

# Hello, we are Barts Health

#TeamBartsHealth

[bartshealth.nhs.uk](http://bartshealth.nhs.uk)

## Recruitment information pack





## Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.

## WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

	Value	Key behaviours
W	<b>WELCOMING</b> 	<ul style="list-style-type: none"> <li>Introduce yourself by saying "Hello, my name is ..."</li> <li>Smile and acknowledge the other person(s) presence</li> <li>Treat others as you would wish others to treat you</li> <li>Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors</li> </ul>
E	<b>ENGAGING</b> 	<ul style="list-style-type: none"> <li>Get involved in making improvements and bring others with you</li> <li>Encourage feedback from patients and colleagues and respond to it</li> <li>Acknowledge efforts and successes; say thank you</li> <li>Use feedback to make improvements, and empower colleagues to do this without needing to seek permission</li> <li>Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable</li> </ul>
C	<b>COLLABORATIVE</b> 	<ul style="list-style-type: none"> <li>Give time and energy to developing relationships within and outside own team</li> <li>Demonstrate pride in Team Barts Health</li> <li>Respect and utilise the expertise of colleagues</li> <li>Know your own and others' part in the plan</li> </ul>
A	<b>ACCOUNTABLE</b> 	<ul style="list-style-type: none"> <li>Always strive for the highest possible standard</li> <li>Fulfil all commitments made to colleagues, supervisors, patients and customers</li> <li>Take personal responsibility for tough decisions and see efforts through to completion</li> <li>Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing</li> <li>Do not pretend to have all the answers; actively seek out those who can help</li> </ul>
R	<b>RESPECTFUL</b> 	<ul style="list-style-type: none"> <li>Be helpful, courteous and patient</li> <li>Remain calm, measured and balanced in challenging situations</li> <li>Show sensitivity to others' needs and be aware of your own impact</li> <li>Encourage others to talk openly and share their concerns</li> </ul>
E	<b>EQUITABLE</b> 	<ul style="list-style-type: none"> <li>Value the perspectives and contributions of all and ensure that all backgrounds are respected</li> <li>Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out</li> <li>Work to enact policies, procedures and processes fairly</li> <li>Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment</li> <li>Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them</li> </ul>



## **SUBSTANTIVE CONSULTANT BREAST 5 PA**



## Part 1: Job Summary

The advertised substantive post is for a Breast radiologist with a special interest in symptomatic breast imaging, based at Whipps Cross University Hospital.

We are looking for a highly motivated and enthusiastic individual to join our dynamic team to help deliver the service and to support an active training programme.

Successful candidates should be able to demonstrate experience in breast imaging including diagnostic mammography, ultrasound examinations, ultrasound guided biopsies, stereotactic and ultrasound-guided vacuum biopsies, FNAs and wire localisations under ultrasound and mammographic guidance. Candidates should also have experience in reporting breast MRIs as well as plain films, CT imaging and general ultrasounds. All successful candidates will be expected to present at breast MDT meetings on a rotational basis.

St Bartholomew's and the Royal London NHS Trust merged in 2012 with Newham and Whipps Cross Hospitals to form Barts Health NHS Trust. There are breast units at three sites within the organisation.

**Whipps Cross University Hospital's** breast department re-opened in May 2016 in a brand new environment, co-designed by breast patients, with all breast surgical outpatient and breast imaging facilities located in a dedicated area. The department, formally opened by the local Member of Parliament, has gained national acclaim for patient experience as well as staff engagement. The service provides seven dedicated triple assessment clinics per week seeing in the region of 75 new patients. All MDT cases are discussed weekly at a combined MDM with St Bartholomew's, Newham and Homerton Hospitals.

The unit has two substantive consultant breast surgeons, two locum consultant breast surgeons and a staff grade doctor. The successful candidate will work with other full time radiologists as well as a consultant radiographer.

**A full range of diagnostic services** is provided in breast imaging across the Trust, including FNAs, US-guided breast and axillary biopsies, US and stereotactic guided vacuum assisted stereotactic biopsies, US and stereotactic guided wire/clip/localiser insertion and tomo-guided biopsies.

At St. Bartholomew's hospital, there is an established MRI-guided biopsy service. Contrast mammography has also been set up in the last year. The unit provides higher risk family history screening in accordance with the NHS Breast Screening Protocol.

Research and teaching activities are encouraged and supported by the active academic department of radiology and there is a highly successful training programme with 35 registrars.

