JOB DESCRIPTION
Family and Women’s Health Group/Specialist Surgery

Job Title: Consultant Radiologist in Breast Imaging
Accountable To: Medical Director, Family and Women’s
Reports To: Clinical Director for Breast Screening

INTRODUCTION
The Hull University Teaching Hospitals (HUTH) NHS Trust has an annual budget of circa £481 million, employs over 8,000 staff and serves an extended population of 1.2 million.
Hull York Medical School – Founded in 2003

Hull York Medical School is a partnership between the Universities of Hull and York and the NHS in North and East Yorkshire, and Northern Lincolnshire. The school performs well in league tables in recognition of its excellent undergraduate medical curriculum and research, judged to be of high international quality in the 2008 RAE.

The first doctors to complete the HYMS MB BS programme graduated in 2008. With a distinctive and innovative approach to training doctors for the health services of the 21st century, HYMS aims to influence positively the recruitment and retention of doctors in the region and the quality of local health services.

HYMS offers a five-year programme using contemporary learning and assessment methods in an integrated structure to some 140 students each year. The programme features a modern learning environment and high quality clinical attachment opportunities. There is a strong focus on learning in community settings, including primary care, and on working collaboratively with other health professionals.

Postgraduate Education

Since 2009, HYMS has offered postgraduate taught and research programmes. Its postgraduate research student population has grown rapidly, with around 90 MD, PhD and MSc by Thesis students registered for HYMS degrees, in addition to the research students based in HYMS Centres following University of York research programmes. HYMS currently offers three postgraduate taught programmes – a postgraduate Certificate in Medical Education, an MSc in Human Evolution, based in the Centre for Anatomical and Human Sciences, as well as a Master in Public Health in conjunction with the Health Sciences department of the University of York. Further programmes in medical education are currently being developed.

1 THE BREAST CARE UNIT

1.1 This is located in a modern purpose built self-contained unit, housing breast screening administration, outpatient and imaging facilities at the Castle Hill Hospital, opened in 2000. Shared office space is available for consultants.

1.2 The Humberside Breast Screening Service has a target population of approximately 160,000 patients, 50-70 years, plus approximately 24,000 from age extension, 47-53 years, and high risk screening. It covers the North and South Banks of the River Humber, from Scunthorpe in the South-East to Bridlington in the North-West.

1.3 The symptomatic service provides services to the local catchment area with a current population of approximately 1.6 million with tertiary referrals from the surrounding areas.

1.4 There are currently eight symptomatic clinics per week Clinics per week, seeing over 5,000 new patients per year, plus 6 Breast Screening assessment clinics per week.

1.5 Assessment clinics are held at Castle Hill Hospital, Cottingham.
2.6 The centre is fully digital, with AGFA PACS. There are three mobile units, and two static sites all equipped with Hologic mammography machines.

2.7 The Castle Hill Hospital base unit has 4 rooms with new Hologic mammography machines, 2 of them with Tomosynthesis function. There are three US rooms with very modern Philips US scanners and 2 x VAB machines.

Breast MRI is based at Hull Royal Hospital, with a 3T GE.

2.8 Breast Surgery is provided by 5 consultants with junior staff including higher surgical trainees.

Mr P Kneeshaw, Consultant Breast and Oncoplastic Surgeon
Mr D Dumitru, Consultant Breast and Oncoplastic Surgeon
Mr K Grover, Consultant Breast and Oncoplastic Surgeon – Clinical Lead
Mr T K Mahapatra, Consultant Breast and Oncoplastic Surgeon
Mr B Wooler Consultant Breast and Oncoplastic Surgeon

Breast imaging services are also provided for the plastic surgeons and oncologists.

