

Job Description

Job Group	Medical & Dental
Job Title:	Breast Radiologist
Grade:	Consultant
Location:	University Hospitals Plymouth NHS Trust
Date agreed:	13/07/2023

An exciting opportunity has arisen for a Consultant Radiologist to join a team of 5 Breast Radiologists at University Hospitals Plymouth NHS Trust (UHP) to provide specialist breast imaging. We are based in a dedicated single-site breast unit within the UHP Derriford Hospital site, where full imaging facilities and the screening office are co-located with the breast surgical team, breast care nurses and support staff. The team benefits from established skill mix, with a Consultant Radiographer and several Advanced Practitioner Radiographers who provide additional stereo biopsies and screen film-reading. This post is to replace a fulltime breast radiologist with no on-call commitment, but Candidates wishing for a split role with general radiology would also be welcomed.

University Hospitals Plymouth NHS Trust is the largest hospital in the Southwest peninsula and a major trauma centre, providing comprehensive secondary and tertiary healthcare.

Our geography gives us a secondary care catchment population of 450,000 with a wider peninsula population of almost 2,000,000 people who can access our specialist services. The population is characterised by its diversity – the rural and the urban, the wealthy and pockets of deprivation, and wide variance in health and life expectancy. Population ageing is a recognised national trend, but is exacerbated locally by the drift of younger people out of the area and older people in. The proportion of our population aged 85 or over is growing ahead of the national average by approximately 10 years and we have developed a Population Health Strategy in response to this demographic shift.

We work within a network of other hospitals to offer a range of specialist services:

- Kidney transplant
- Pancreatic cancer surgery
- Neurosurgery
- Cardiothoracic surgery

- Bone marrow transplant
- Upper Gastro-intestinal surgery
- Hepatobiliary surgery
- Neonatal intensive care and high-risk obstetrics
- Plastic surgery
- Liver transplant evaluation
- Stereotactic radiosurgery

The Trust welcomes informal enquiries; the relevant people to speak to are as follows:

Chief Executive: Ms A James (After shortlisting only)

Medical Director: Dr. Mark Hamilton (After shortlisting only)
 Cluster Manager: Stefanie Glanville
 (stefanie.glanville@nhs.net)

Service Line Clinical Director (Breast): Miss Maria Verroiotou
 (maria.verroiotou@nhs.net)

Director of Breast Screening: Dr Sarah Doyle
 (sdoyle2@nhs.net)

Service Line Clinical Director (Imaging): Dr Lucy McGavin
 lucy.mcgavin@nhs.net

Job Purpose:

This post is a replacement post for a 10 PA Consultant Breast Radiologist, with no on-call commitment, but Candidates wishing for a split role with General Radiology are welcomed to apply. . Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. The Trust is committed to flexible working arrangements including job-sharing. Such arrangements will be discussed with any shortlisted candidate on a personal basis.

The successful candidate will be responsible for the delivery of high quality breast imaging in both the breast screening programme and the symptomatic breast service.

The doctor must, therefore, have previously worked in a unit where screening images are read, and should ideally have NBSS (National Breast Screening System) derived evidence of at least 5,000 reads to qualify for this post from the FRQA report of that system. This will not preclude trainees, and 1,500 first reads is also acceptable.

Breast Clinicians with similar experience are welcome to apply.

The post holder will be expected to participate in the normal duties relating to the

administration and leadership of the department and to participate in teaching, CME and quality improvement.

The post is within a well-respected breast unit and has arisen due to retirement. You will be joining a team of 5 Breast Radiologists (with a 6th already appointed commencing October 2023), 2 National Breast Imaging Academy Fellows, a Consultant Radiographer and 4 Advanced Practice Radiographers.

PRIMARY DUTIES & AREAS OF RESPONSIBILITY

Role Requirements

The applicant must be independently competent in: Mammography reporting Breast and axillary US US- and stereotactic-guided breast biopsy Pre-operative lesion localisation. They should be capable to act as a Responsible Assessor in the breast screening assessment clinic as described within the current NHSBSP guidelines, and to lead a symptomatic 1-stop breast clinic imaging service. Competence in breast tomosynthesis reporting and breast MRI reporting would be desirable. VAB/VAE experience and knowledge of Contrast Enhanced Mammography would also be an asset. The successful candidate will be expected to share in the support of the Breast MDT meetings with Consultant colleagues. Competence in cross-sectional reporting (especially CT) and an ability to discuss staging and other required imaging at the Breast MDT would be desirable.

