

**GREAT ORMOND STREET HOSPITAL
FOR
CHILDREN NHS FOUNDATION TRUST**

Great Ormond Street 
Hospital for Children
NHS Foundation Trust

Medicine and Diagnostics and Therapeutics Unit

Locum Consultant in Paediatric Neuroradiology

Reference Number: MDL899AW

Great Ormond Street Hospital for Children NHS Foundation Trust

Division of Medicine and Diagnostics and Therapeutics

Locum Consultant in Paediatric Neuroradiology

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Great Ormond Street Hospital for Children NHS Foundation Trust

Job description for the post of Consultant in Paediatric Radiology

1 Introduction

This is a locum consultant post in paediatric neuroradiology for a minimum period of 3 months in the first instance (10 PAs in total), with the possibility of extending the locum period according to service requirements. Applications will be considered from those wishing to work part-time or on a job share basis.

The postholder may be offered an Honorary senior lecturer post within the department of Radiology and Physics, Institute of Child Health, University College London.

2 Great Ormond Street Hospital NHS Foundation Trust – Profile

Great Ormond Street Hospital for Children NHS Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children need the help of different specialist teams. Improvements in health care and diagnosis mean that many children have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life-threatening or life-limiting conditions.

We have well over 150,000 admissions or outpatient appointments a year. Over 90 per cent of these are specialist services. This includes clinics we run around the country with our specialists going out to help local services.

We have around 3,280 hospital staff. The ICH has around 470 staff. Many senior staff have roles in both organisations.

We have 344 beds for all our services. 49 of these are intensive care beds.

63 per cent of our specialist inpatients would count as 'intensive care' or 'high dependency' patients in another hospital, showing what heavy levels of nursing they require.

The hospital website lists 55 clinical, diagnostic and support services.

The Chief Executive is Mr. Jan Filochowski and the Co-Medical Directors are Dr Barbara Buckley and Prof Martin Elliot.

3 The Radiology Department

The Department of Radiology at Great Ormond Street offers a full range of diagnostic imaging services within the Trust.

The Department performs approximately 48,000 examinations per annum, including approx 9,500 ultrasound scans, 1,800 fluoroscopic studies, 2,800 CT exams, 4,500 MR exams, 1,800 nuclear medicine examinations, 22,700 plain radiography cases and 3200 interventional procedures. There are 36 radiographers and 12 nurses.

The Radiology department introduced a new state of the art GE PACS system, in February 2012, utilising a vendor neutral archive (VNA). This will be the first VNA installation in a UK NHS site. A new electronic ordering and reporting communication system is due to go live in 2012/2013.

The Radiology department is well furnished with up to date equipment

- Two DR rooms (Siemens Ysio, 2011, Siemens FX 2005)
- One high-resolution CR room (Fuji Profect CS, 2010)
- Four mobile image intensifiers (three OEC, latest in 2010, one BV Endura, 2006)
- Siemens Artis Zee Fluoroscopy room, 2009
- Three GE Logiq E9 ultrasound machines, 2011
- Two Philips IU22, 2011 and 2006
- Siemens Definition Dual-Source CT, 2007
- Siemens Avanto 1.5T MRI, 2006
- Siemens Symphony 1.5T MRI, 2001
- Two Siemens Avanto 1.5T, 2007, predominantly for cardiac MRI, including one hybrid MRI/Angiography suite.
- Symbia T2 SPECT CT gamma camera, 2008, and single headed gamma camera due for replacement
- PET is available but performed off site.

The Interventional Radiology (IR) department currently comprises one full time dual-plane angio suite, one part-time dual plane suite (replaced in 2008 and 2002). The IR department is also equipped with a Siemens Antares US machine purchased in 2006.

Funding has been secured for a new 3T MRI and a new DEXA unit in 2012, with funding pending for a new CT and new single headed gamma camera.

3.1 Present Staffing

Senior Medical Staff in Neuroradiology

Consultant	PAs	Special Interest
Dr W K 'Kling' Chong	11	Paediatric Neuroradiology
Dr Roxana Gunny	10	Paediatric Neuroradiology
Dr Kshitij Mankad	8	Paediatric Neuroradiology

Junior Medical Staff

One full time equivalent Specialist Registrar in Neuroradiology on the Pan-London

Neuroradiology Training Scheme

6 specialist registrars at any one time on rotation from St George's Hospital, Royal Free Hospital, UCLH (including National Hospital for Neurology), Barts and the London, and Imperial.

