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Bwrdd Iechyd Prifysgol
Hywel Dda
Hywel Dda University
Health Board

Job Description

Appointment of Full Time
10 sessions - 37.5 hours per week

CONSULTANT RADIOLOGIST

Job Reference: 100-CSS-070314-01

Anticipated Start Date: Immediate

SPECIALITY CONTACT FOR ENQUIRIES ABOUT THIS POST
Dr Ali Moalla, Clinical Director for Radiology

Tel ☎ 01554 783262

Links to Additional Information

- Hywel Dda University Health Board Homepage <http://www.hywelddahb.wales.nhs.uk/>
- Our 10 pledges <http://www.wales.nhs.uk/sitesplus/862/page/53848>
- Useful Links <http://www.wales.nhs.uk/sitesplus/862/page/46875>
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- Medical Training/Careers in Wales <http://www.doctorstrainingwales.tv/>
- Wales, the Smart Choice www.walesthesmartchoice.co.uk
- NHS Employers website <http://www.nhsemployers.org/Pages/home.aspx>
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Medical Staffing Department, Prince Philip Hospital, Dafen, Llanelli SA14 8QF

Tel ☎ 01554 783276 / Fax ☎ 01554 783278 / Email ✉ Tracey.Morgan3@wales.nhs.uk

Introduction

The vacancies advertised are for 5 General radiologists offering an excellent opportunity to join a progressive team of consultants and contribute to the on-going development of radiological services within the Hywel Dda University Health Board.

A sub-specialist interest in Cross sectional, Breast, Paediatrics and Musculoskeletal radiology would be a desirable, but not essential attribute for the successful candidates for the other 5 General radiologist posts.

The successful candidates will be expected to be employed within the organisation, we have posts which will be based at Bronglais General Hospital, Aberystwyth, Withybush General Hospital, Pembrokeshire, Glangwili General Hospital, Carmarthen, and Prince Philip Hospital, Llanelli. The successful candidates will join a team of radiologists with responsibility mainly for providing radiological services within the organisation.

These appointments are Health Board wide, with your principal place of employment being based at one of the hospitals.

Out Of Hours (OOH) on call is being outsourced and done remotely by an online Teleradiology provider, therefore the successful applicant will NOT be expected to do ON call routinely.

Only in the very rare unlikely occasion if the link with the Teleradiology company fails, then the in-house radiologist might be called to provide a back up.

Hands-on and Interventional Radiology are provided by the in-house radiologist, but this is extremely rare request.

Cross-sites collaboration with respect to reporting or MDT meetings is usually done via Teleradiology and video conferencing.

The departments of Radiology at the acute sites operate strategically as one department and there is close collaboration leading to the integration of services. The successful candidates will fully participate with the existing consultants in providing radiology services across Hywel Dda and will be expected to develop a sub-specialist interest, which would augment and compliment the services the currently provides.

Office accommodation, secretarial support and full IT facilities including access to intranet and internet will be provided.

Hywel Dda Health Board is one of seven acute Health Boards in Wales.

This post comes during a period of Health Board-wide service reviews, including a comprehensive reconfiguration of services for the Radiology in West Wales. The aim is to provide a spectrum of flexible and responsive services for the service across the Health Board, encompassing:

Any applicant who is unable, for personal reasons, to work full-time will be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the department are encouraged to contact:

Dr Ali Moalla
Clinical Director for Radiology
Prince Philip Hospital
Tel: 01554 783262

Mr Tony Clarey
General Manager

Shortlisted candidates Will be encouraged to visit and contact Professional Panel Members – details of these will be available to shortlisted candidates when panel is confirmed

Please note that pre-interview visits to other AAC panel members are neither required nor expected.

A candidate for a consultant appointment shall not be reimbursed for more than three attendances. Where an authority invites such a candidate to attend prior to short-listing, it may reimburse the candidate's expenses provided that he or she is subsequently shortlisted, but not otherwise. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry into the United Kingdom.