Breast Radiology is provided by 5 consultants

Dr Joanna Wieczorek, Clinical Director for Breast Imaging
Dr A Rahman, Consultant Radiologist & Deputy Director for Breast Imaging
Dr C Horton Consultant Radiologist
Dr R Roychaudhury, Consultant Radiologist
Vacancy -

Plus supporting staff

Caroline Bradley, Consultant Radiographer
Anne-Marie Taylor Consultant Radiographer
Sarah Lawson, Consultant Radiographer (based at Diana Princess of Wales Hospital)
We are also training 2 x Radiographer Advance Practitioners and have trained radiographers that contribute to film-reading

2.9 All symptomatic new patient clinics are provided with access to immediate imaging reporting and biopsy facilities. Imaging is also supplied for combined oncology follow-up clinics, and oncplastic clinics. In addition, there are clinics for the assessment of family history risk.

2.10 Operating sessions are 5.0 days per week and often require the placement of radiological markers and specimen radiographs.

2.11 The Multidisciplinary Team meets weekly, on Fridays.
2.12 The department is supported by a team of Breast Care Nurses and (1) Advanced Nurse Practitioner who is able to undertake new patient clinics, run the tattooing service and the Family History service.

2.13 This post adds to a team currently consisting of 4 Consultant Radiologists who provide breast radiological services to the population of Kingston upon Hull and a large area of the East Riding of Yorkshire, and specialist radiological services to the whole of Hull and the East Riding of Yorkshire as well as parts of North Yorkshire and North Lincolnshire.

2.14 The Trust is committed to supporting the requirement for continuing education and professional development as laid down by the Royal Colleges. Consultant appraisal is undertaken annually and objectives agreed.

3 THE POST

3.1 This new post is intended for a breast radiologist, to provide 7.5 sessions of breast imaging and interventional biopsy, including breast screening as well as 1.5 sessions of SPA (Supporting Professional Activities) and 1.0 sessions for administration. Additional training will be provided for breast screening activity if needed. A second sub specialist interest will be accommodated where possible.

3.2 The post has arisen because of a rising demand for diagnostic and interventional breast symptomatic imaging.

3.3 Provisional Timetable

The standard full time Job Plan will contain 10 programmed activities. Any extra programmed activities will be agreed at the job planning process with the Clinical Director. Any such agreement will be made in writing and the additional programmed activities will be incorporated into the Job Plan schedule. The job plan allows time for administration, teaching and medical audit.

This is to be agreed and finalised with the appointee.

<table>
<thead>
<tr>
<th>Monday AM</th>
<th>Monday PM</th>
<th>Tuesday AM</th>
<th>Tuesday PM</th>
<th>Wednesday AM</th>
<th>Wednesday PM</th>
<th>Thursday AM</th>
<th>Thursday PM</th>
<th>Friday AM</th>
<th>Friday PM</th>
</tr>
</thead>
<tbody>
<tr>
<td>One Stop Clinic</td>
<td>SPA (1.5)</td>
<td>One Stop Clinic</td>
<td>MDT Prep (0.5)</td>
<td>Reading (1.0)</td>
<td></td>
<td>Reading (1.0)</td>
<td>MDT (1.0)</td>
<td>Admin (1.0)</td>
<td>One Stop Clinic</td>
</tr>
<tr>
<td>(1.0)</td>
<td>(1.0)</td>
<td>(1.0)</td>
<td>(0.5)</td>
<td>(1.0)</td>
<td></td>
<td>(1.0)</td>
<td>(1.0)</td>
<td>(1.0)</td>
<td>(1.0)</td>
</tr>
</tbody>
</table>

Shared office space, is available for consultants and there is a shared secretary available for clerical tasks.

Applicants wishing to work on a job shared basis are welcome to apply.

There is scope for modification of the timetable above to suit the interests and capabilities of the appointee and subject to service needs and development.
Routine evening worked is currently provided by the team and would be
discussed with the candidate upon appointment and the need to cover
evening clinics on a rotational basis.

3.4 Participation in audit, appraisal, revalidation and CME is mandatory under
clinical governance/GMC guidance.

3.5 All consultants may be required to work on any of the Trust’s sites.

3.6 Secretarial support and shared office accommodation and IT facilities will be
provided.

3.7 The appointee must be entered on the GMC’s Specialist Register before
taking up post.

4

4.1 On call arrangements:
There are no on-call arrangements for this post

4.2 Information Systems
The current systems are
PACS: Impax (Agfa)
Radiology Information System: Radcentre (iSoft)
Digital Dictation with Voice Recognition: Soliton
NBSS

These systems are fully integrated across the two major Trust sites.
The vast majority of reporting is done using voice recognition,
facilitating immediate authorisation of reports.