3 Fellows in Paediatric Radiology who are full time Year 4 or 5 specialist registrar trainees with a career interest in paediatric radiology.

Other Consultant staff within Radiology

Consultant	Pas	Special interest
Dr Alistair Calder	8	General paediatric radiology
Dr Marina Easty	8	General paediatric radiology/nuclear medicine
Dr Melanie Hiorns	11	General paediatric radiology
Dr Paul Humphries	4	General paediatric radiology
Dr Kieran McHugh	11	General paediatric radiology
Dr Øystein Olsen	11	General paediatric radiology
Dr Catherine Owens	11	General paediatric radiology
Dr Taalat Youseff (locum)	10	General paediatric radiology
Dr Lorenzo Biassoni	7	Nuclear Medicine
Dr Alex Barnacle	11	Interventional Radiology
Dr Sam Chippington	10	Interventional Radiology
Dr Derek Roebuck	12	Interventional Radiology
Dr Sam Stuart	10	Interventional Radiology
Dr Stefan Brew	SLA with NHNN	Neurointerventional Radiology
Dr Fergus Robertson	SLA with NHNN	Neurointerventional Radiology
Dr Adam Rennie	SLA with NHNN	Neurointerventional Radiology

Other Staff

Cardiac Imaging

Professor Andrew Taylor

Dr Marina Hughes

Dr Oliver Tann

Dr Kling Chong, Radiology Specialty Lead

Michael Davidson, Acting Co General Manager for MDTs

Mark Goninon, Head of Nursing, Medicine and Diagnostic and Therapeutic Services (MDTS)

List of Neuroradiology MDT meetings

Monday	
Tuesday	
0900	Neurosurgery
1030	NeuroOncology
1200	Neurology/Epilepsy
Wednesday	
0930	Neurology
1230	Audiology (3 rd of month)
1415	Neurology clinical academic meeting
1600	Neurovascular meeting
Thursday	
0830	Radiology Steering Group – dept. management meeting (2 nd of month)
0900	Radiology teaching round/ Radiology departmental meeting
1230	Child Abuse and Protection (1 st of month)
1230	ENT/Head and Neck (3 rd of month)
Friday	
1400	ICUs
1600	Neurovascular meeting (alternate weekly)

Consultant Neuroradiologist attendance is required for all of these meetings, and organised in advance through an internal rota system.

NB. In addition there are several weekly general radiology and interventional radiology clinical meetings which not listed here

3.2 Secretarial Support

Radiology reports are created using voice recognition software. There is general administrative support available on Level 3 Southwood Building where the consultants' offices are located.

4 Duties of the post

This is a fixed term locum position, covering a temporary period of absence of a Consultant Paediatric Neuroradiologist. The post holder will be a member of a team that provides the diagnostic neuroradiology service for the Trust, and will be expected to have all the basic skills required to perform the core aspects of this service. Diagnostic neuroradiology services are provided for all areas of the Trust in particular neurology, neurosurgery, neuro-oncology, epilepsy services, ENT surgery, audiology, spinal surgery, infectious disease, and bone marrow transplantation. Subspecialty skills are encouraged and these may be incorporated into the post holder's job plan, allowing for the individual's interests, if consistent with the Trust's strategy.

The position will involve CT and MRI Neuroreporting sessions (with a job plan of 9 Direct Clinical Care (DCC) PAs and 1 Supporting Professional Activity (SPA) PAs). There is a system of internal cover which operates in the department and the internal cover sessions will involve the same modalities as the other designated DCC sessions (see Appendix 1 for specimen job plan). The appointee is required to participate in a 1 in 4 non-resident on call rota, with prospective cover, shared with the other

Neuroradiologists. First on call will be provided by a Neuroradiology SpR.

4.1 Specific Clinical Duties

The core clinical activity of the post will be the preparation of reports on the neuroradiological examinations performed within the Trust as well as providing second opinions on such cases referred to the Neuroradiology service from outside the Trust. A key aspect of the service will be the good communication of radiological results to the relevant clinicians through regular clinical meetings and dialogue.

