Applicant information pack

CONSULTANT BREAST & GENERAL RADIOLOGIST
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1.0 About our Trust

We’re an ambitious NHS trust committed to removing unnecessary stress and frustration for you and your patients, providing you with more time to care and make the most of your skills. If your ambition matches ours, we’d love to hear from you - come and join us.

This is an exciting time to be joining us. East Suffolk and North Essex NHS Foundation Trust was formed on 1 July 2018 from a merger of Colchester Hospital University NHS Foundation Trust and The Ipswich Hospital NHS Trust.

Our larger scale will provide you with opportunities to develop skills and experience, and our time matters philosophy will help us to see patients at the right time, attract and retain the best people and provide the latest treatments locally.

Our vision for the future is simple: to provide the communities we serve with excellent healthcare and build a better future for east Suffolk and North Essex. We look forward to you joining us and being part of this vision.
## 2.0 Job description: duties and responsibilities

**JOB TITLE:** Consultant Breast & General Radiologist  
**GRADE:** Consultant  
**DEPARTMENT:** Breast Service  
**ACCOUNTABLE TO:**  
Managerial Accountability – Service Manager  
Professional Accountability – Medical Director  

**REPORTS TO:**  
**LOCATION:** Colchester General Hospital

Colchester University Hospitals NHS Foundation Trust invites applications for the post of Consultant Radiologist with a specialist interest in Breast Imaging. General Radiology duties will be based in the main department on the Colchester General Hospital while sessions in breast imaging are located in the Gainsborough Wing on the same site. The post preferably requires expertise in both symptomatic and screening breast imaging.

The successful applicant will have full GMC registration, FRCR or equivalent and be in possession of CST in Clinical Radiology.

You will become one of a team of 4 committed and enthusiastic breast radiologists based in Colchester forming an essential part of the Chelmsford and Colchester Breast Screening Service. You will be assisted by 2 advanced radiographic practitioners stereotactic biopsy and wire placement and 4 film reading radiographers providing screen reading. 44,979 women were invited for screening in 2016/17 with an uptake of 70.9%. Our very successful High Risk MR breast screening service was implemented in 2014.

Symptomatic breast imaging services are provided by the breast imaging team independently in Colchester. The symptomatic service receives approximately 3000 referrals per year.

The breast unit has been relocated from old cramped facilities into a state of the art department in the Gainsborough Wing and is fully digital having 1 GE Pristina with DBT, CESM and 2D biopsy and 1 Philips L30 with Diagnostic Scan. There are 2 breast ultrasound rooms with voice recognition reporting equipped with Canon Apio machines. Vacuum assisted Encore biopsy is available in addition to standard 14G. MRI services are housed in a new diagnostic imaging centre adjacent to Gainsborough Wing. New breast coils and software are installed. Multi-disciplinary breast care meetings are held in the Unit’s
dedicated MDT room. The unit enjoys excellent working relationships with our colleagues in breast surgery, oncology and nursing care.

The job plan will allow for flexibility. Whilst ideally, the applicant will be trained in screening, individuals with symptomatic breast training only will be considered. If the applicant wishes to train in screening this would be supported by the Trust. Those wishing for less than full time working will be considered.

Applicants for both pure breast radiology or breast and general radiology (or another subspecialty) are encouraged to apply.

The breast component depends on the skills of the applicant but would involve at least one symptomatic clinic a week as standard with symptomatic reporting, wire localisations and stereotactic biopsies. If the applicant is screening trained then assessment clinics and screen reading would also be included. Participation as lead in the breast MDT is expected. Breast MRI experience is desirable but not essential.

To discuss the details of the post or to arrange an informal visit please contact Dr Sharmila Rao, Consultant Breast Radiologist and Clinical Lead for Breast Services on +44 (0)1206 748315.

