JOB DESCRIPTION

Title: Consultant Nuclear Medicine

Salary Range: £76,761 - £103,490

Base: RSCH

Specialty: Nuclear Medicine

Accountable to: Chief of Service, Clinical Director, Medical Director, Royal Surrey County Hospital FT

Job Summary:

This is a new part time post (5 PAs) for a Consultant Radionuclide Radiologist based at the Royal Surrey County Hospital (RSCH) NHS Foundation Trust. You may be asked to undertake additional Programmed Activities.

The post holder must be medically qualified, hold a CCT in Radionuclide Radiology or Nuclear Medicine, maintain GMC specialist registration and be experienced with delivering a range of radionuclide therapies. Please note: it is expected that the administration of radionuclide therapies will be under delegated authorisation of the current ARSAC holder initially.

Candidates who wish to work a different number of programmed activities to that specified in the current job plan will be considered for this post, with negotiation on the content of the job plan on an individual basis. Candidates who wish to apply as part of a job share arrangement will also be considered.

You will be working alongside the existing team of 0.1 WTE Clinical lead (Nuclear Medicine Radiologist) and 1.0 WTE Nuclear Medicine Physician, 7 Imaging staff, 8 Clinical Scientists, 5 Radiopharmacy Technologists and 4 A & C staff to provide high quality Nuclear Medicine Diagnostic and Therapeutic Radionuclide services to the Trust and other service users.

We are a medium sized stand-alone Nuclear Medicine Department with 3 gamma cameras – GE Optima 640 SPECT CT, Philips Brightview and Philips Forte. We undertake a full range of procedures including imaging, non-imaging and radionuclide therapies. We work collaboratively with the local PET/CT facility, which is currently run by a commercial company, and there may be the opportunity for work within this Unit in the near future.

We carry out circa 6000 procedures a year, and work consists mainly of clinically indicated studies as well as participation in a number of clinical trials for Nuclear Medicine and Oncology.
**Nuclear Medicine Activity:**

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<tbody>
<tr>
<td>Diagnostic Nuclear Medicine Imaging</td>
<td>4060</td>
<td>3900</td>
<td>3530</td>
<td>3865</td>
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<tr>
<td>Diagnostic Nuclear Medicine SPECT/CT imaging</td>
<td>211</td>
<td>400</td>
<td>440</td>
<td>549</td>
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<tr>
<td>Non-imaging Nuclear Medicine</td>
<td>1100</td>
<td>1015</td>
<td>1057</td>
<td>1114</td>
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<tr>
<td>Radionuclide therapies</td>
<td>230</td>
<td>340</td>
<td>434</td>
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We provide Nuclear Medicine support to the following specialities: Oncology, Cardiology, Trauma and Orthopaedics, Endocrinology, Urology, Neurology and Paediatrics.

Inpatient and outpatient radionuclide therapy services are provided by a multi-professional team of clinicians and Nuclear Medicine Clinical Scientists and we have the use of two dedicated inpatient rooms for the delivery of radionuclide therapies. Therapies include the following:

- Radioiodine clinics and treatment for thyrotoxicosis (outpatient)
- Radium treatment for prostate cancer bone metastases (outpatient)
- Selective Internal Radiation Therapy for treatment of liver metastases (inpatient)
- Radiosynovectomy for refractory inflammatory arthropathy (inpatient and outpatient)
- Radioiodine therapy for thyroid cancer (inpatient)
- Radiopeptide therapy for neuroendocrine tumours (inpatient)

The Department also contains an onsite Radiopharmacy which provides radiopharmaceuticals to a number of external users including other Nuclear Medicine Departments and Veterinary practices. Radiopharmaceuticals are manufactured and dispensed under a Specials Licence from the MHRA. The Nuclear Medicine Consultant Physicist acts as QA Manager and the Nuclear Medicine Service Manager acts as the Production Manager for the Unit.

The Nuclear Medicine Department sits within the Oncology portfolio as part of the Medical Physics Speciality Business Unit. The portfolio is managed by the Chiefs of Service, Associate Director of Operations for Oncology and Divisional Head of Nursing. The Medical Physics SBU is managed by the Head of Medical Physics.

**Job Purpose:**

The post will be based in the Nuclear Medicine Department within the St Luke’s Cancer Centre, and will consist of 4 Programmed Activities of Direct Clinical Care and 1 Programmed Activity allocated for Supporting Professional and/or other Activities.

As a senior employee of the Trust you will be expected to work in collaboration with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare provision to the Trust’s patients. This will include:
- Provision of a first class clinical service
- Effective leadership to all staff engaged within the Nuclear Medicine Speciality
- Sustaining and developing research and development in conjunction with the Trust
- Undertaking all work in accordance with the Trust’s procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust’s service plans

**Main Duties & Responsibilities:**

1. In conjunction with Consultant and Senior colleagues, provide a service for the management of patients attending for Nuclear Medicine procedures. This includes all aspects of treatment, diagnosis and management necessary for the continuing development and function of the Department.

2. In conjunction with Consultant and Senior colleagues, to play a full part in the out-of-hours On-Call service the Nuclear Medicine Service as and when necessary.