The post holder will be required to work closely with neuroradiological colleagues to maximise the diagnostic efficiency and quality of neuroradiological examinations through supervision, guidance and training of all related medical and non medical colleagues.

4.2 Research

The appointee will be expected to collaborate in clinical research that is related to service delivery. The research should be concordant with the research themes of the Directorate and in general it should assist the development objectives of both the Clinical Unit and the Trust. As GOSH Trust is linked with the Institute of Child Health (ICH) the appointee will be affiliated to the Academic Unit of Radiology and Physics at the ICH, whose current head is Dr Chris Clark.

4.3 Study & Teaching

Study leave is available as provided for under the Terms and Conditions of Service of Hospital Medical & Dental Staff.

The appointee will be expected to contribute fully to the organisation and planning of the teaching programme of the department and the hospital on a regular basis. The appointee will be expected to supervise and train the junior medical staff during their DCC sessions.

The teaching leads for paediatric neuroradiology is Dr Kling Chong & Dr Roxana Gunny

4.4 Radiation Protection & Safety

The postholder is required to practice according to the Trust's Radiation Safety Policy and know their responsibilities under this Policy.

5 Clinical Governance: Clinical Audit & Appraisal

Medical Practice

All members of the Trust's medical staff are expected to practice within the GMC guidelines; in particular those contained within the publications *Good Medical Practice* and *Maintaining Good Medical Practice*.

All of the above provide an outline of the duties of doctors who are registered with the GMC and in particular emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up to date with clinical skills, and to work in teams and maintain good relationships with colleagues in all disciplines. The Trust is committed to the support of these principles and provides funds for education

and development of all grades of staff.

5.1 Clinical Audit

GOSH Trust undertakes regular clinical audit of its activities and the appointee will be expected to contribute to this programme. Medical staff are also expected to participate in national initiatives relevant to their specialty, for example, national confidential enquiries. The postholder will be responsible for maintaining satisfactory patient notes.

5.2 Appraisal

The Trust operates an annual appraisal system, which identifies personal and professional development needs; agree plans for them to be met, while reviewing the doctor's work and performance and considering the doctor's contribution to the quality and improvement of service delivery. The annual appraisal and documentation forms the evidence needed to meet the requirements for the GMC/GDC Revalidation process.

Professional and Personal Development

The Trust is committed to supporting the professional and personal development of consultant staff. Consultants are expected to participate in Continuous Medical Education (CME) and Continuing Professional Development (CPD). Financial support (currently £50.00 per NHS PA per annum, up to maximum of £500.00) and study leave (10 days per annum) are available for this purpose. It is expected that consultant staff target their CME/CPD to relevant areas of their own practice.

Specialists are expected to maintain their knowledge and skills in any general areas which may be required to cover as part of their on-call duties. The Trust operates an appraisal system to support the personal development of consultant staff.

Upon appointment and as part of the Consultant induction process, each Consultant will be allocated a mentor whom the Consultant can use as an independent person for peer support and advice during their initial year of appointment.

5.3 Service provision and cover during absences

The consultant has a continuing responsibility for the care of patients in his/her charge and for the proper functioning of the service allowing for appropriate delegation for the training of his/her staff.

Consultant staff must ensure that in/outpatient services are covered during his/her planned absences. Where fixed commitments need to be cancelled during planned absences appropriate notice (8 weeks) must be given. Absences must be co-ordinated with other consultant staff in the department and the Radiology Specialty Lead to ensure senior cover is always available.

5.4 Job Planning

Consultant medical and dental staff are expected to participate in an annual job planning review, which is a prospective agreement setting out duties, responsibilities, objectives and supporting resources for the coming year. Job planning should cover all aspects of a consultant's professional practice, including clinical work, teaching, education, research and budgetary and managerial responsibilities.

The objectives listed in the job plan are tasks, targets or development needs that the consultant, or the consultant and the person with whom he/she has agreed the objectives, wishes to achieve. They should reflect the needs of the consultant, the

organisation, health community and health service.

6 **Divisonal and Medical Committee Structure**

Responsibility for budget management is devolved to the Clinical Unit Management Team, led by the Clinical Unit Chair.