The successful candidate will need to demonstrate professional excellence and the ability to deliver effective care. They will need to agree levels of activity and throughput with the Clinical Director and General Manager. These activity levels will be aligned to the capacity and demand of the department.





## Part 2: The Trust

### General Duties

1. Continuing responsibility for the care of patients in his/her charge, including all administrative duties associated with patient care.
2. Leadership, development and organisation of the services in his/her charge in line with the Trusts' business plans. Liaison and communication with the Imaging Clinical Director, Imaging General Manager and other service leads.
3. Active participation in statutory and mandatory training, education and audit programmes.
4. Corporate and individual responsibility for the professional management of doctors in training.

### Accountability

The appointee will have full professional independence on medical matters but will be managerially accountable to the Barts Health Chief Executive, through their Clinical Director and Clinical Network Lead.

### Clinical Governance

The post holder is expected to participate in the clinical effectiveness activities and to encourage and foster improvements in the quality and standards of clinical services. The post-holder will assist with the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish.

### Continuing Professional Development and Continuing Medical Education

The post holder is expected to take responsibility for their own Continuing Professional Development and take part in Continuing Medical Education activities, in line with the requirements of the Royal College of Radiologists guidelines to maintain standards of performance and in consultation with the Clinical Director.

The post-holder will be expected to be committed to the concept of lifelong learning and produce and maintain a Personal Development Plan in agreement with their Clinical Director.

Study leave is available as provided for under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the Clinical Director and/or General Manager.

### Infection Prevention and Control Roles and Responsibilities



- To adhere to Trust policy and infection control principles and standards to minimise patient risk and ensure high quality patient care.
- Undertake appropriate training and practice to ensure you (and your teams) have the right skills and are competent.
- Are responsible for keeping the environment clutter free, clean and raising issues of concern in the interest of staff and patient safety.
- Ensure high cleaning standards to prevent infection and increase patient's confidence
- Work together and with others to design the IPC Service in line with national guidance
- With others, support and develop good IPC practices consistent with national guidance and the Trust's Pathfinder Strategy
- Advise and support the Director of Infection Control and Prevention (DIPC), Deputy DIPC and infection control team in achieving their objectives and fulfilling their responsibilities
- Advise and support Divisional and CA Infection Control leads

## Teaching and Training

The Radiology departments within the Trust are approved for all levels of training by The Royal College of Radiologists. There is a strong commitment to teaching and the successful candidate would be expected to assist in the training and teaching of the specialist registrars rotating through the breast unit. Participation in training and teaching of the mammographers is also expected.

Library facilities are available at all of the sites across the Trust, which is affiliated to Queen Mary's and Westfield College, University of London. The post holder will be expected to maintain professional expertise with attendance at meetings and courses.

## Research and Development

The post-holder is encouraged to participate in research and audit programmes and initiatives under the guidance of the respective Research and Development departments and within the guidelines of Trust policies. The post-holder will be expected to contribute to current ongoing projects.

There is an active Clinical Effectiveness programme across the Trust, supported by regular monthly audit and discrepancy meetings within the Directorate. These alternate between the two major sites of the Trust. The post holder is expected to audit his or her performance in Breast Imaging particularly with regards to diagnostic biopsy rates, axillary assessment etc.

## Equal Opportunities



The post holder must at all times carry out responsibilities and duties with due regard to the Trust's Equal Opportunities Policy.

### **Health and Safety**

The post holder is expected to undertake the appropriate management responsibilities, and be aware of individual responsibilities in accordance with the Trust's Health and Safety policy and report as necessary, any untoward accident, incident or potentially hazardous environment. The post holder will promote and implement the Health and Safety Policy. The Trust operates a No Smoking Policy.

### **Salary and Conditions of Service**

Due to the nature of the work in this post, it is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption 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 are required to disclose convictions including those pending to the Trust. Failure to disclose such information may result in dismissal or disciplinary action.

The successful candidate will normally be required to live within an appropriate travelling time from all sites within the Trust.

### **Leave**

Annual leave will be taken as per the current guidelines. Study leave will also be available. Notice must be taken of the Trust's and Departmental Guidelines regarding leave and these must be adhered to. It is expected that leave would be allocated ensuring adequate service level is maintained at all times in the imaging department of Barts Health NHS Trust.

### **Resources**

Successful candidates will have access to office facilities and secretarial resources.



## Part 3: The Departments

### Imaging Service Group

Barts Health NHS Trust is a large teaching hospital situated across five sites, providing comprehensive medical care to the people of East London.