Proposed Job Plan

The job plan below is merely illustrative. Additional PAs may be made available to the applicant, without obligation, subject to individual negotiation, departmental activity, and job plan review in the context of an on-going job planning process resulting from the implementation of the new Consultant Contract and service redesign. An annualised rota will be in operation which will offer additional flexibility conditional to an agreed working pattern with the other Consultants, for example several Consultants in the department perform 10PAs over 4 days, but other arrangements that fit with the needs of the unit and team member would, of course, be considered.

Day	AM	PM
Monday	One Stop Clinic	Screen Reading
Tuesday	Assessment Clinic	SPA
Wednesday	Assessment Clinic	MRI/Admin

Thursday	Screen Reading	One Stop Clinic
Friday	One Stop Clinic	MDT

A.TIMETABLE

This will include all activity that can be timetabled. All direct care work should be timetabled or placed within the flexible table (table 1b). Not all work has to be timetabled, if a task is actually done at different times of the day it can be inserted into table 1b as flexible work.

Day	Start	End	Location	Work	Categorisation	No of PAs	Frequency
Monday	08:30 - 09:00		PU	Localisation	DCC	0.125	Weekly
	09:00	13:00	PU	Clinic (one-stop)	DCC	1	Weekly
	13:30	17:00	PU	Screen Reading	DCC	0.875	Weekly
Tuesday	08:30	09:00	PU	Localisation	DCC	0.125	Weekly
	09:00	13:00	PU	Clinic (screening assessment)	DCC	1	Weekly
	13:30	17:30		SPA	SPA	1	
Wednesday	09:00	13:00	PU	Clinic (Screening Assessment)	DCC	1	Weekly
	13:30	14:30	PU	SPA	SPA	0.25	Weekly
	14:30	16:30	PU	Patient Admin	DCC	0.5	Weekly
	16:30	17:00	PU	MRI	DCC	0.125	Weekly

Thursday	09:00	12:30	PU	Screen Reading	DCC	0.875	Weekly
	13:00	13:30	PU	SPA	SPA	0.125	Weekly
	13:30	17:30	PU	Clinic (One Stop)	DCC	1	Weekly
Friday	09:00	13:00	PU	Clinic (One Stop)	DCC	1	Weekly
	13:30	14:00	PU	SPA	SPA	0.125	Weekly
	14:00	15:00	PU	MDT Prep	DCC	0.25	Weekly
	15:00	17:00	PU	MDT	DCC	0.5	Weekly
	17:00	17:30	PU	Post MDT Admin	DCC	0.125	Weekly

Training is integral to the department, with a generous study leave entitlement (financial and time), and a commitment to the clinical supervision and training of Radiology Registrars, Breast Imaging Fellows and Advanced Practice/Consultant Radiographers. We would welcome an interest in contributing to the formal teaching of Medical Students and of Radiology Registrars at the Academy. Ambition to be a named Clinical and/or Educational Supervisor would be supported but is not required.

University Hospitals Plymouth NHS Trust is one of the NHS partners of the Plymouth University Peninsula Schools of Medicine and Dentistry. However, medical students are currently only rarely attached to the department. We would welcome someone with an interest in expanding the range of week-long attachments to the department by developing so called study units. The Medical School has very close links with the Trust, and so opportunities to teach in the Life Sciences modules, to become an Associate Lecturer, to assist with case-based learning etc. are regularly advertised by the medical school. The school runs a Problem Based Learning system and has a very good reputation for the quality of its graduates.

The Service Line would support any research interests of the Consultant in conjunction with the Trust Lead for R & D. All Consultants are expected to actively participate in the department's audit and clinical governance program.

Managerial and Leadership

Management

- To be a positive role model for the MDT
- Find time to always support colleagues
- Contribute to the leadership team, help to develop the service and identify and facilitate quality improvements
- Find workable, efficient, safe, quality, sustainable solutions to challenges as they arise
- To provide medical information for the development of systems appropriate for Trust/service needs
- To participate in departmental Consultant and senior staff meetings
- Liaise with lead nurses and medical colleagues
- To attend and deliver regional and national meetings as necessary
- To undertake all work in accordance with Trust procedures and operating policies.