The Clinical Unit Chair managerially reports to the Chief Operating Officer, currently Mr Robbie Burns (Interim)

Each Clinical Unit will be represented on the Trust Management Board but not each speciality. Each Clinical Unit will have Clinical Unit Chair, Research and Development Lead and a Training and Education Lead.

All Consultants with substantial contracts are members of the General Medical Staff Committee which meets regularly and acts as a forum in which hospital activities can be discussed. This allows the opportunity to express opinions to the Chief Executive and allows access to the Trust Board.

7 **Further Information**

For further information, or to make arrangements to visit the Hospital, candidates should contact:

Clinical Unit Chair	Dr Melanie Hiorns
Radiology Specialty Lead	Dr Kling Chong
Co-Medical Directors	Dr Barbara Buckley & Professor Martin Elliott
Academic Head of Unit	Dr Chris Clark
Director of Clinical Research & Development	Professor David Goldblatt
Chief Executive	Ms Fiona Dalton (interim)

To apply online, please go to www.gosh.nhs.uk/jobs or contact us via email at vacancy@gosh.nhs.uk quoting the appropriate reference to obtain the relevant documentation and application form. ***Please note that applications sent by fax or paper are not accepted and all applications must be sent via email.***

Reference Number: MDL899AW

Closing date: 9th November 2013

8 **Main Conditions of Service**

If the work for which you are applying involves direct contact with people who are receiving a health service, it may be exempt from the Rehabilitation of Offenders Act, 1974. You are, therefore, required to declare any pending prosecutions or convictions you may have, even if they would otherwise be regarded as "spent" under this Act, and any cautions or bind-overs. The information you give will be treated in confidence and will only be taken into account in relation to applications where the exemption applies.

If the post you are applying for also involves substantial access to children, the Trust is also entitled, under the arrangements introduced for the protection of children, to check with the police for the existence and content of any criminal record of the successful

applicant. Information received from the police will be kept in strict confidence and will be destroyed immediately the selection process is completed.

The disclosure of a criminal record, or other information, will not debar you from appointment unless the selection panel considers that the conviction renders you unsuitable for appointment. In making the decision, the Trust will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Trust's published Equal Opportunities Policy.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in summary dismissal/disciplinary action if the discrepancy comes to light.

If you would like to discuss what effect any conviction you might have on your application, in confidence, for advice, please contact a Senior Officer in the Human Resources Department on 020 7405 9200 ext 7925.

The postholder will be expected to participate in the monitoring of hours under the Working Time Directive Regulations as directed by the Human Resources Department bi-annually, or to make a decision on 'opting out' from the 48 hours rule. In both cases, the postholder will be responsible for maintaining an overview of their hours worked and in raising any specific issues with regard to their hours with their lead clinician/clinical director as appropriate.

The postholder will be expected to promote and implement the Trust's Equal Opportunities policy.

GOSH is a non-smoking hospital. Smoking is not allowed on any of its premises.

All applicants to any post within the Trust are required to declare any involvement either directly or indirectly with any firm, company, or organisation which has a contract with the Trust. Failure to do so may result in an application being rejected or if it is discovered after appointment that such information has been withheld then this may lead to dismissal.

Employees must be aware of the responsibilities placed under them under the Health & Safety at Work Act (1974), to ensure that the agreed safety procedures are carried out to maintain a safe environment for employees and visitors.

Data protection regulations specify that if you require obtaining, process and/or using information held on a computer or word processor, you should do so in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose. To disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data may result in disciplinary action.

In line with Trust procedures under the Caldicott recommendations, employees must abide by the local protocols governing the disclosure of patient information to other organisations, limit their access to patient information on a strict 'need to know' basis and as requested or required by the Trust's Caldicott Guardian, review and justify their use of patient information.

These guidelines are provided to assist you in the performance of your contract. GOSH is a dynamic organisation, therefore changes may be required from time to time. The Job Description will be reviewed with the postholder on an annual basis. These guidelines do not constitute a formal contract.

The appointment is subject to the Terms and Conditions of Service of Medical and Dental Staff (England and Wales), as amended from time to time, and also such other policies and procedures as may be agreed by Great Ormond Street NHS Foundation Trust

The salary scale will be in accordance with the above rates for NHS Programmed Activities. The minimum consultant salary upon commencement will be £75, 249 per annum pro rata with a London Weighting Allowance of £2,162 per annum pro rata. The salary scale will be in accordance with the medical and Dental Terms and Conditions – Consultants (England) 2003, schedules 13 & 14 (dependent on previous consultant experience).