GENERAL
The post holder will:

- Work with colleagues to provide a consultant-led service of the highest standard
- Work with the multi-professional team to adhere to local care pathways and clinical guidelines
- Develop and maintain good working practices
- Provide effective clinical leadership for all staff in the service through positive collaboration with colleagues
- Offer support and leadership to junior medical colleagues, nursing colleagues and other members of the multi-disciplinary team

CLINICAL
The post holder will:

- Participate in breast work (split between screening and symptomatic or pure symptomatic work)
- Participate in the general radiology department and on call service (both optional)
- Provide specialist breast radiological advice and services to users of the breast service
- 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 him/her
- Provide advice and information as required to clinical colleagues and other staff
CLINICAL GOVERNANCE
The post holder will:

- Comply with the Trust’s Clinical Governance policy, including clinical risk management, data collection and regular departmental audit projects
- Maintain standards of care for his/her service to the Medical Director, the Chairman and the Board of Colchester Hospital University NHS Foundation Trust
### 3.0 Person Specification – Consultant Radiologist

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
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<tbody>
<tr>
<td><strong>Qualifications/Training</strong></td>
<td></td>
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<tr>
<td>(a) What professional qualifications are needed?</td>
<td>MBBS (or equivalent)</td>
<td>Experience in Breast MRI</td>
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<tr>
<td>(b) What general professional training is needed?</td>
<td>Completion of Subspecialty Breast Training</td>
<td></td>
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<tr>
<td>(c) Are other specific attainments required?</td>
<td>Experience in cross sectional imaging</td>
<td>Fully registered with GMC and on GMC Specialist Register</td>
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<tr>
<td><strong>Previous Experience</strong></td>
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<tr>
<td>(a) What work experience is needed?</td>
<td>Training in all aspects of diagnostic radiology with breast as a subspecialty.</td>
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<tr>
<td>(b) What length of experience is needed?</td>
<td>Year 5 Specialist radiology registrar within 6 months of CCT date.</td>
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<td>(c) What level of responsibility should be shown now?</td>
<td>Specialist Registrar (or equivalent) &amp; ready for full Consultant responsibility</td>
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<tr>
<td>Requirements</td>
<td>Essential</td>
<td>Desirable</td>
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<tr>
<td><strong>Skills &amp; Knowledge</strong></td>
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<td>What special skills or</td>
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<td>knowledge does the post</td>
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<td>holder require?</td>
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<tr>
<td>(a) Leadership skills</td>
<td>Ability to provide leadership at multi-disciplinary team level</td>
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<td>(b) Organisation skills</td>
<td>Ability to organise and prioritise work effectively and to be involved in</td>
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<td></td>
<td>the organisation of the department</td>
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<td>(c) Communication skills</td>
<td>Energy and enthusiasm and an ability to work under pressure</td>
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<td>(d) Team skills</td>
<td>Must have good written and verbal communication skills and be able to</td>
<td>Computer literate</td>
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<tr>
<td></td>
<td>communicate effectively with patients, colleagues, managers and staff at</td>
<td></td>
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<tr>
<td></td>
<td>all levels</td>
<td></td>
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<tr>
<td>(e) Personal Qualities</td>
<td>Enthusiasm for teaching radiology SpRs</td>
<td></td>
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<tr>
<td></td>
<td>Enthusiastic</td>
<td></td>
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<td></td>
<td>Flexible approach</td>
<td></td>
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<tr>
<td><strong>Other Requirements</strong></td>
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<td></td>
</tr>
<tr>
<td>(a) GMC Registration</td>
<td>Full</td>
<td></td>
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<tr>
<td>(b) Car Driver</td>
<td>Must be able to travel to meet requirements of post</td>
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## 4.0 Breast Service Structure

In the new breast unit, there are 2 FFDM mammography machines; a GE Pristina with 2D stereo biopsy attachment and a Philips L30 with Diagnostic Scan. An Encore vacuum assisted biopsy device is also available. There are two Canon Aplio ultrasound machines.

One sessional breast MDT Meeting is held per week in a newly equipped dedicated MDT room with excellent image and pathology display screens.

Images are stored on the Insignia PACS system which links with our sister screening assessment site in Broomfield.

There is integrated speech recognition.