The hospital sites that make up Barts Health are St Bartholomew's Hospital, The Royal London Hospital, Mile End Hospital, Whipps Cross University Hospital and Newham University Hospital.

Barts Health is committed to a model of medical management which involves clinicians and has established a cross-site clinical academic unit structure to provide the framework for the management of services. This ensures that decisions regarding performance, quality and use of resources are taken by those most closely involved in service delivery. A key feature is that they are integrated across the various hospital sites.

The Clinical Director and Network Lead and General Manager share responsibility for the overall performance of the Imaging Service Group. The Imaging Service Group is part of the Clinical Support Services Clinical Academic Group (CAG) with Pathology, Clinical Physics, Therapies, Pharmacy, Outpatients, Health Records and Research & Education. The CAG Director is Tony Halton with Divisional Director and Network Lead for Imaging, Dr Matthew Matson. Each CAG has a management team that includes a general manager who is supported by finance, human resource and planning and commissioning managers. There are Clinical Directors for imaging at each of the four sites; Barts, The Royal London, Whipps Cross and Newham University Hospitals.

The Imaging Board meets monthly and the named consultant leads attend this along with the modality managers and the management team.

Appraisal is performed annually by the Clinical Director or by a senior consultant who has attended the Trust's appraisal course. A record of annual and study leave forms part of the appraisal. Annual review of the job plan and objective setting with the Clinical Director are separate from appraisal.

### ACADEMIC TEACHING

The radiology departments at St.Bartholomew's and The Royal London Hospitals are approved for all levels of training by the Royal College of Radiologists. There are radiology trainees including fellowship posts in interventional radiology, neuroradiology, breast MRI and MSK.

Research is encouraged with regular research meetings and academic support. Library facilities are available across the organisation. The post holder will be expected to maintain professional expertise by attendance at meetings and courses.





## AUDIT

Audit is well established and takes place once a month (in association with the regular teaching day) and looks at specific clinical activities. The meetings are chaired by one of the consultant radiologists and presentations are given by all staff in strict rotation.

## RESEARCH

We work collaboratively with our academic partners, especially those at Barts and The London School of Medicine and Dentistry and at St Bartholomew School of Nursing and Midwifery, to support the effective planning and commissioning of education to meet the changing workforce needs of healthcare organisations across north-east London in the future.

Closer alignment of research, teaching and clinical services means that increasing numbers of patients at our hospitals will be some of the first to receive new treatments and cures.

## STAFF WITHIN THE SERVICE GROUP

### Divisional Director

Dr Antoniou Sotiris  
St Bartholomew's Hospital  
West Smithfield  
London EC1A 7BE  
[s.antoniou@nhs.net](mailto:s.antoniou@nhs.net)

### Breast Lead

Dr Noor Jahan  
Whipps Cross University Hospital  
Whipps Cross Rd  
London E11 1NR  
[noor.jahan1@nhs.net](mailto:noor.jahan1@nhs.net)

### Business and Service Manager:

Jezreel Naidoo  
St Bartholomew's Hospital  
West Smithfield  
London EC1A 7BE  
[jezreel.naidoo@nhs.net](mailto:jezreel.naidoo@nhs.net)



## Imaging Service Group – Site Information

**Whipps Cross University Hospital** imaging service involves general and interventional radiology, CT, MRI scanning and a nuclear medicine department in addition to breast imaging. An obstetric and general ultrasound service. There is an increasing workload in gastro-enterological and urological interventional radiology. An ERCP service with radiological input uses the Radiology Department.

**Newham University Hospital** houses an extensive imaging service involving general radiology including fluoroscopy, US, CT and MR scanning and a busy nuclear medicine department in addition to breast imaging. The department also runs an obstetric and general ultrasound service. There is an increasing workload in gynaecological imaging, in particular MR Gynae imaging. An ERCP service with radiological input uses the Radiology Department.

