

Breast Consultant Radiologist

Medway NHS Foundation Trust



Job Description

Role: Breast Consultant Radiologist
Grade Consultant
Responsible to: Clinical Director
Accountable to: Medical Director

Medway NHS Foundation Trust

Medway NHS Foundation Trust is the largest acute trust and district general hospital in Kent. We have a proud history, originating in 1905 when a Royal Naval Hospital was opened on the site. Just over a century later, Medway NHS Foundation Trust was the first hospital in Kent to achieve Foundation Trust status. We continue to expand and modernise the array of services on offer to the people of the Medway towns, Swale and the wider West Kent region.

Medway is an Associated University Hospital with strong links to the Guy's, King's and St Thomas' Medical School

Our Patients

We serve a population of around 400,000, predominantly residents of Medway and Swale, but increasingly we provide care to patients from other parts of North and West Kent. On an average day we see around 1,400 outpatients, 250-300 patients via the emergency department and approximately 150 are admitted to the wards.

In comparison to the rest of England, Medway has a younger population profile. Health has generally been improving across the region. Nonetheless, extremes of life expectancy exist in the surrounding area which spans pockets of both affluence and deprivation. Almost a third of deaths in women and half in men are premature (occurring younger than 75 years). Chronic conditions contribute strongly to the health and social care challenge in Medway.

Our Staff

Medway employs over 4,000 staff. Undergraduates and doctors-in-training from London-based medical schools are taught throughout the hospital, as are nursing and allied health professional students from nearby education institutions. Patients are at the heart of our daily practice, and our great personal passion for good care is reflected in the hundreds of WOW award nominations our staff receive from the people in their care.

We are committed to valuing the views and ideas of staff. They tell us that the hospital is a friendly place to work with constant opportunities to diversify your professional experience; 'It's like a major city acute that feels like a local district general hospital'.

As an organisation we are committed to developing our services in ways that best suit the needs of our patients. This means that some staff groups will be increasingly asked to work a flexible shift pattern so that we can offer services in the evenings or at weekends.

Our Environment

The Thames Gateway region as a whole will continue to be the focus of much investment over coming years and decades. The Medway towns represent the largest conurbation in the south



east outside of London, encompassing the towns of Gillingham (where the hospital is based), Chatham, Rainham, Strood and historic Rochester. The area is affordable and family-friendly.

Rural regions of Swale, the Hoo Peninsula and the wider Kent countryside are all within easy reach of the hospital and leisure amenities abound. High speed rail links mean that London is less 45 minutes away and continental Europe is practically on our doorstep.

Teaching Facilities

Postgraduate Medical Centre

The Postgraduate Medical Centre is situated on the Medway Maritime Hospital site and has been extended to take account of the needs of the undergraduate as well as postgraduate teaching. The accommodation comprises a fully equipped, 80-seat lecture theatre, four seminar rooms together with office accommodation and a large common room. The Centre also has a Simulation Suite which is a dedicated area used for specialty and multi-disciplinary teaching.

The Postgraduate Centre works closely with Nurse Education. This is in the same building complex and incorporates an additional lecture theatre, seminar room and auditorium. Meetings with a clinical educational basis are becoming increasingly multi-disciplinary and this closeness is a benefit.

The Learning Resource Centre

All Trust employees have access to a comprehensive library and audio visual aids service. This supports any training and educational programmes, self-directed learning or simply allows staff to keep abreast of the latest research developments in any specialty. The centre not only provides access to information in a variety of formats (including books, journals, video or other electronic media) but also allows access to computers for database searches, access to the Internet and the medical school web-sites. A range of software packages is available for use, including word processing, presentation software; computer assisted learning programmes and desktop publishing. The centre's staff can also assist and advise in the preparation of electronic presentations slide production and the use of scanners and audio equipment. Equipment available for use outside the Learning Resource Centre includes a digital camera, OHP's, multimedia projectors, laptop computers and screens.