### STAFFING

**Dr Diane Johnston MB BCh BaO MRCP, FRCR (Part Time)**  
General – Breast Radiologist  
Appointed 2010

**Dr. Rebecca Spendiff MB.BS, FRCR (Part Time)**  
Paediatric – Breast Radiology  
Appointed 2010

**Dr Sharmila Rao MB BS FRCR (Full Time)**  
General / Breast Radiologist  
Appointed 2011

**Dr Shilpa Liyanage MB BS FRCR (Part Time)**  
General/Breast Radiologist  
Appointed 2016  
**THIS POST**

### Breast Imaging Staff

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<thead>
<tr>
<th>Role</th>
<th>Number</th>
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<tbody>
<tr>
<td>Breast Service Manager</td>
<td>1</td>
</tr>
<tr>
<td>Assistant Service Manager</td>
<td>1</td>
</tr>
<tr>
<td>Superintendent Radiographers</td>
<td>1</td>
</tr>
<tr>
<td>Advanced Practitioner (Interventional)</td>
<td>1</td>
</tr>
<tr>
<td>Advanced Practitioner Film Readers</td>
<td>5</td>
</tr>
<tr>
<td>Radiographers</td>
<td>16</td>
</tr>
<tr>
<td>Assistant Practitioners</td>
<td>4</td>
</tr>
<tr>
<td>Breast Screening Nurse</td>
<td>1</td>
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</tbody>
</table>
Support Staff
Breast Admin Manager 1
Secretarial (Screening) 1
Clerical Officers 10
Radiographer Helper 1

Multidisciplinary Breast Team
The following clinicians form the multidisciplinary breast team:

Radiologists:
Dr Diane Johnston
Dr Rebecca Spendiff
Dr Sharmila Rao
Dr Shilpa Liyanage

Surgeons:
Professor Chandrasekharan
Mr Simon Marsh
Mr Peter Liptay-Wagner
Miss Rosamond Jacklin
Miss Sunita Saha
Ms Anu Apte (Specialty Doctor)

Pathologists:
Dr Shaobin Wu
Dr Ian Seddon
Dr Madhuri Shinkar
Dr Soumadri Sen

Oncologists
Dr MB Mukesh
Dr V Loo

There are also a team of Specialist Breast Care Nurses, Research Nurses and administrative and clerical staff. Office space and secretarial support will be provided.

Breast Multidisciplinary Team meetings are held twice weekly on Tuesdays and Wednesdays at Essex County Hospital.
5.0 General terms and conditions and information

Because of the nature of the work of this post it is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, including those which for other purposes are "spent" under the provisions of the Act, and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information should be sent to the Trust Medical Director in an envelope marked for his/her personal attention and will be completely confidential and be considered only in relation to an application for positions to which the order applies.

‘The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues’ (Chief Medical Officer, December 1996). All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.

Consultants:

- have a continuing responsibility for the care of patients in their charge and for the proper functioning of their departments
- will undertake the administrative duties associated with the care of their patients and the running of their clinical departments

All Consultants are expected to assume responsibility, both singly and corporately, for the management and supervision of junior medical staff and to take part in their training and development. In particular they are expected to be responsible for approving and monitoring junior staff rotas and junior staff locum arrangements, where appropriate.

They are also expected to concern themselves with the professional development, both clinical and personal, of their trainees.

Medical Negligence

The Consultant agrees to:

- Co-operate fully with The Trust and its Legal Advisors in the investigation of any Patient Complaint/Incident involving but not limited to any allegation of negligence or misconduct on the part of the Consultant.
- To provide The Trust, on request, with a full written statement concerning the said Patient Complaint/Incident.

Clinical Governance
The post-holder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management, quality improvement activities as required by the Trust, and external accrediting bodies.

**Management**

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/she will undertake the administrative duties associated with the care of his/her patients and the running of his/her clinical department under the direction of the lead clinician and/or directorate chair.

**Infection Control**

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA.

All staff employed by the Trust have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and/or between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmissible to patients have a duty to contact Occupational Health.

**Confidentiality**

The post holder must at all times maintain 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 post holder 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, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

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

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

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 themselves, other employees and visitors.

Equal Opportunities Policy and Anti-Harassment
The post holder will immediately report to their line manager any breach or suspected breach of both equal opportunity and anti-harassment guidelines.

No Smoking Policy
The Trust has adopted a no-smoking policy. The policy applies to all staff, patients and visitors, and extends to the hospital grounds as well as internal areas.