JOB DESCRIPTION

The Job Itself

<u>Title:</u>	Consultant Radiologist
<u>Professionally responsible to:</u>	The Medical Director
<u>Managerially accountable to:</u>	Hospital Director of Clinical Care & Acute General Manager/ Clinical Director within the Speciality with ultimate accountability to the Chief Executive

Responsibility for Staff as Part of this Post: All junior medical staff

This appointment is Health Board wide, with your principal place of employment being one of the four sites to be discussed with the successful candidate. This will be subject to change as the Health Board's clinical requirements are amended to meet the needs of the service/patients.

Other hospitals at which duties are performed: In view of the fact that the organisation is currently undertaking a review of its services and the locations at which they are undertaken, it is important to be aware that work patterns may change and the place(s) of duties modified.

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

Purpose of the Post and General Responsibilities

To provide, with consultant colleagues (as appropriate) a service in Radiology and supporting the development of sub-speciality interest to the hospitals and community so designated with responsibility for the prevention, diagnosis and treatment of illness.

All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with the requirements of their professional organisation regarding supervision.

As a senior employee of the Health Board the post holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality health There are fine Departmental and Hospital Libraries and internet facilities. The Radiologists are all enthusiasts and delight in sharing cases of interest or concern at a weekly discrepancy meetings. We have excellent relations and frequent MDT's with our clinical specialists. We are privileged to teach junior doctors and undergraduates from Cardiff and Swansea Medical Schools.

Following merger across 4 sites in West Wales professional opportunities to share expertise, workload and on-call that are being explored.

Allowance for distance to attend CPD activities is recognised in the job plan.

Satellite Hospitals

There are several community hospitals throughout Hywel Dda Health Board offering minor injuries facilities, out-patient, physiotherapy and O.T. department. In addition, in-patient facilities exist for rehabilitation, terminal care, respite care and general practice.

DEPARTMENTAL STAFFING ARRANGEMENTS

The Consultants based at Glangwili General Hospital are:

Dr. C. Ngoma, FRCR (special interest: Paediatric Radiology)

Dr. H. Samir, FRCR (special interest: Pelvic Radiology)

Dr. J G Brand (special interest: Cross-sectional Imaging)

Locum.

Locum

The Consultants based at Prince Philip Hospital are:

Dr A Moalla, FRCR (Clinical Director,)

special interest: Cross sectional, MSK, breast radiology)

Dr T N W Evans, FRCR. (special interest: Vascular and Uro-radiology)

Dr A Richards, MRCP, FRCR, (special interest: Thoracic imaging and interventional radiology)

Dr S Rao, FRCR. (special interest: Neuroradiology and interventional radiology)

The Consultants based at Bronglais General Hospital are:

Dr L Khan, FRC – special interest : Cross sectional Imaging and MSK

Dr Shiblee Hafeez, FRC – special interest : Chest Radiology & Ultrasound

Locum.

The Consultants based at Withybush General Hospital are:

Dr K Bradshaw, FRCR with special interests in Paediatrics, Musculoskeletal, Head and Neck

Dr M Owen, FRCR with special interests in Gastrointestinal, Interventional

Locum x 3

The new consultants will be expected to co-ordinate their periods of leave to ensure the cover of the department is maintained.

The following non-medical staff are currently employed in radiology at Glangwili General, Prince Philip, Bronglais General and Withybush General Hospitals:

Site	Glangwili General/ Prince Philip Hospitals	Bronglais General Hospital	Withybush General Hospital
Radiology Services Manager	1 (based at Prince Philip Hospital)		
Band 8a radiographer	5	2	2.93
Band 7 radiographer	14.49	5.69	10.17
Band 6 radiographer	30.72	13.55	15.75
Band 5 radiographer	2	0	2
Nurses	5.24	0.64	1.6
Assistant practitioners	2	1	0
Radiography assistants	9.49	5.9	6.05
Medical Secretaries	5.65	1.92	3.22
Admin & Clerical	7.67	3.04	5.37

The departments are fully computerised with Fuji and Insignia Medical Systems PACS and the RADIS radiology information system (currently being replaced with a new cross-site Fuji PACS).