The Library is open and staffed between 8.30am and 7pm Monday to Thursday and 8.30am to 5pm on Fridays and contains approximately 12,000 books and 200 current journal titles. The library is part of a Regional network and therefore has access to resources at other centres in the South East including the BMA and the Royal College of Surgeons.

The centre actively promotes a policy of liaising closely with its users in order to ensure that its resources and services reflect their individual interests and needs.

Postgraduate Teaching

Postgraduate teaching is being strengthened in all specialties. All Consultants are responsible for ensuring that the junior medical staff have appropriate training and will also contribute to the training of nurses, technicians and other staff. Training programmes are conducted within specialties and across specialties (such as F1 & F2 training).

THE IMAGING DIRECTORATE **Management structure**



The Imaging Department is part of the Family's and Clinical Support Services (FCS) Directorate.

The Imaging Department positively promotes the involvement of clinicians in Management. Devolution of responsibility to the lowest and most appropriate level is supported. All consultants can apply for various lead roles within modalities or aspects of Clinical Governance

IMAGING STAFFING IN THE DIVISION

All the Radiologists are general Radiologists each with a special interest and a commitment for the following areas of Imaging:

Dr P Bilagi

**Clinical Director
Consultant Radiologist**

Dr VJ Ganesh

**Clinical Lead
Consultant Radiologist**

Breast Team

Dr R Mehta

Breast and General Consultant Radiologist. Breast Screening Director

Dr A Javed

Breast Associate Specialist Clinician

Interventional Radiology

Dr Hosny Hamza

Interventional Consultant Radiologist

Dr F Sebastian

Interventional Consultant Radiologist
Governance Lead

Dr A Madhavan

Interventional and Breast Radiologist

Dr I Amaechi

Interventional Consultant Radiologist, Interventional Lead

General Radiology

Dr M Abdalla

General Radiologist/Cross Sectional

Dr H Abdel-Hadi

General Radiologist/Cross Sectional

Dr Y Al Ali

General Radiologist/Cross Sectional

Dr S. Bhargava

General Radiologist/Cross Sectional

Dr U Bhopal

General Radiologist/Cross Sectional

Dr K Gudi

General Radiologist/Cross Sectional

Dr S Jerew

Locum Consultant Radiologist (NHS Locum)

Dr M Kenawi

General Radiologist/Cross Sectional

Dr A Noonari

General Radiologist/Cross Sectional

Dr V Rajamani

Locum Consultant Radiologist (NHS Locum)

Dr A Vashistha

General Radiologist/Cross Sectional

The number of PA's worked varies from 10-12 for individual radiologists.

Secretarial support is available on a joint basis for the consultants.

Office space, with own personal PC, rooms shared between 2/3 consultants.

IMAGING FACILITIES



Main X-ray department at Medway

Breast Unit Medway – Purpose built suite housing:

- GE Pristina mammography machine x 2 and stereo attachment and Tomosynthesis capabilities
- Fuji Amulet Mammography machine
- GE dicom shuttle
- GE Pristina Screening van screening equipment x3
- Hologic core vision faxitron
- Bard encore Enspire vacuum biopsy equipment
- GE mammography workstations
- 4 x Eizo reporting monitors
- Samsung/MIS ultrasound machines x2

MRI – A purpose built suite housing a 3.0T GE and a 1.5 T Siemens scanners

CT – 64 slice Toshiba Aquillion (due to be replaced by a further 160 slice CT scanners) and a new 160 slice Toshiba scanners

Interventional/Angiography – Two suites. New suite is housing a Phillips Allura FD20. Old suite is housing a Siemens Polystar. Vitrea workstations for CT angiogram reconstructions.

Ultrasound – New GE Logic E9 machines with contrast ultrasound and fusion imaging facilities.

