be considered for a locum post in the first instance.

Section 2 - The Department and Division

Divisional Structure

Following the formation of our new Trust in April 2017, our operational functions across the three hospitals merged to form five clinical divisions. They are:

- Division of Medicine
- Division of Urgent and Emergency Care
- Division of Surgery
- Division of Family and Integrated Support Services
- Division of Maternity, Gynaecology and Breast Services

The clinical divisions are key to our service delivery and the structure is based on 'family groups' of services that have greater clinical interdependencies, which ensures working relationships remain closely aligned. The Divisions are led by a triumvirate comprising a Divisional Clinical Director, Divisional Operations Director, and Divisional Nursing Director.

Family and Integrated Support Services Division



Diagnostic Imaging Department (Peterborough City Hospital)

Peterborough has been in the forefront of advanced practice radiography and ultrasound.

1. Advanced practice radiographers report musculoskeletal, Chest and Abdominal X-rays.

2. Simple filling and video cystometry are undertaken by a retired senior nurse and advanced practice radiographer.
3. The ultrasound department operates as a sonographer-led service providing the full range of examinations for in and out-patients and reporting on their own ultrasound scans.
4. A consultant sonographer provides a neck biopsy service and some MSK interventions.
5. Expansion of the sonographer led ultrasound service has included aspects of the paediatric service, high risk obstetrics, MSK and head and neck, CEUS.
6. The pioneering radiographer led CT Colography service won SoR Eastern Radiography Team of the Year Award 2015.
7. Section heads in specialty areas take responsibility for aspects of vetting and forward planning of workload, with clinical input from radiologists when required.
8. Consultant GI radiographer leads the fluoroscopy with support from a GI Radiologist.

The ability of radiographers to develop professionally results in a stable body of highly experienced and professional radiographers. This high level of support from experienced advance practice radiographic staff facilitates concentration by radiologists on sub-specialty interests and the more challenging aspects of the Radiology service.

Private practice is undertaken partially at a local private hospital and partially on NHS equipment.

Rooms and equipment

The Diagnostic Imaging Department is well equipped and fully digital with CR backup.

All equipment is on a rolling replacement plan in the line with RCR guidelines. The facilities include:

1. 3 MRI scanners (GE 1.5T X 2 and 3T).
2. 3 CT scanners (2x Toshiba 160 slice & 1 Toshiba 84 slice) both with ECG gating and cardiac software.
3. 6 Ultrasound scanners (GE Logiq 9).
4. 2 Nuclear Medicine scanners (GE Hawkeye Spect/CT, GE Infinia4) due for replacement 2021/22.

5. 2 Fluoroscopy rooms (Toshiba Ultimix-I, Phillips Multi Eleva).
6. A dedicated Interventional radiology suite located in Theatres (Toshiba Infinix and Sonosite 040XWX) to be replaced in 2017 with a Phillips FD20.
7. A dedicated Breast Imaging Department located in Women's Health (GE Seno Essential FFDM x 3, 2X GE Ultrasound Logic 7, GE Seno Essential FFDM mobile unit x1) and Tomo- Synthesis machine.
8. Bone Mineral Densitometry (Hologic Discovery W).
9. 3 Mobile X-ray units, 4 general X-ray rooms located in A&E and a complete oral surgery / orthodontic unit.

Diagnostic Imaging Department (Hinchingsbrooke Hospital)

Hinchingsbrooke has been in the forefront of advanced practice radiography and ultrasound.

Advanced practice radiographers report musculoskeletal X-rays.

1. The ultrasound department operates as a sonographer-led service providing the full range of examinations for in and out-patients and reporting on their own ultrasound scans.
2. Section heads in specialty areas take responsibility for aspects of vetting and forward planning of workload, with clinical input from radiologists when required.
3. The department is supported by consultant radiographer in MRI and senior radiographer in CT colonography.

The ability of radiographers to develop professionally results in a stable body of highly experienced and professional radiographers. This high level of support from experienced advance practice radiographic staff facilitates concentration by radiologists on sub-specialty interests and the more challenging aspects of the Radiology service.

Rooms and equipment

The Diagnostic Imaging Department is well equipped. The facilities include:

Main Department

1. Ultrasound Machines
 - a. 2x Toshiba Aplio x G with colour/power Doppler, TV, soft tissue, and general probes.

- b. Toshiba Aplio with colour/power Doppler, TV, TR, and High Frequency soft tissue probes.

- 2. Radiography – 3 general rooms
- 3. GE DEXA scanner.
- 4. CT – GE Lightspeed Pro 16
- 5. CT – GE Optima 660
- 6. MRI – Philips Ingenia installed in December 2016

Treatment Centre

- 1. GE Essential digital mammography machine
- 2. 3 ultrasound rooms equipped with Toshiba Aplios (Mid-Range)
- 3. Plain radiography
- 4. Siemens Axiom Artis Digital Fluoroscopy suite