3. To provide cover for Consultant and Senior colleagues in respect of periods of leave

4. In conjunction with Consultant and Senior colleagues, take part in medical audit and research as appropriate. This will include collaboration with academic and clinical colleagues to support and develop the Nuclear Medicine research portfolio, meeting full requirements of the Trust’s research governance strategy, participation in clinical audit and CME/CPD. Contribute to the education and training of a variety of medical and healthcare professionals including radiographers, technologists, clinical scientists and medical students, including acting as a positive role model.

5. In conjunction with Consultant and Senior colleagues, ensure that the requirements of clinical governance are met.

6. To ensure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

7. To develop and maintain the competencies necessary to carry out the duties of the required post

8. To develop and enhance relationships with other Consultant colleagues both within the Trust and externally to the Trust.

9. To conduct all activities within contracted levels of service and operating plans for the Department.

10. To exercise professional leadership for all staff working within the Department. This will include fostering and developing projects focused towards these ends and ensuring that the momentum of post qualification professional education and other appropriate training is maintained

11. To take an active role in the formulation, implementation and delivery of the Nuclear Medicine Business plan

12. To develop and enhance relationships with other Consultant colleagues both within
the Trust and externally to the Trust.

13. To be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.

14. To prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence based practice and maintaining patient safety.

15. You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance accountabilities associated with this post.

16. You are required to observe and maintain strict confidentiality of personal information relating to patients and staff.

17. You are required to observe the rules, policies, procedures and standards of the Royal Surrey County Hospital NHS Foundation Trust together with all relevant statutory and professional obligations.

18. You are required to be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.

**Junior Medical Staff**

19. In conjunction with Consultant and Senior colleagues, to play a full part in the professional supervision and management of junior medical staff.

20. In conjunction with Consultant and Senior colleagues, to take responsibility for and devote time to teaching, examination and accreditation duties as required for junior medical staff.

**Management & Service Development**

21. In conjunction with the Nuclear Medicine Management team take an active role in the management of the Nuclear Medicine Business Unit.

22. In conjunction with the Nuclear Medicine Management team, play a full part in developing & implementing new ways of working in line with modernisation principles and fit for the future.

23. In conjunction with the Nuclear Medicine management team, take responsibility for the best use of departmental staffing and other resources to ensure the maximum efficiency.

24. To observe the Trust’s agreed policies and procedures, in particular in relation to managing staff, and to follow the Trust’s Standing Orders and Standing Financial Instructions. These policies and procedures have been drawn up in consultation with the profession on clinical matters.
Provisional Timetable/Job Plan:

The following provisional timetable will be followed. The timings given are average times for the activities indicated. The balance of the job plan in terms of DCC sessions delivered will equate to 4 DCC:1 SPA in accordance with Trust policy. The successful candidate will have a job planning session after 6 months of being in post to review their timetable and SPA commitments.

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<th>Day</th>
<th>Time</th>
<th>Location</th>
<th>Work</th>
<th>Category of work</th>
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<tr>
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<td>RSCH Urology MDT</td>
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<td>DCC</td>
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<td>stress list</td>
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<td></td>
<td>pm</td>
<td>12:00</td>
<td>RSCH Breast MDT</td>
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<td>Thurs</td>
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<td>RSCH Reporting/therapies</td>
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<td>Cardiac stress list</td>
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<td>14:00</td>
<td>RSCH Haematology MDT</td>
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Total PAs 5

Notes:
It is expected that there will be some flexibility around the timing of any duties and activities, reflecting role development. It is, of course, also expected that clinical need of patients will always take precedence over other activities in the job plan.

On Call:

There is no on call commitment at the present, however, the job plan may need to be adjusted in the future should this situation change.

Appraisal/Revalidation:

At the Royal Surrey County Hospital Foundation Trust we support the implementation and monitoring of all current revalidation requirements as identified by the Department of Health and the revalidation support team. We provide advice and information to medical staff on appraisal/revalidation process and systems and ensure all doctors are participating in an annual appraisal. We co-ordinate and provide training for medical staff in preparation for appraisals to meet the requirement for revalidation.

Mentoring:

New consultants are offered a mentor by the Trust to support professional development during the transition from higher specialist training to Consultant.

Admin Support & Office Space

The Consultant will be provided with PC access to the Trust's information systems, internet and Trust intranet, as well as secretarial and administrative support. Appropriate office space
will be provided within the department.

**Study Leave & Continuing Professional Development:**

Study and professional leave will be granted at the discretion of the department and in accordance with Terms and Conditions, and the Trust’s policies and procedures.

The appointee will be expected to participate in clinical audit and CPD

The Trust supports the concepts of CPD, clinical audit and EQA, and encourages all consultants to participate in these activities by providing time and resources.

**Teaching & Post Graduate Education:**

The main medical library is in the Postgraduate Education Centre at the Royal Surrey County Hospital where the books and journals are kept. Subscriptions are held with lending libraries. Journals and photocopying arrangements with the National Lending Library are available to all doctors to study. There are also tape, slide, and video tape and internet facilities. The main library is fully staffed by librarians. The Regional Library and the Regional Drug Information Service are based at the Postgraduate Centre.