Radcentre is linked to the Patient Administration System (Lorenzo)
and to the Emergency Department system at Hull Royal Infirmary. All
inpatient and outpatient radiology investigations are ordered
electronically.
The Trust has a clear strategy toward a full Electronic Patient Record.
A GP links project allowing access to all radiology reports has been
implemented, over 90% of GP practices having electronic access to
reports.

5

5.1 The Trust comprises of two main hospital sites and operates Outpatient
Clinics from various peripheral sites.

5.2 Hull Royal Infirmary (810 beds)
5.2.1 This hospital is the major Acute hospital in East Yorkshire and serves a population in excess of 600,000. It has the only Emergency Department and the following specialities:

- Diabetes/Endocrinology
- General Medicine
- General Surgery
- Acute Surgery
- Vascular Surgery
- Gastroenterology
- Medicine for the Elderly
- Neurology
- Neurosurgery
- Neurophysiology
- Obstetrics and Gynaecology
- Ophthalmology
- Orthopaedics Trauma
- Paediatric Medicine
- Paediatric Surgery
- Renal Medicine
- Rheumatology

5.3 **Acute Admissions Unit** - The Acute Admissions Unit is situated adjacent to the Emergency Department. The Unit has promoted greater integration of the General Medical teams with the Department of Medicine for the Elderly, allowing medical and nursing staff to cope better with the growing pressures on emergency admissions. Close working relationships are established between the Admissions Unit and the Emergency Department.

5.4 A 22 bedded Critical Care Unit is in close proximity to the 9 main Operating Theatre complex.

5.5 **Women’s and Children’s Hospital** - This development opened in March 2003 and provides maternity wards and clinics, an antenatal day unit, a delivery suite, a neonatal unit with special and intensive care, theatres, an early pregnancy assessment unit, 9 gynaecology beds, a gynaecology day surgery unit, emergency gynaecology day care and outpatients’ department, a sub-fertility unit, an ultrasound department, and a children’s outpatient department.

5.6 **Eye Hospital** – The Hull and East Yorkshire Eye Hospital was completed in October, 2002, and provides three operating theatres, a pre-assessment suite, a twelve bed inpatient ward, administrative space and a seminar room.

Phase two was completed in April 2011 and provides sufficient out-patient space for Paediatric and adult outpatient clinics, along with supporting...
facilities such as Orthoptics and optometry facilities, Lucentis treatment areas and paediatric outpatients.

5.7 **Castle Hill Hospital (645 beds)**

6.8.1 The hospital is one of the two major hospitals on North Humberside. Clinical Services currently on site include:

- Cardiology
- Cardio-Thoracic Surgery
- ENT and Head and Neck Surgery
- Endoscopy Unit

- General Surgery
- Upper GI Surgery
- Colorectal Surgery
- Breast Surgery
- Genito Urinary Medicine
- Infectious Diseases
- Oral & Maxillofacial Surgery, including Orthodontics & Restorative Dentistry
- North Humberside Breast Screening Service
- Orthopaedics
- Plastic Surgery
- Queen’s Centre for Oncology and Haematology
- Rehabilitation

- Thoracic Medicine
- Urology Service

5.8 A 20 bedded Critical Care Unit is located in the new Cardiac building.

5.9 The Academic Medical Unit led by Professor Alyn Morice and the Academic Surgical Unit are based at this hospital.

5.10 **East Riding Community Hospital**

Outpatients and minor injuries only.

6 **PERFORMANCE RATING**

6.1 The Trust was rated as good for safe and effective acute services. The Trust overall rating was requires improvement in the Care Quality Commission Quality Report (May 2014).

The Trust has and continues to take positive steps to address the concerns raised.

7 **EAST RIDING MEDICAL EDUCATION CENTRE**

7.1 Medical Education at Hull University Teaching Hospitals NHS Trust compromises of the Medical Education Centre (MEC), Hull Institute of
Learning and Simulation (HILS) and the Clinical Skills Facility. The department is accessed by all health care professionals and offers a broad range of clinical training and support.