Screening rooms

Three digital units 1 with a C arm design

- Dental room – new Siemens OPG and intra-oral unit
- Purpose built A/E suite
- 5 general rooms, 1 with software driven tomography
- 4 bay day-case unit adjacent to interventional suite
- 3 laser imagers + 3 daylight processors
- Nuclear medicine 2 x SPECT/CT Gamma Cameras and 1 x single headed gamma camera

Imaging Seminar room equipped with audio-visual equipment.

- ISAS Accreditation
- BSIR Exemplar site for IR

There is excellent camaraderie between all clinical and non-clinical staff members within the department therefore the post holder should be a strong team player.



PROVISIONAL JOB PLAN

Monday	Tuesday	Wednesday	Thursday	Friday
9:00 - 13:00 MDM	9:00 - 13:00 ONE STOP BREAST CLINIC	9:00 - 13:00 SCREENING FILM READING	9:00 - 13:00 ONE STOP BREAST CLINIC	09:00 - 13:00 ASSESSMENT CLINIC
13:00 - 17:00 ASSESSMENT CLINIC	13:00 - 17:00 ASSESSMENT CLINIC	13:00 - 17:00 ONE STOP BREAST CLINIC	13:00 - 17:00 SPA	13:00- 15:00 SCREENING FILM READING 15:00- 17:00 SPA

A formal job plan will be agreed and reviewed within the first year between the appointee and the Specialty Service Lead (Dr VJ Ganesh), on behalf of the Clinical Co-Director dependent on service requirements. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment, the job plan consists of 8.5 DCCs and 1.5 SPAs.

We are looking to employ a highly motivated enthusiastic individual to complement our existing team of 18 Radiologists.

There is a probation period of 3 months during which the applicants will be assessed on their clinical capabilities, with a view to incorporate them into the team, to deliver a safe and effective service. If the internal assessment of the applicant is sub-optimal, then the post may be terminated.

This post does not carry our any out-of-hours commitment.

There is expectation that fixed sessions of clinical activity will need to change between job plans to ensure the needs of the department are met. Flexibility is also expected to cover leave and unexpected workloads. This is a departmental policy.

Job Purpose:

The key requirements for the post holder are:-

- A specialist interest in breast imaging
- The candidate would share the existing workload and support existing colleagues within screening and symptomatic clinics.
 - General capability in general imaging to include CT, ultrasound, and MRI.



- Ability to work with colleagues in Radiology and across the Trust to strengthen the range of expertise that can be offered to clinicians.
- Dynamic forward thinking innovative individual, who can help with service expansion and income generation
- To be responsible for the provision of a patient focussed breast imaging service using training, education, audit and research to maintain best practice and improve patient care.
- To demonstrate expert practice in the field of Breast Imaging, including reporting of mammograms (both symptomatic and screening), undertaking and reporting of breast ultrasound images, performing stereotactic and other breast biopsies, as well as fine needle aspiration of breast tissue and guided localisation procedures.
- To engage in research acting as role-model and mentor for other clinicians within Radiology
- To engage in teaching/training for all staff within Breast Service and Clinicians in other specialities. To take part in Medical and Surgical training as requested.
- To establish, develop and co-ordinate research and audit projects within Breast Imaging working with research audit leads .
- To meet with patients and their families to discuss procedures and explain results.
- To make and receive referrals direct from teams within the hospital and other centres.
- To communicate effectively with internal and external agencies.
- To take an active role in Breast MDM's and breast service meetings.
- To work as part of the breast multidisciplinary team and also as a multidisciplinary team member of the Radiology Directorate.
- To adhere to Trust and departmental policies and procedures.

Clinical Governance, Quality and Safety

All radiologists are expected to take part in clinical governance activity, including clinical audit, clinical guideline and protocol development and clinical risk management.. The Clinical Governance Lead for Radiology is currently Dr Sebastian. All consultants are expected to produce evidence of their contribution in these areas and audit of their own clinical work as part of their annual appraisal. Consultant staff is expected to lead on the investigation and compilation of reports relating to any complaints or critical incidents involving staff and patients as directed and to ensure that the findings are acted upon and lessons learnt. All consultants will play their role in fulfilling the "Duty of Candour" process

Key Responsibilities

This post is to complement primarily to cope with an increased work load. Responsibilities will be allocated based on applicant skills and capabilities.