**St Bartholomew's Hospital** has an extensive breast imaging department as well as cardiac/chest imaging.

### Consultant Radiologists and Areas of Special Interest

#### Predominantly based at Whipps Cross Hospital

			PAs/Sessions
Dr J Andrews	FRCR	MSK/GI	10
Dr N Reading	FRCR	Intervention/GI/ENT	10
Dr S Pathak	FRCR	Intervention/MSK	9
Dr S Sadek	FRCR	Neuroradiology/ENT	10
Dr N Jahan	FRCR	Breast/General	10
Dr S Kuzmich	FRCR	GI/MSK	6
Dr J Sarkodieh	FRCR	MSK/Paediatrics/Chest	10
Dr T Kuzmich	FRCR	Gynaecology/Paediatrics	10
Dr R Malliwal	FRCR	Hepatobiliary/Intervention	10
Dr A Utrera	FRCR	Breast/General	10
Dr J Waliszewska	FRCR	General/Vascular	10
Dr S Mukundhan	FRCR	General / MSK	10

#### Predominantly based at Smithfield

Dr A Sahdev	FRCR	Oncology
Dr S Usiskin	FRCR	Breast symptomatic/oncology
Dr A Hameeduddin	FRCR	Oncology
Dr P Dilks	FRCR	Breast
Dr T Suaris	FRCR	Breast
Dr A Haroon	FRCR	Nuclear Medicine
Dr E Nowosinska	MRCP	Nuclear medicine
Dr K Shahabuddin	FRCR	Oncology
Dr S Dani	FRCR	Breast
Dr A Balan	FRCR	General/Cardio Thoracic
Dr D Evans	FRCR	Breast



Dr S Ellis	FRCR	CT/Thoracic/General( + SBH)
Dr Z Aziz	FRCR	Chest Imaging (+ RLH)

### Predominantly based at Whitechapel

Dr E Friedman	FRCR	General/Paediatrics
Dr R Jalan	FRCR	Musculoskeletal
Dr S Chippington	FRCR	Paediatric
Dr J Colledge	FRCR	General/Paediatric
Dr C Roberts	FRCR	General/Paediatric
Dr E Cheasty	FRCR	General/Cardio Thoracic/Paediatric
Dr L Makalanda	FRCR	Neuro Intervention
Dr J Evanson	FRCR	Neuroradiology
Dr P Richards	FRCR	Neuroradiology/Max-fax
Dr C Offiah	FRCR	Neuroradiologist/Max-fax
Dr A Adams	FRCR	Neuroradiologist
Dr A Krishnan	FRCR	Neuroradiologist
Dr F Chatterjee	FRCR	Neuroradiologist
Dr J Lansley	FRCR	Neuroradiologist
Dr A Parsai	FRCR	CT/US/G-I
Dr H Jan	MRCP	Nuclear medicine
Dr C Leung	Nuclear Medicine	
Dr M Ahmad	FRCR	Musculoskeletal
Dr S Vaidya	FRCR	Musculoskeletal
Dr S Cross	FRCR	Musculoskeletal
Dr L Biassoni	MRCP	Nuclear Med (and GOS)
Dr S Ganeshalingham	FRCR	Musculoskeletal
Dr I Renfrew	FRCR	Vascular/intervention
Dr D Low	FRCR	Intervention
Dr M Matson	FRCR	Vascular/Intervention
Dr T Fotheringham	FRCR	Intervention
Dr J-Y Chun	FRCR	Intervention
Dr O Jaffer	FRCR	Intervention
Dr S Patel	FRCR	Intervention
Dr K McDonald	FRCR	Paediatric Radiologist
Dr A Ljutikov	FRCR	Paediatric Radiologist
Dr YZ Tang	FRCR	Oncology
Dr K Wong	FRCR	Neuro Intervention
Dr A. McLean	FRCR	CT/US/G-I (locum)
Dr J Chin	FRCR	General/G-I

### Predominantly based at Newham University Hospital

Dr K Tan	FRCR	General and urology
Dr M Farrugia	FRCR	Intervention
Dr C Padmanathan	FRCR	Colorectal
Dr K Hussein	FRCR	HPB and upper GI
Dr J Subramaniam	FRCR	Breast



Dr PT Ashok	FRCR	General
Dr S Ainkaran	FRCR	General/Gynae

Training Programme (35 specialist registrars in post)  
Dr D Low - Head of Training

**Mammographer's network based within Barts Health:**

13.60 WTE

**Consultant Radiographer/Trainee**

2.0 WTE

**Breast Imaging Equipment**

**Newham University Hospital**

- 1 Hologic tomosynthesis Mammography units biopsy equipped
- 2 GE Logig E9 ultrasound units
- 1 Bard Encore Enspire unit

**Whipps Cross University Hospital**

- 2 Hologic tomosynthesis Mammography units biopsy equipped
- 1 digital faxitron unit
- 2 Canon ultrasound unit
- 1 Bard Encore Enspire unit