These facilities are easily accessible for both internal staff and external visitors due to their ideal location at one of the Trusts main hospital sites. The facilities have been built with the delivery of training in mind, they each house seminar rooms and lecture theatres which are fully equipped with up to date Audio Visual Presentation equipment. The Clinical Skills Facility is also able to offer practical skills rooms including ward areas, operating theatre and simulation suites. Each room has been built with a high level of flexibility and all can be customised to the user’s needs. MEC has a newly refurbished Lecture Theatre which has a capacity for 200 people. Both facilities have the capability to provide video conferences and each have cyber spaces available for use.

There is an extensive Resource Centre with a sister facility at Castle Hill Hospital. The Resource Centres have holdings of over 10,000 texts and receive 72 journals on weekly or monthly receipt, together with some Video and DVD items. Access is available to the numerous online resources available from the Resource Centres’ PCs. The Resource Centres have 24/7 access via a swipe card system. The centre incorporates the largest Postgraduate medical educational facility in the Yorkshire Region and supplies support services, in addition to its central teaching and academic roles.

7.2 The associated department at Castle Hill Hospital includes a 70 seat lecture theatre with modern audio-visual equipment.

7.3 Miss Helen Cattermole is the Director of Postgraduate Education for East Yorkshire and is responsible for the education of medical staff and the running of the East Riding Medical Education Centre. The Centre has a comprehensive Postgraduate tuition programme in which the successful candidate will be encouraged to take part.

7.4 There is a commitment within the Trust for Consultant staff to participate in continuing professional development.

8 APPRAISAL/CONTINUOUS PROFESSIONAL DEVELOPMENT

8.1 The Trust is committed to supporting the requirements for continuing education and professional development is laid down by the Royal Colleges. A personal development review will be undertaken by the Clinical Area Lead annually and objectives agreed. Appraisal is carried out according to GMC guidance in preparation for revalidation.

9 OTHER MEDICAL INFORMATION
Local professional bodies include the Joint Hospitals Medical Staff Committee whose membership comprises of all consultant staff and top-grade scientists; the Hull Medical Society and a branch of the British Medical Association.

RESEARCH AND DEVELOPMENT
As a Teaching Hospital working in partnership with the University of Hull and the Hull York Medical School we recognise the need to build on existing strengths whilst realising and utilising new research and innovation opportunities. Our vision is to create a ‘research aware and active’ workforce, empowering staff to participate in research, access and implement the best available research findings and develop innovative approaches to clinical practice which deliver a real and lasting difference to the quality and experiences of clinical care for our patients.

The provision of high quality care for our patients is our top priority and indeed our very purpose. We believe that by enabling us as a research-intensive organisation, our staff can contribute to the delivery of a Research and Innovation Strategy that will contribute significantly to the aspiration for Hull to be a vibrant and healthy city.

To achieve this, the Trust has made ambitious commitments to achieving our long-term goals by setting out plans that will further build our research and innovation capability and capacity as well as focussing on purposeful partnerships to maximise research opportunities for our patients and carers.

Research is conducted in the majority of clinical areas in the Trust with the support of around 65 key staff and there are key academic research units built upon the strong historical research partnership with the University of Hull in Oncology and Haematology, Cardiology, Respiratory, Diabetes and Endocrinology and Vascular Surgery.

Our clinical research consists of interventional (i.e. interventional, complex drug and medical device trials) observational (i.e. data collection) and large cohort studies (i.e. public health questionnaires).

Around a third of our research activity is commercially funded. The Trust has a strong track-record of delivering research in collaboration with the pharmaceutical and medical technology industries. These links are further enhanced through our membership of the Yorkshire and Humber Academic Health Science Network (Y&H AHSN), Northern Health Science Alliance (NHSA) and the NHS Innovation Hub (Medipex).

In terms of research facilities, the Research and Innovation Team are based in the Medical Research and Teaching Building (Daisy) on the Castle Hill site which also provides laboratory facilities. The research delivery teams are based across both hospital sites with access to support services in pharmacy, labs and imaging.