Key Working Relationships:



Internal	External
Dr Prav Bilagi – Clinical Director Dr Vijay Ganesh – Clinical Lead Consultant Radiologists Dr Rupika Mehta – Director of Breast Screening Dr U Bhopal - Audit Lead Dr M Acosta - Patient Safety Lead / Nuclear Medicine	GP's Other Hospitals

Main Conditions of Service

Registered Health Professional

All staff who are members of a professional body must comply with standards of professional practice/conduct. It is the post holder's responsibility to ensure they are both familiar with and adhere to these requirements. All registered professionals must maintain registered in line with the Trust Professional Registration with Regulatory Bodies Policy.

Our Vision and Values

All staff must commit to our Vision and Values and exhibit behaviours in line with our new Values.

Bold
Every Person Counts
Sharing and Open
Together

We are *inspiring* and *ambitious*
We are *respectful* and *supportive*
We are *open* and *speak up*
We are *inclusive* and *responsible*

Our Trust is a great choice for people who want to develop their career in an ambitious environment. Our employees are able to choose the coverage and supplemental benefits that best fit their needs and those of their families.

We are committed to endorsing diversity, multiculturalism, and inclusion; our policies / procedures ensure that all applicants are treated fairly at every stage of the recruitment process.

The Learning Resource Centre

All Trust employees have access to a comprehensive library and audio visual aids service. This supports any training and educational programmes, self-directed learning or simply allows staff to keep abreast of the latest research developments in any specialty. The centre not only provides access to information in a variety of formats (including books, journals, video or other electronic media) but also allows access to computers for database searches, access to the Internet and the medical school web-sites. The centre's staff can also assist and advise in the preparation of electronic presentations slide production and the use of scanners and audio equipment. Equipment available for use outside the Learning Resource Centre includes a digital camera, OHP's, multimedia projectors, laptop computers and screens.



The library is part of a Regional network and therefore has access to resources at other centres in the South East including the BMA and the Royal College of Surgeons.

Undergraduate Teaching

The Medway Maritime Hospital is recognised by London University as an Associated University Hospital. There is a sub-dean at the Medway Maritime Hospital, and a Medway Academic Committee and representation through these on the Academic Board of the Medical School, along with Guy's Thomas', King's and Lewisham hospitals.

The first medical students from the new Kent and Medway Medical School will be taught on the wards at Medway from the autumn of 2021.

eRostering

Roles with budgetary responsibilities for e-rostering have had these responsibilities included in job descriptions

Mandatory Training

All staff must complete on-going mandatory and role-specific training pertinent to their post, and this should be confirmed with their line manager.

Quality Assurance

The Medway NHS Foundation Trust has adopted comprehensive quality assurance, and all members of staff employed by the trust are expected to play their part. The aim is to provide a good quality service, which the customer accepts is appropriate and which is provided in the best possible way.

Health & Safety

Staff are required to observe local Health & Safety arrangements and take reasonable care of themselves and persons who may be affected by their work.

Research and Development

An objective of the Trust is to increase the level of research and development (R&D) undertaken by our staff and to promote the adoption of evidence based medicine. A multi-disciplinary group that includes the Head of R&D, R&D Manager, Medical Director, and Chief Executive lead our strategy for R&D.

The very large, socially and racially diverse local population provides an excellent base with varying pathology to support clinical research. There is close liaison with facilities at Guy's, King's and St Thomas's Medical School through the undergraduate teaching links and associated joint appointments. There have been a number of collaborative initiatives undertaken in conjunction with Christ Church College, University of Canterbury and University of Kent.