PACS

North West Anglia NHS Foundation trust has AGFA's Enterprise

Consultants

20 Consultant Radiologists contribute to the workload at Peterborough City Hospital.

Dr T Sadek	PT	General, Nuclear medicine, Head & Neck
Dr B McKeown	PT	General, Gastro-intestinal Radiology
Dr. T Adami	PT	General and Breast
Dr M Sultan	PT	General, Musculoskeletal, Gastroenterology
Dr A Littlewood	FT	General, Musculoskeletal
Dr P Murray	FT	General, Interventional and Head & Neck
Dr J Libiszewski	FT	General, Stroke/Neuroradiology and Uro-radiology
Dr F Haque	FT	General, Cardiac, Stroke / Neuro (Clinical Lead – PCH)
Dr D Wach	FT	General, Head & Neck, Neuro, Gynae
Dr Shyla Velayutham	FT	General, Gastroenterology
Dr Q Arafat	PT	General, Oncology, Upper GI and Neuro-radiology
Dr H Ford	FT	General and Gastro-intestinal
Dr JN Perry	PT	General, Interventional and Cross-sectional Imaging
Dr RE Moshly	PT	Nuclear medicine, Gynaecological and General Ultrasound
Dr M Alsalamat	FT - (Locum Consultant)	General, Cross sectional, Neuro and Oncology
Dr S Kumar	PT	General, Chest
Dr N Redhead	PT	General, Gynae and Oncology
Dr J Kowalewska	FT- (Locum Consultant)	Breast and General Radiology
Dr M Hughes	PT	Cardiac MRI
Dr R O'Neill	PT	Interventional

At Hinchingsbrooke Hospital, there are currently 3 Consultant with support from locums and outsourcing to Medica.

Dr N Alsadi	FT	General, Oncology, UGI, Uro-radiology, Cross-sectional Imaging. (Clinical Lead HH)
Dr M Siddiqui	FT	General, MSK, Neuroradiology, Oncology, Gastrointestinal and Gynae
Dr M Wasif	FT (Locum Consultant)	General, cross-sectional and Gastrointestinal Radiology

Informal Enquiries

If you wish to discuss the post informally or arrange a visit, please contact the Consultant Radiologists PA, Dawn Anderson on 01733 673491 or the Imaging Lead, Nicola Leighton-Davies on 01733 673487.

Section 3 - Working at the Trust

Teaching programme

There is a strong commitment to education from a departmental and organisational level, and the appointee will be expected to undertake teaching.

There is an active Medical Education Centre with seminar rooms and a lecture theatre, and an on-going programme for senior and junior medical staff organised by the Clinical Tutor and the Medical Education Department.

Continuing Professional Development (CPD)

There is dedicated support for CPD within the Trust, under the direction of the Medical Director, Clinical Tutor, and Specialty Tutors.

All non-training grade medical staff are required to undertake CPD to fulfil the requirements of revalidation.

Senior medical staff have an entitlement to study leave of 30 days in a three-year period and the current study leave budget allowance is £700 per annum per person.

Clinical Library

The Trust has clinical libraries. The Library Services Manager and assistants can support medical staff in conducting literature searches via MEDLINE and accessing books and journals.

Research and Development (R&D)

The Trust actively contributes to research in the NHS and has an extensive research portfolio covering 28 of the 30 National Institute for Health Research (NIHR) clinical specialties. The Trust is currently recruiting to over 160 NIHR Portfolio research studies and is set to recruit over 2,000 participants during 2017-18.

A key metric in assessing R&D performance is a Trust's Value for Money (VFM) score. At present NWAngliaFT has the best VFM score of any acute trust within CRN Eastern and is third in overall study recruitment.

Principal Investigators are supported by an R&D Department encompassing both clinical and non-clinical staff. With over 60 members of the team the department provides end-to-end research support throughout the study life cycle, from protocol development through to delivery and study closedown. The growth of R&D remains a key objective for the Trust as it actively promotes the growth of its sponsored research portfolio.

Clinical Quality Assurance

The appointee will take an active part in clinical audit and clinical governance.

The appointee will ensure that they are up to date with mandatory and statutory training requirements as required by the Trust and or external organisation.

There is a wide-ranging clinical audit programme across many specialties within the Trust supported by specialist staff.

The appointee will ensure data collection and processing undertaken is consistently accurate and timely and complies with the Trust Data Quality Policy and Information Governance procedures.

The Trust is developing several acute care pathways, and is working towards a system of integrated care, and the appointee will be expected to contribute to and support these.

Other

To comply with the roles and responsibilities as defined in the Trust's Health & Safety Policy.

To be responsible for safeguarding and promoting the welfare of children and adults by undertaking the appropriate level of training in accordance with the safeguarding policy training strategy and being aware of and working within the Trust's safeguarding policies.

Ensure all data collection and processing undertaken is consistently accurate and timely and complies with the Trust Data Quality Policy and local procedures.

Undertake any other similar duties in line with the key purpose of the job.

Act in accordance with Trust policies and GMC guidance regarding 'Confidentiality: good practice in handling patient information' so that patient confidentiality is maintained both in terms of patient's electronic and paper records, and when holding conversations about and with patients in appropriate environments.

Infection prevention is of paramount importance to the safety and wellbeing of all our patients. The Infection Prevention and Control Team use national and local guidance and policy to formulate Infection Prevention Policy and Procedure documents. It is the responsibility of all Trust employees to comply with the Infection Prevention and Control Policy and Procedure documents. Compliance with the relevant documents will be assessed during appraisal.

The person appointed will be indemnified by the Trust for all duties undertaken as part of his/her contracts of employment. He/she is encouraged to take out adequate defence cover as appropriate to cover him/her for any work which does not fall within the scope of the Trust's indemnity scheme.

As a member of staff, you will automatically be classed as a staff member of the North West Anglia NHS Foundation Trust - this means that you will be able to vote for a staff governor to represent you at the Trust's staff council and on the Trust's Council of Governors, or indeed stand to be a Staff Governor.