The department undertakes a wide range of work from most hospital specialties and from primary care. Each consultant is required to take an equal share of the bulk of work together with referrals within his/her special interest. The detailed working arrangements will be agreed with successful candidates on appointment. During 2008/09 the aggregated work load of the four general hospitals was:

HYWEL DDA NHS HEALTH BOARD RADIOLOGY ACTIVITY 2011/2012

Number of attendances	298584
Modality	Examinations
Ultrasound	54602
CT	35025
MRI	16685
Fluoro exams	5360
Mammograms	5964
Arteriography/intervention	265
General	179688
Nuclear Medicine	1287
TOTAL EXAMINATIONS	298876

The combined Radiology Department within the Health Board is equipped with the following:

4 MRI scanners: GE MR450W 1.5T MRI Scanner, Toshiba Vantage Excelart 1.5T MRI with phased array technology and high performance, evacuated enclosure (pianissimo) gradients, GE HDXT 1.5T MRI scanner and Hitachi 0.7T open MRI scanner

4 GE CT750HD GSI CT Scanners

11 Ultrasound rooms equipped with Toshiba and Philips ultrasound units.

4 C-arm digital screening rooms: Toshiba Ultimix (one each at PPH, WWGH and BGH) and Philips MD4 at WGH

Siemens Axiom Artis MP with coronary angiography capability (PPH).

Konica CR system at PPH, WWGH and BGH. Fuji CR system at WGH

Full Picture Archiving and Communications System provided by Insignia Medical Systems at PPH, WWGH and BGH. Full Picture Archiving and Communications System provided by Fuji systems at WGH. A new health-board wide PACS is currently being installed as part of the all-Wales PACS project.

Dual-head gamma camera Siemens ECAM at WGH

Initiatives Undertaken

The implementation of the extended role for radiographers has been gradually developed over the last four years. Tasks are now being undertaken by radiographers following appropriate training and protocol development in the following areas:

Barium enemas
Contrast injections
Appendicular skeletal CR reporting
Ultrasound
CT head
MRI (Internal auditory meati, dorsal and lumbar spine and knees)

The successful candidate will work in association with the existing staff within the Health Board and participate in the current on-call arrangements. The present on-call service is separately provided on four acute sites, and is currently under review to look at the potential to deliver a Hywel Dda wide service.

West Wales provides a unique and multifaceted lifestyle opportunity, each of our major sites are located beautiful countryside and close to the beautiful beaches of Pembrokeshire and the National Park. The spectacular mountains of Ceredigion are within easy reach. The region offers excellent quality state schools and has affordable and attractive leisure facilities such as surfing, mountain biking, fishing, sailing, hiking and walking in a natural and clean environment. Children grow up in an outdoor environment with many friends in a safe community. Crime is low.

The area offers a broad range of affordable properties catering for every interest. Affordable and high quality housing stock contributes to low living costs and an enjoyable quality of life. Local roads are uncluttered and commuting is quick and easy.

The road network is continually being improved and there are good road and rail links to Cardiff and London via the M4.

Holidaying in Southern Ireland is also easily accessible, and for rugby and football fans, Wales provides many opportunities to watch International matches and Premiership football.

The people warmly welcome in comers. Hywel Dda Health Board provides an excellent clinical environment with supportive colleagues and plenty of employment opportunities in a broadly based team for spouses and partners. care to the Health Board's patients.