Equal Opportunities

Staff are required to comply with the Medway NHS Foundation Trust's approach to equal opportunities and treat everyone the same, regardless of their gender, race, disability, marital status, religion or belief, sexual orientation, gender reassignment or age.



Risk Management

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Infection Prevention and Control

All post holders have a personal obligation to act to reduce healthcare associated infections (HCAIs). They must attend mandatory training in Infection Control and be compliant with all measures required by the Trust to reduce HCAIs. All post holders must comply with Trust infection screening and immunisation policies as well as be familiar with the Trust's Infection Control Policies, including those that apply to their duties, such as Hand Hygiene Policy and Trust procedures for use of personal protective Equipment, safe procedures for using aseptic techniques and safe disposal of sharps.

Advanced Life Support Qualifications:

ED:

He/She will be expected to follow the various guidelines and protocols issued in the department. In the case of trauma cases, cardiac arrests and critically ill patients attending the department, the post holder will be expected to act as part of the team caring for the patient, following appropriate life support guidelines. Post holders would be expected to gain within 6 months and maintain certification in ALS, ATLS and APLS/EPALS, or recognised equivalents to these courses and provide the trust copies of these certificates.

Medical Doctors in Acute Medicine/General Internal Medicine:

He/She will be expected to follow the various guidelines and protocols issued by the trust. In the case of cardiac arrests and critically ill patients the post holder will be expected to act as part of the cardiac arrest/medical emergency team, following appropriate life support guidelines. Post holders would be expected to gain within 6 months and maintain certification in ALS or recognised equivalents to these courses and provide the trust copies of these certificates.

Anaesthetic Doctors:

He/She will be expected to follow the various guidelines and protocols issued by the trust. In the case of cardiac arrests and critically ill patients the post holder will be expected to act as part of the cardiac arrest/medical emergency team, following appropriate life support guidelines. Post holders would be expected to gain within 6 months and maintain certification in ALS and if covering on calls APLS/EPALS or recognised equivalents to these courses and provide the trust copies of these certificates.



Paediatric Doctors:

He/She will be expected to follow the various guidelines and protocols issued by the trust. In the case of cardiac arrests and critically ill patients the post holder will be expected to act as part of the cardiac arrest/medical emergency team, following appropriate life support guidelines. Post holders would be expected to gain within 6 months and maintain certification in APLS/EPALS and where the post includes cover on the Neonatal Unit NLS/ARNI or recognised equivalents to these courses and provide the trust copies of these certificates.

Neonatal Doctors:

He/She will be expected to follow the various guidelines and protocols issued by the trust. In the case of cardiac arrests and critically ill patients the post holder will be expected to act as part of the cardiac arrest/medical emergency team, following appropriate life support guidelines. Post holders would be expected to gain within 6 months and maintain certification in NLS/ARNI or recognised equivalents to these courses and provide the trust copies of these certificates.

Information Governance

Staff is required to keep all patient and staff information confidential unless disclosure is expressly authorised by your employer. Misuse of or a failure to properly safeguard any data considered to be confidential may be regarded as misconduct/gross misconduct and a disciplinary offence.

Patient Experience

Staff should ensure that they help to create a positive patient experience at all stages of a patient's interaction with the hospital and help to improve the patient experience within the hospital environment.

Safeguarding Children and Vulnerable Adults

The Trust is committed to the protection of children, young people, their families and vulnerable adults accessing its services. Promoting the message that "safeguarding is everyone's business" is vital to ensure our patients are protected and safe from abuse. To this end you must comply with Trust's and the Kent and Medway Safeguarding Board's policies on safeguarding children, young people and vulnerable adults.

All staff no matter where they work or which age group of patients they work with must be aware of their responsibility to act when they feel a child, young person or vulnerable adult has been or is at risk of abuse.

Disclosure and Barring Service

The position you have applied for may have been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* [the Exceptions Order] and, in certain circumstances, the *Police Act 1997*. As such, it may meet the eligibility criteria for a



standard or an enhanced disclosure to be requested through the Disclosure and Barring Service (DBS).