Teamwork

- To embody and promote the ethos of integrated team working in your practice at all times
- To communicate with respect and professionalism with all members of the multi-disciplinary team
- To work within the framework of team decisions
- To show initiative, enthusiasm, flexibility and a sense of humour
- To take a whole systems approach to working with the wider health community

Duration

Permanent post

Managerial/Organisational Relationships

The post-holder will be managerially responsible to the Service Line Clinical Director for Breast Services, and professionally responsible to the Medical Director.

The post-holder will be required to comply with all Trust Policies, notably in relation to job planning, appraisal and leave, in line with Departmental and Trust objectives.

Key Working Relationships

The post holders will interact with the Consultant Radiologists and Radiology Trainees, Radiographic and clerical staff in the Breast Unit and will have close clinical involvement with the breast surgery and breast oncology clinical teams in the hospital, and with General Practitioners.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
<p>EDUCATION, QUALIFICATIONS & SPECIAL TRAINING</p>	<p>Full GMC registration</p> <p>Fellowship Royal College of Radiologists (or equivalent).</p> <p>CCT in radiology and entry on Specialist Register (or expected within 6 months of interview).</p> <p>Breast subspecialist training to RCR standards with screen reading experience.</p>	<p>MD, PhD or other postgraduate degree.</p>
<p>KNOWLEDGE & EXPERIENCE</p>	<p>Clinical training and experience equivalent to that required for gaining UK CCT in radiology.</p> <p>Highly competent in reporting mammograms (screening and symptomatic).</p> <p>1,500 Screen reads as 1st reader or 5,000 reads.</p> <p>Highly competent in performing breast ultrasound.</p> <p>Able to perform US biopsy in breast and axilla.</p> <p>Experience of stereotactic biopsy.</p> <p>Experience of pre-operative breast localisation.</p> <p>Able to independently run a 1-stop clinic from the imaging side.</p> <p>Qualified to be a Responsible Assessor in NHSBSP Guidance.</p>	<p>Ability to report Breast MRI.</p> <p>Breast MRI biopsy experience.</p> <p>Vacuum biopsy and vacuum excision experience.</p> <p>Experience with seed or other non-wire localisation methods.</p> <p>Tomosynthesis experience.</p> <p>Contrast mammography experience.</p> <p>Elastography experience.</p> <p>Completion of clinical research.</p> <p>Publications in peer reviewed journals.</p> <p>Ability to lead research team and originate research ideas.</p> <p>Previous success in grant applications to national funding bodies.</p>

<p>APTITUDE & ABILITIES</p>	<p>Ability to support the Breast MDT work.</p> <p>Ability to apply evidence-based approach to management of clinical problems.</p> <p>Evidence of completed audit projects.</p> <p>Good current knowledge of breast literature.</p> <p>Up-to-date Continuous Professional Development (CPD).</p> <p>Ability to teach clinical and practical skills.</p> <p>Willing to teach Radiology Registrars, Radiographic Advanced Practitioners & Medical Students.</p> <p>Good fundamental knowledge with good communication skills for teaching.</p>	<p>Completion of clinical research.</p> <p>Publications in peer reviewed journals.</p> <p>Ability to lead research team and originate research ideas.</p> <p>Previous success in grant applications to national funding bodies.</p> <p>Experience of teaching clinical skills to undergraduates and postgraduates.</p> <p>Formal teaching qualification.</p> <p>Extensive teaching database or resources.</p>
<p>DISPOSITION / ATTITUDE / MOTIVATION</p>	<p>Well-presented CV/application.</p> <p>Ability to communicate well with patients and staff, both orally and in writing.</p> <p>Honesty and reliability. Ability to work in a team.</p> <p>Enquiring, critical approach to work.</p> <p>Able to communicate directly to patients sensitively and with authority.</p> <p>Enthusiasm, pro-activity and flexibility. Leadership qualities.</p> <p>Ability to advise on efficient and smooth running of service.</p> <p>Willing to participate in projects to innovate, to improve, and to monitor day-to-day running of the service.</p> <p>Ability to participate in Department, Directorate and Trust Management.</p>	<p>Attendance at communication course.</p> <p>High level training in Human Factors.</p> <p>Advanced Information technology skills.</p> <p>Willingness to undertake additional professional responsibilities at local, regional or national levels.</p> <p>Experience in medical management.</p> <p>Experience as an Appraiser or Mentor.</p> <p>Evidence of investment in learning Leadership and Development skills.</p> <p>Track record for introducing new procedures.</p>

OTHER FACTORS	Ability and willingness to work hours of the job. Reliable.	•
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