Integral to the responsibilities of the post are the following requirements:-

- To ensure the provision and delivery of a first class clinical Radiology service
- To provide effective leadership to all staff engaged in the specialty
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Health Board's procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Health Board's service plans
- To maintain the confidence of business plans and development strategies formulated for the specialty or the Health Board
- Clinical expertise in General Radiology
- Experience and knowledge of running a sub specialty service
- Leadership and team building skills as well as working as part of a multidisciplinary team
- Supporting and training multidisciplinary teams
- Delivering care in the community alongside primary health care and social care teams
- Addressing the Intermediate Care Agenda
- Participating in CPD including Audit
- You are expected to maintain your professional development for Revalidation
- A Teaching and Training Role for medical undergraduates and postgraduates

- Educational Supervisor role to Junior and Middle Grade Medical Staff
- To undertake regular multidisciplinary clinical audit and provide evidence based medicine

Specific Responsibilities of the Post

Teaching/Training (as agreed with Clinical Team Lead/HDCC/MD)

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for F1s, F2s, CTs, STs, SpRs, Speciality Doctors and other staff as appropriate
- Where agreed, to act as Educational Supervisor to junior and middle grade medical staff

Audit (as agreed with Clinical Team Lead/HDCC/MD)

- To promote evidence-based clinical practice
- To undertake regular audit

Quality and Standards

- To be familiar with and actively promote adherence to the regulatory framework including NICE and National Service Framework Guidance and to actively promote professional standards "The Duties of a Doctor"
- To undertake all work in accordance with the Health Board's procedures and operating policies

Learning Organisation

- To be involved in and actively manage complaints and any medico legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these

Patient Experience

- To monitor and respond to measures of patient experience

Patient Safety

- To work actively to reduce unintended harm to patients
- To contribute actively to the content areas of the 1000 Lives Campaign and any other subsequent patient safety campaign
- To adhere to the Health Board's Clinical Incident Policy

Personal Development

- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements
- To participate in an annual Job Planning Review process
- To participate in the Health Board's Annual Appraisal process

Management (as agreed with Clinical Team Lead/HDCC/MD)

- To provide medical information for the development of systems appropriate for Health Board needs
- To participate in departmental consultant and senior staff meetings
- To attend other departmental, Divisional and Health Board meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Health Board procedures and operating policies

- To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder.
- To co-operate with local management in the efficient running of services and an expectation to share with consultant colleagues in the medical contribution to management. In addition, it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required
- To ensure that arrangements are in place for adequate medical staff to be available in relation to the treatment and care of patients

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:

- Observe the rules, policies, procedures and standards of Hywel Dda University Health Board together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff
- Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

The new consultants will be expected to co-ordinate their periods of leave to ensure the cover of the department is maintained.

The following non-medical staff are currently employed in radiology at Glangwili General, Prince Philip, Bronglais General and Withybush General Hospitals:

Site	Glangwili General/Prince Philip Hospitals	Bronglais General Hospital	Withybush General Hospital
Radiology Services Manager	1 (based at Prince Philip Hospital)		
Deputy Radiology Service Manager	1 (based at Bronglais General Hospital)		
Band 8a radiographer	5	1	1
Band 7 radiographer	9.8	4.8	12.13
Band 6 radiographer	32	13.49	16.94
Band 5 radiographer	2	0	0
Nurses	4.64	0.64	1.2
Assistant practitioners	2	0	0
Radiography assistants	7.68	4.9	4.46
Medical Secretaries	5.65	1.92	3.22
Admin & Clerical	9.98	3.97	8.72

The departments are fully computerised with Fuji and Insignia Medical Systems PACS and the RADIS radiology information system.

Provisional Job Plan

Actual DCC/SPA split will be discussed and agreed with the successful applicant in the light of their individual agreed SPA needs.

Also the successful candidate will be allocated 0.5 SPAs per week in their first 12 months to participate on our Consultant Leadership Programme

(As required under paragraph 30a of the Terms and Conditions of Service)