Uniform

All staff must adhere to the Trust Uniform Policy

Job Description

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

Smoke Free Medway

Medway NHS Foundation Trust is a smoke free site. This means that smoking is completely prohibited in all Trust buildings, grounds and car parks. This will ensure that the hospital is a better place to work and for our patients to be treated.

If you are currently a smoker and would like to receive free stop smoking advice, please contact the Medway Stop Smoking Service on 07535 710329 or 0800 234 6805.



LGBT+ Staff Network

Staff (Dis)Ability Network

Armed Forces Network (for staff who are Reservists and Veterans)

Black, Asian and Minority Ethnic (BAME) Staff Network



Staff Benefits Information

The Trust has worked hard to offer the **Best** of the benefits to our staff, the **Best** of people. By following the link before you will find our staff benefits handbook which provides you with a large selection of benefits available.

<https://view.pagetiger.com/Benefits-Wellbeing/currentstaff>



Our Commitment

We are jointly committed to creating and maintaining a fair and supportive working environment and culture, where contributions are fully recognised and valued by all and staff feel empowered to carry out their duties to the best of their abilities.

As employers we are committed to promoting and protecting the physical and mental health and well-being of all our staff.

Talent Management and Skills Coaching

All staff at Medway NHS Foundation Trust will have the opportunity to undertake talent and coach sessions held with our Organisational Development Team. This will be supported through the talent management process.

Flexible Working Opportunities

At the NHS, we are reminded every day of how important life is. As a flexible working friendly organisation, we want to be sure that you can work in a way that is best for us and for our patients, and for you. Speak to us about how we might be able to accommodate a flexible working arrangement whether that's job share.

Applications are welcomed from applicants who wish to apply for a position on the basis of a smarter or flexible working arrangement. Where candidates are successful at interview, such requests will be taken under consideration and accommodated where the needs of the service allow.



Person Specification

The person specification sets out the essential qualifications, experience, skills, knowledge, personal attributes and other requirements which the post holder requires to perform the job to a satisfactory level. Without these qualities applicant cannot be appointed to the post.

Role: Breast Consultant Radiologist

Qualifications	Full GMC Registration Essential GMC Specialist registration Consultant in Radiology
Knowledge	To demonstrate expert practice in the field of Breast Imaging, including reporting of mammograms (both symptomatic and screening), undertaking and reporting of breast ultrasound images, performing stereotactic and other breast biopsies, as well as fine needle aspiration of breast tissue and guided localisation procedures. To take an active role in Breast MDM's and breast service meetings.
Values	<i>Exhibits behaviours in line with Trust Values:</i> B old <i>We are inspiring and ambitious</i> E very Person Counts <i>We are respectful and supportive</i> S haring and Open <i>We are open and speak up</i> T ogether <i>We are inclusive and responsible</i>
Experience	Experience in Breast Radiology (UK experience) Experienced screening and symptomatic (UK experience)
Skills	Full time Breast radiologist, with an interest in breast radiology both screening and symptomatic and be able to demonstrate ability in cross sectional breast imaging including CT and MRI as well as extended ultrasound techniques. The candidate must demonstrate excellent interpersonal skills.
Other Attributes	Demonstrates commitment to high quality service delivery Able to cope with pressure Understands importance of feedback, and acts on feedback. Sympathetic understanding of patients and staff needs.



Best of care
Best of people

	<p>Committed to continuing personal development (existing consultants must be able to demonstrate active participation in a recognised CME scheme)</p> <p>Agreement to live within 30 minutes' drive of base hospital – Medway Maritime Hospital site</p> <p>Flexible and adaptable to change to meet the needs of the service.</p> <p>The vision and focus to continually strive to improve the service for our patients is a key attribute for this, and any role at the Medway NHS Foundation Trust</p>
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Best of people



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