The Trust also has access to simulation and clinical skills facilities and through the PET-CT and Daisy Appeal, has the potential to develop a truly translational research programme through the creation of a fixed-site cyclotron facility. In collaboration with the University of Hull, researchers also have access to the Hull Health Trials Unit based in the Allam Medical Building and the Daisy Tumour Bank based in the Daisy Building.

From a research delivery perspective, the Trust is a Partner Organisation of the Yorkshire
and Humber Clinical Research Network, receiving funding from the NIHR that supports the majority of our research staffing resource. We have around 450-500 research studies either actively recruiting, in follow-up or completing at any given time.

10.1 There is a Research and Development Facilitator who promotes and facilitates NHS research in the area.

10.2 The Service has an admirable record of research publications and international presentations. Academic staff have attained MD degrees in the previous years.

11 RELATIONSHIPS BETWEEN CONSULTANTS, CHIEF EXECUTIVES AND TRUSTS

11.1 The management of hospitals and other health care facilities is the responsibility of Trust Boards discharged through their Chief Executives, who have authority to decide policy commensurate with their responsibility. Consultants have a primary role to provide clinical services to patients referred to them.

11.2 The Consultants have a responsibility to the Chief Medical Officer, Chief Executive and a commensurate authority in respect of the reasonable and effective use of such resources and staff as they use and influence. The successful candidate will be expected to operate within the agreed speciality budget and workload target. There is in addition a collective responsibility falling on all Consultants to consult with their colleagues and, hence, to co-ordinate their individual commitments in order to ensure that the particular clinical services with which they are involved operate effectively.

11.3 Each consultant has a specific responsibility to the appropriate Service Management for the use of the resources. The Department of Breast Surgery and Breast Screening is managed within the Family and Women’s Health Group. Colin Vize is the Medical Director, Julia Harrison-Mizon is the Operations Director and Melissa Carr is the Nurse Director. The local management arrangements in place are Nicola Caygill, Senior Matron and Mr Damian Haire, Divisional General Manager.

12 ADDITIONAL INFORMATION

12.1 Hull is one of the country’s main ports with the advantage of closeness to the rest of the European Community.

12.2 There are an increasing number of direct inter-city trains to London and regular services to other major centres. The M62 motorway provides fast communications within Yorkshire and links up directly with the A1 and M1 North/South motor routes. Humberside Airport provides a reliable service to several European cities. There is easy access to nearby pleasant countryside, dales, moors and first class coastal resorts. The City of York,
with its Minster and many other attractions, including the Jorvik Centre, can easily be visited in a day.

12.3 East Yorkshire has forty miles of spectacular coastline from Spurn Point in the south to Filey Brigg in the north. Spurn Point has the only full-time lifeboat crew in the country and is a bird watchers’ paradise. Nearby is Hornsea Mere, a huge freshwater lake and RSPB reserve. Hornsea also has a famous local pottery and an award winning Museum of Village Life.

12.4 Both the City of Hull and the nearby market town of Beverley are ancient Boroughs of considerable interest. Hull was very much rebuilt after heavy bombing in World War II and is, therefore, a modern as well as an historic City. There is an attractive Yacht Marina and an international ice rink and there is a good choice of theatre and concert programmes, at both the New Theatre and Spring Street Theatre within the city centre.

12.5 Beverley has a beautiful medieval Minster, fine Georgian and other period houses and cobbled market square. The restored Dominican Friary, dating from the 14th Century, and nearby racecourse are notable attractions.

12.6 The Humber Bridge links the North and South Banks of the Humber, which have a combined population of some 900,000 people.

12.7 There are good education facilities, both private and state, for school age children and, in addition to the University of Hull, there is a second university, the University of Lincoln, based in the area.

12.8 Several new projects have been completed in the City, to ensure that Hull is recognised as one of the UK’s Top 10 cities. These include the Deep, (a Marine Science and Visitor Centre), a £43 million Stadium and the redevelopment of the Ferensway shopping area where the St Stephen’s Shopping Mall is now located.