The successful candidate will be required to live within a reasonable distances/travelling time from the Hospital.

Any offer of appointment will be subject to the receipt of three satisfactory references, a health interview and where the post involves substantial access to children, police clearance.

It should be noted that any new development or changes in clinical practice must be planned with identified funding and agreed through the appropriate Resource Group prior to being implemented.

Job plan

Day		Type of work	Location
Monday	AM	09:00-13.00 CT/MRI reporting DCC (1)	GOSH
	PM	13.00 – 17:00 CT/MRI reporting DCC (1)	GOSH
Tuesday	AM	09:00-13.00 Neurosurgery/NeuroOncology/Epilepsy MDT meetings DCC (1)	GOSH
	PM	13.00 – 17:00 CT/MRI reporting DCC (1)	GOSH
Wednesday	AM	9:00-13:00 Neurology MDT then CT/MRI reporting DCC (1)	GOSH
	PM	13:00 – 17:00 CT/MRI reporting DCC (1)	
Thursday	AM	09:00-13.00 SPA (1)	GOSH
	PM	13.00 – 17:00 CT/MRI reporting DCC (1)	GOSH
Friday	AM	09:00-13.00 CT/MRI reporting DCC (1)	
	PM	13.00 – 17:00 CT/MRI reporting DCC (1)	
Weekend		Currently on call 1 in 4 weekdays and weekends	

Summary: **9 DCC, 1 SPA**

This is an outline job plan only and the post holder will agree a job plan with the Specialty Lead at the beginning of their post. The exact day of the week on which each of the PAs occurs may be adjusted according to service needs.

Internal cover sessions will involve the same modalities as the other scheduled DCC sessions. On average across the year there will typically be no more than two/three sessions of internal cover per week although in occasional weeks there may be more than this to cover other consultants leave, in which case there will be more SPA time allocated in the subsequent weeks. All the consultant staff work to this arrangement depending on service fluctuations. The rota is published in advance and takes into account particular requests. It would only be in exceptional circumstances (such as unexpected sickness) that any consultant would be asked to provide internal cover at short notice.

10 Person Specification

Post: Consultant in Paediatric Radiology		
	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> • Full GMC Registration or evidence of eligibility for full GMC registration. • MBBS or Equivalent • Accredited to and Fellow of The Royal College of Radiologists or equivalent • On specialist register for Radiology (CCT or equivalent), or within 6 months of award of CCT by date of interview • Completion of subspecialty training in Neuroradiology 	<ul style="list-style-type: none"> • Higher Degree • Management course • Research/ Publications in paediatric neuroradiology
Knowledge and Experience	<ul style="list-style-type: none"> • Experience in paediatric neuroradiology • Clinical Governance • Involvement in the Clinical Audit process • Teaching Experience • Management experience 	<ul style="list-style-type: none"> • Special interest within the field of paediatric neuroradiology
Skills & Abilities	<ul style="list-style-type: none"> • Basic Computer Skills • Excellent oral & written communication skills • Understanding and proven ability to apply research findings in a clinical/organisational context • Leadership skills • Ability to work as part of a multidisciplinary team • Excellent organisational skills • Excellent interpersonal and negotiating skills • Ability to work in a pressurised environment • Ability to work on own initiative within an ever changing environment 	<ul style="list-style-type: none"> • Presentation skills • Clinical managerial skills at Specialty Lead level or above
Other Requirements	<ul style="list-style-type: none"> • Commitment to the provision of a quality service • Commitment to staff development • Must live within reasonable travelling distance of Great Ormond Street Hospital (20 mile radius or 60 minute journey time) • <u>Accountability</u> – Takes responsibility for own actions and promotes good teamworking • <u>Openness</u> – Shares information and good practice appropriately • <u>Mutual respect</u> – Treats others with courtesy and respect at all times • Flexibility to cover sessions. • Evidence of service improvement 	
<p>Completed by: Kling Chong, Radiology Specialty Lead</p> <p>Signed: _____ Date: _____</p>		