Day	Time	Location	Work	Category	No. of PAs
Monday	Am	Base Hospital	MRI	DCC	1.00
	Pm	Base Hospital	SPA	SPA	1.00
Tuesday	Am	Base Hospital	MRI	DCC	1.00
	Pm	Base Hospital	CT	DCC	1.00
Wednesday	Am	Base Hospital	CT	DCC	1.00
	Pm	Base Hospital	SPA	SPA	1.00
Thursday	Am	Base Hospital	MRI	DCC	1.00
	Pm	Base Hospital	SPA or DCC – to be agreed with successful candidate	DCC/SPA	1.00
Friday	Am	Base Hospital	Ultrasound	DCC	1.00
	Pm	Base Hospital	MRI	DCC	1.00
TOTAL Programmed Activities					10.00
PROGRAMMED ACTIVITY				No. of PAs	
Direct Clinical Care (including patient administration)				7-8	
On Call – If Applicable				?	
Supporting Professional Activities – 1 SPA may be taken at home for Professional Continued Development.				2-3	
TOTAL Programmed Activities -				10.00	
On-Call Availability Supplement					
Agreed on-call rota – Prospective/Non Prospective cover for Annual/Study leave					
Agreed Category				Band 1	

This Job Plan is provisional and will be discussed and agreed with the successful candidate upon appointment and annual job plan review.

In line with the terms and conditions, the final job plan is subject to the agreement of the Health Board through the Clinical Team Lead/HDCC and the appointee.

Person Specification

CONSULTANT RADIOLOGIST

Requirements	Essential	Desirable	Measurable by
Qualifications	<ul style="list-style-type: none"> - Full GMC Registration and Licence to Practice - On Specialist Register/SpR due to obtain relevant CCT/CESR(CP) within 6 months of interview - MRCP or FRCS - Valid Certified Advanced Life Support Skills - 	<ul style="list-style-type: none"> - Relevant Higher Degree e.g. MD; PhD; MSc 	Application
Clinical Experience	<ul style="list-style-type: none"> - Broad based experience in General Radiology - Knowledge of UK hospital systems (or equivalent) - Knowledge and participation in CPD - Competence in General Radiology - Expertise in General Radiology - Able to apply knowledge - Safe and effective written and verbal communication skills - Knowledge and experience of communicating bad news - Meet the requirement of the GMC's "Good Medical Practice" 	<ul style="list-style-type: none"> - Experience of NHS - Wider experience, research and training in providing sub specialty service - Evidence of above average performance - Membership of the British Geriatric Society (BGS) - Additional clinical qualification(s) 	Application/ Interview
Clinical Governance	<ul style="list-style-type: none"> - Evidence of participation in clinical audit and understanding role of audit in improving medical practice - Comprehension of core philosophy and building blocks of Clinical Governance 	<ul style="list-style-type: none"> - Knowledge of risk management - Knowledge of annual job planning/appraisal review process 	Application/ Interview
Research	<ul style="list-style-type: none"> - Experience and knowledge of critical appraisal of evidence so as to improve clinical outcomes 	<ul style="list-style-type: none"> - Evidence of initiating, progressing and concluding research projects with publication - Research degree 	Application/ Interview
Teaching	<ul style="list-style-type: none"> - Evidence of organising programmes and teaching medical students and junior doctors - Willingness to teach all grades of professional multidisciplinary staff 	<ul style="list-style-type: none"> - Organisation of further teaching programmes in medical education - "Training the Trainers" experience 	Application/ Interview
Management	<ul style="list-style-type: none"> - Knowledge of the management and structure of the NHS - Willingness to participate in clinical management 	<ul style="list-style-type: none"> - Evidence of management training 	Application/ Interview
Personal Qualities	<ul style="list-style-type: none"> - Ability to cope with stressful situations and undertake responsibility - Excellent interpersonal skills and team-working skills - Ability to work as part of a multidisciplinary and multi-agency team and alone - Ability to work flexibly in response to the changing needs of Geriatric Service 	<ul style="list-style-type: none"> - Evidence of leadership attributes - Motivational skills 	Interview
Other Requirements	<ul style="list-style-type: none"> - All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues - Satisfactory Immigration Status - Satisfactory Health Clearance - Satisfactory Declaration, Enhanced CRB Disclosure Check - Ability to fulfil all duties of post, including on-call commitments and travel to meet requirements of the post 		Application/ Interview