In November 2013, Hull was named the UK City of Culture 2017, after facing tough competition from 11 great cities. For further information relating to Hull City of Culture 2017 visit http://www.hullcc.gov.uk/2017hull

Hull was named as one of the best cities to live in Britain as part of the Times best cities list 2014.

12.9 Housing locally is generally cheaper than in most other parts of the country. There are many villages with good housing/facilities surrounding Hull and within the required travelling time.

14 CONDITIONS OF SERVICE
14.1 Any Consultant who is unable, for personal reasons, to work full time will still be eligible to be considered for the post. If such a person is appointed,
modification of the job description will be discussed on a personal basis following consultation with colleagues and the Chief Executive.

14.2 Appointment under the Department of Health Flexible Careers Scheme will be in accordance with the provisions of that scheme and the associated guidelines for Trusts (08/05/02).

14.3 It is a legal requirement for all doctors to be on the Specialist Register before they can take up a Consultant appointment.

15 TRUST SAFETY POLICIES AND PROCEDURES

15.1 You are responsible for your own health and safety and must co-operate with management to achieve safer work processes and work places, particularly where it can impact on others.

15.2 You are to ensure suitable and sufficient equipment is provided and the adherence to Trust safety policies, to sustain the health and safety of staff, patients and visitors, to areas within your remit.

15.3 You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes, monitoring the effectiveness of any control measures implemented.

15.4 You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.

15.5 In addition to the Trust’s overall responsibilities under the Health Act Code of Practice for the Prevention of HCAI 2006 for your safety, you have a personal responsibility to ensure that your work adheres to this Code in the delivery of safe patient care within the organisation.

16 EQUAL OPPORTUNITIES

16.1 The Trust is an equal opportunities employer with family friendly working practices available.

17 ACHIEVING A BALANCE

17.1 The Strategic Health Authority is committed to this nationally agreed initiative and will, in accordance with "Plan for Action" be reviewing and adjusting the numbers and disposition of hospital doctors. This will involve an increase in Consultant staff and a reduction in some of the training grade staff. The numbers and grades of junior staff currently supporting this post are, therefore, not guaranteed and may be changed as the plan develops.

18 VISITING ARRANGEMENTS AND EXPENSES

18.1 Arrangements to visit and meet the Chief Executive to be made through
Alison Meads, HR Business Partner (01482) 605259. Shortlisted candidates who visit Hull for this purpose, or at the specific request of the Management, will be granted travel and appropriate subsistence expenses on that occasion. In the case of candidates travelling from abroad, travelling expenses are normally paid only from the point of entry into the United Kingdom.

19 PRESENTATION
19.1 Shortlisted candidates for Consultant appointments are required to deliver a 10-minute presentation on a given topic as part of the selection process.

20 CHIEF EXECUTIVE
20.1 The Chief Executive is Mr C. Long (01482) 675783

21 CONSULTANT CONTACT
- Dr Joanna Wieczorek, Director of Breast Screening (01482) 624388
- Mr Colin Vize, Medical Director (Family & Women’s Health Group) (01482) 605300

22 PROPOSED DATE OF INTERVIEW
To be arranged

Health and Safety
In addition to the Trust’s overall responsibility for your health and safety you have a personal responsibility for your own health and safety. As such you are required to inform your line manager of any safety issues that you identify, that could affect you or others in the workplace. You must co-operate with management and colleagues at all times in achieving safer work processes and work places, particularly where it can impact on others.

As a Trust employee you will be trained in the correct use of any equipment provided to improve safety and health within the Trust. You are required to use the equipment when necessary and as instructed which will include checking the equipment is safe to use, prior to its use and must report any defects immediately to your line manager.

You are responsible for the implementation and adherence to Trust safety policies and procedures for areas within your remit.

You are required to ensure suitable and sufficient risk assessments are completed for all areas within your remit. The controls identified must be evaluated and implemented where necessary.

You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes, monitoring the effectiveness of any control measure implemented.