**St. Bartholomew's hospital**

- 1 Hologic Dimensions Tomosynthesis biopsy equipped
- 2 Hologic Avia unit Tomosynthesis biopsy equipped
- CESM equipped
- 1 GE Senograph DS full field digital units
- 1 digital Faxitron unit
- 1 Canon ultrasound unit
- 2 GE Logiq E9 ultrasound units
- 2 Bard Encore Enspire unit

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## Part 4: Job Plan

### On-Call Commitments

The on-call imaging service is diagnostic and consultant lead (currently 1:16) – supported by remote access to Sectra PACS system (and Biotronix 3dnet Medical). Reporting is outsourced from 8.30 pm to 9.00 am (weekdays)/ 7.00 pm to 9.00 am (weekends) and the Radiologists are rarely disturbed between these hours.

### Job plan timetable

This is an 5 PA post i.e. - (4 DCA , 1 SPA)

The table below shows the proposed job plan which is subject to negotiation.

The job plan will be reviewed annually by the Clinical Director and the post holder. Specific duties include:

	Mon	Tues	Weds	Thurs	Fri
AM	Breast One Stop Clinic (4 hrs)		Breast MDM / Booked List / Reporting  (4 hrs)		
PM	Breast Booked List (4hrs)	Breast Reporting / Stereo Procedures / Mets MDM Prep (4 hrs)	SPA  (4 hrs)		

### SPAs



In SPA time all consultants are expected to contribute to the wider activities of the department and to commit a significant amount of time to them. This activity will be monitored through the annual appraisal process. This includes:

Admin: protocolling requests, arranging urgent biopsies, letters etc.

Teaching: radiographers, junior radiology SpRs, medical students

Audit: eg. diagnostic biopsy rates, screening recall rates

## Management

You will be expected to take part in the running of the department. You will be asked to obtain an e-mail address on the Trust Intranet and to set aside time each working day to answer your e-mails. You will be expected to take a full part in the appraisal process.

There are a number of clinical meetings (e.g. local consultant meetings) that you will be expected to make every effort to attend. You will also be encouraged to take part in the Trust's annual planning cycle, contributing to activities such as prioritising the departments' capital bids.

## Other, Flexible Duties

Beyond these tasks all consultants are expected to take a special interest in one of the department's areas of interest and contribute to the delivery of the department objectives. Below are listed some of these activities and candidates will be asked in which particular area they would be interested in participating:

*Participation in the Department's training and trainee appraisal process.* This important exercise, vital to the success of training, requires a team of consultants committed to carrying it out. Training will be provided if required, by the Trust's own Appraisal and Assessment course.

*Participation in the Directorate's managerial activities.* The large size of the Service Group requires a significant managerial input. It is vital that clinicians play a major role in this function, and there are numerous areas in which interested consultants can play a part.

*Participation in the Department's research activities.* Above and beyond that expected from all consultants. There is a continuing need for senior staff to produce ideas for research projects and supervise their development through all stages from ethical approval to publication, and to actively involve other members of the Departments, particularly the trainees in this process. Advice and supervision also need to be provided to trainees for their own research ideas.



**Further Information from:**

Prospective candidates are encouraged to visit the department. Please contact any of the following for an informal visit or for further information:

Jezreel Naidoo, Breast Imaging Manager – [jezreel.naidoo@nhs.net](mailto:jezreel.naidoo@nhs.net)

Dr Noor Jahan – Consultant Lead Breast Radiologist Whipps Cross University Hospital – [noor.jahan1@nhs.net](mailto:noor.jahan1@nhs.net)



## Person Specification

	Essential	Desirable
Qualifications:	MB BS or equivalent or equivalent CCST (or within 3 months of date of interview) or on specialist register	MRCP/FRCS (or equivalent)
Higher Qualifications:		
Knowledge  Clinical expertise in Speciality /Sub speciality:	Subspecialty training in breast radiology	Experience of working within the NHS as a consultant breast radiologist Experience in reporting general body, trauma CT, general US and plain film
Training Expected:	Specialist training in breast radiology	Completed audit project with resulting change in practice.
Management/Audit Experience:	Audit experience	
Academic Achievements:		Experience of research, presentations to learned societies.
Research/Publications:		Publications in indexed journals
Personal Skills/ Qualities:	Presentation skills Teaching undergraduates and postgraduates Demonstrates honesty, integrity and appreciation of ethical dilemmas	
	Self motivated Ability to work under pressure Able to work as part of a team Reliable work record Flexible approach to work and evidence of team working Able to change and respond to changing circumstances.	