You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.
Infection Control
In addition to the Trust’s overall responsibilities under The Health and Social Care Act 2008 Code of Practice for healthcare, including primary and adult social care on the prevention and control of infections (revised December 2010) for your safety, you have a personal responsibility to ensure your work adheres to this Code in the delivery of safe patient care within the organisation. This code relates to ALL Trust staff and contractors working within the organisation who are employed to ensure this level of care is provided.

As an employee you will be trained to ensure adherence and compliance to the various Infection Control policies within the Trust.

Sustainability
To actively support the Trust’s goals for sustainability by encouraging and adopting sustainable ideas and practices.

Safeguarding
The Trust has a duty and is committed to safeguarding all service users and provide additional measures for adults and children who are less able to protect themselves from harm or abuse. As an employee* you have an individual responsibility to contribute to the detection, reporting and prevention of abuse to safeguard those in our care (Section 11 Children Act, 2004, Human rights Act 1998, Equality Act 2010 Mental Capacity Act 2005 Care Act 2014) and are accountable to ensure that you know how to respond when you are concerned for the safety of a child, young person or adult at risk. The Trust will assist you in this process by providing training, guidance and advice. There are corporate safeguarding teams who can be contacted for advice, support and safeguarding supervision. All concerns must be reported as per Trust Safeguarding Policies which are available on the Trust Intranet. Every member of staff must undertake regular mandatory safeguarding training at a level relevant to the role.

This job description is not meant to be exhaustive. It describes the main duties and responsibilities of the current post. It may be subject to change in the light of developing organisational and service needs, and wherever possible change will follow consultation with the post holder.
# Person Specification

**Job Title:** Breast Consultant Radiologist  
**Department:** Breast Screening and Breast Surgery

### REQUIREMENTS

<table>
<thead>
<tr>
<th>Qualifications and Technical Skills</th>
<th>Qualifications:</th>
<th>Technical Skills</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
</table>
|                                     | • MBBS or Equivalent  
|                                     | • Entry on GMC Specialist Register; eligible for entry on Register or within six months of receipt of Certificate of Completion of training (CCT) at time of interview.  
|                                     | • Fellow of the Royal College of Radiologists (or equivalent)  
|                                     | • On Specialist Register for Radiology | • Evidence of appropriate training in all imaging modalities  
|                                     |                         | • Experience with Clinical audit  
|                                     |                         | • Ability to organise and manage clinical priorities  
|                                     |                         | • Ability to offer expert clinical opinion on a wide range of modalities  
|                                     |                         | • Ability to work well within the multidisciplinary team | Evidence of formal subspecialty training  
|                                     |                         | Experience of simple interventional procedures (biopsy and drainage) |

### Values, Ethics and Standards

<table>
<thead>
<tr>
<th>Vision and Values</th>
<th>Vision and Values</th>
<th>Vision and Values</th>
<th>Vision and Values</th>
</tr>
</thead>
</table>
| Evidence of behaviour that demonstrate and supports the Trust vision and values:  
| • Puts patients first by being helpful, caring and respectful  
| • Takes opportunities to improve and encourage excellence  
| • Work collaboratively with team and wider personnel to improve the patient experience | A track record in team development.  
<p>| Participation at Trust management level |</p>
<table>
<thead>
<tr>
<th>Strategic Thinking and Business Awareness</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>• Understands and encourages the best use of resources ensuring services are sustainable and “value for money”</td>
<td></td>
</tr>
<tr>
<td>• Deliver high quality, safe and compassionate centred services</td>
<td></td>
</tr>
</tbody>
</table>

**Standards:**
Thorough knowledge and understanding of GMC standards in Good Medical Practice including:
• Good clinical care
• Maintaining good medical practice
• Good relationships and communication with patients
• Good working relationships with colleagues
• Good teaching and training
• Professional behaviour and probity
• Delivery of good acute clinical care

**Corporate responsibility**
• Ability and willingness to work within the Trust and NHS performance framework and targets
• A corporate player who can work effectively with those who may express strong opposing views
• Good knowledge of the structures and culture of the NHS. Roles, responsibilities and relationships across the MDT and the multi-professional team

**Effective communication skills:**
• Ability to communicate effectively (written and oral) with colleagues, patients, relatives, GPs, nurses and other agencies

**IT Competence:**
• Competent in all relevant IT packages including: Microsoft, PAS, EPR, RIS and PACS

**Empathy and sensitivity:**
<table>
<thead>
<tr>
<th>Leadership and Professionalism</th>
<th>Professional integrity and respect for others:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Capacity to take responsibility for own actions and adopts a supportive approach towards others</td>
</tr>
<tr>
<td></td>
<td>• Capacity to adopt a corporate approach even if this is against personal views or preferences</td>
</tr>
<tr>
<td></td>
<td>• Act with honesty, integrity, at all times and maintain awareness of confidentiality and ethical issues.</td>
</tr>
<tr>
<td>Leadership:</td>
<td>• Ability to take responsibility and demonstrate leadership when appropriate.</td>
</tr>
<tr>
<td></td>
<td>• An understanding of and ability to demonstrate your ability to empower others / lead through change</td>
</tr>
<tr>
<td></td>
<td>• Demonstrate innovation and problem solving abilities</td>
</tr>
<tr>
<td></td>
<td>• Deputise for senior colleagues as and when required</td>
</tr>
<tr>
<td></td>
<td>• Ability to work effectively under pressure and cope with setbacks</td>
</tr>
<tr>
<td></td>
<td>• Ability to maintain composure and set high standards of behaviour when under pressure</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Creativity and Innovation</th>
<th>Innovation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Actively champions opportunities to improve health outcomes</td>
</tr>
<tr>
<td></td>
<td>• Generates a culture of improvement</td>
</tr>
</tbody>
</table>

- Ability to listen and take in others’ perspectives
- Caring approach to patients

**Service improvement:**
- Ability and drive to use information and experience to improve the clinical service
- Ability to adapt and respond to changing circumstances to improve patient care
- Willingness to undertake additional professional responsibilities
<table>
<thead>
<tr>
<th>Partnership and Collaborative working</th>
<th>Organisational and People Development</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Pursues new methods and solutions</td>
<td>• Aligns own and organisational</td>
</tr>
<tr>
<td>• Evidence of an enquiring and</td>
<td>objectives with needs of community</td>
</tr>
<tr>
<td>critical approach to solving work</td>
<td>• Actively seeks input of others to</td>
</tr>
<tr>
<td>problems</td>
<td>increase quality</td>
</tr>
<tr>
<td></td>
<td>• Shares ownership of problems</td>
</tr>
<tr>
<td></td>
<td>offering workable solutions</td>
</tr>
</tbody>
</table>

**Team working:**
- Ability to develop effective working relationships on an individual and multidisciplinary basis with all levels of staff
- An awareness of own limitations and when to ask for help receptive to appropriate challenge
- Ability to understand team dynamics and respond appropriately to these
- Inspires and motivates others to achieve vision

**Clinical governance:**
- Demonstrates awareness of good decision-making.
- Awareness of own limitations.
- Track record of engaging in clinical governance: reporting errors, learning from errors.

**Audit / Research**
- Experience of completed audit cycle
- Ability to apply research outcomes to clinical problems
- Ability to critically appraise published evidence

**Teaching:**
- Experience of supervising

---

Experience of research, presentations to scientific meetings, development of research programmes and clinical investigation skills.

Contributions to imaging publications.

Formal post graduate qualification in Medical
| Commitment to ongoing professional development | undergraduates, junior doctors and other staff  
- Ability to teach clinical skills  
- Experience of informal and formal teaching |
| Learning and personal development:  
- Demonstrates interest in the specialty required for the job.  
- Demonstrates a commitment to maintaining professional skills and knowledge relevant to the job.  
- Demonstrates engagement in appraisal. Self-awareness and ability to accept and learn from feedback. |
| Transport | Ability to travel between Trust sites |
| Health | Serologically tested for Hepatitis B immunity & Hepatitis C status. |
| Additional Requirements | The ability to understand and behave at all times, towards patients, visitors, colleagues according to the Trust Vision, values and priorities. This behaviour is outlined on the final page of this person specification. |
| Education | Evidence of attendance at recent relevant conferences, workshops etc. |
| Own transport | CPD portfolio |