Surrey University Campus is adjacent to the hospital and provides excellent opportunities for collaboration in research. The New Postgraduate Medical School building opened in 2005, and houses the MATTU (minimal access therapy training unit). The European Institute of Health Studies which is situated in Guildford provides training for nurses, midwives and other health care professionals both from the Trust and throughout West Surrey Health Authority. The University of Surrey provides BSc (Hons) Nursing Degree programme.

**SCRI – Surrey Cancer Research Institute**

St Luke’s Cancer Centre has very strong links with the newly founded Surrey Cancer Research Institute. SCRI provides a strong research base, essential for improvements in patient care. SCRI has a high quality multidisciplinary cancer research network and provides a platform for researchers to interact, collaborate and be aware of local innovation and the breadth of the network’s achievements. SCRI aims to be the ‘umbrella’ encompassing all types of research, a mechanism of communication to facilitate interactions and collaborations. For more information please visit the SCRI website: [http://www.scri.org.uk/](http://www.scri.org.uk/).

**Terms and Conditions of Service:**

Terms and Conditions of service will be those applicable to the new Consultant Contract (2003) and any offer of employment is subject to satisfactory Occupational Health clearance as per Clothier Report recommendations, and DBS clearance. The appointee must not start work until this clearance is received.

Employment will also be governed by the Trust’s employment policies and procedures.

The appointee will be required to live no more than 30 minutes’ drive from the Trust, unless specific approval is given to a greater distance by the Chief Executive

**Resources:**

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<tr>
<th>Oncology Portfolio-Triumvirate</th>
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<tr>
<td>Chiefs of Service</td>
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General Information - Royal Surrey County Hospital NHS Foundation Trust

THE GEOGRAPHY

Situated on a green field site on the outskirts of Guildford, the Trust has excellent rail and road links (via the A3 and M25) to London (35 minutes) and to the south coast (35 minutes). A shuttle bus service links the hospital to the railway station and town centre, and the main taxi ranks.

The picturesque Surrey countryside is ideal for good walks and outdoor pursuits and has numerous historic village inns. Guildford is one of the best shopping areas outside London centred on its attractive high street, and entertainment for all tastes including clubs, restaurants, theatres, cinema and a new multi-sports complex with swimming pools, ice rink, gymnasium and ten pin bowling.

Guildford has a number of schools, both private and state, which cater for all bands of ability. There is a Technical College, with a wide and varied curriculum and a Law College with a national reputation. The University of Surrey is situated beside the Cathedral, adjacent to the A3 trunk road. There is mainline rail link with London and the South West.

THE ROYAL SURREY COUNTY HOSPITAL NHS FOUNDATION TRUST

The Royal Surrey County Hospital NHS Foundation Trust is a leading modern general hospital and specialist centre for cancer services and treatment, based in Guildford.

The RSCH serves a population of 320,000 for emergency and general hospital services, mainly from West Surrey, East Hampshire and North Sussex and 1.2 million people for cancer services.

The hospital has an annual income of more than £200 million and employs around 3,000 people. In particular, there have been a number of recent additional consultant appointments bringing the total number of consultants employed to 143.

Every year the RSCH sees around 215,000 outpatients, admits 58,500 patients for treatment
and 72,000 patients attend our A & E department. The Trust is also a centre of excellence and training for minimal access surgery and regional hub for ENT and pathology services. Specialist services include Dermatology, ENT, Gastroenterology, Paediatrics, Respiratory Medicine and Rheumatology.

We were licensed as an NHS Foundation Trust on 1st December 2009 and our vision for the future is to continue to develop both as a modern hospital and as a cancer centre. Our focus is to deliver the best possible care for our patients, with excellent treatment and outcomes and be the employer of choice.

The Royal Surrey has the 13th lowest mortality rate in the country and is one of the Top 20 safest hospitals.

POSTGRADUATE MEDICAL SCHOOL UNIVERSITY OF SURREY

The University of Surrey has become one of the leading academic institutions of the country. In the recent University Research Assessment exercise it came 4th in the UK for most academics based in 5*A rated departments. Surrey University Campus is adjacent to the hospital and provides excellent opportunities for collaboration in research. The New Postgraduate Medical School building opened adjacent to the hospital in 2005 and provides state-of-the-art facilities for medical research. All prospective post-holders will be expected and encouraged to perform research.

CONFIDENTIALITY

All employees must respect and protect the confidentiality of matters relating to patients or other members of staff and must comply with the requirements of the Data Protection Act (1998). Further details are available from the Trust’s Data Protection Act Designated Officer.

CORPORATE GOVERNANCE

The Trust, as a public organisation, is committed to acting with honesty, with integrity and in an open way. The Trust Board of Directors is responsible for ensuring that Trust services are managed in this way. We are working together to achieve the highest levels of compliance with the risk management standards promoted through the NHS Executive’s Controls Assurance programme and the Clinical Negligence Scheme for Trusts (CNST). All of us are expected to become familiar with these standards as they relate to our work and further details are available from your manager.

One of the controls assurance standards relates to Health & Safety. Under the Health & Safety at Work Act 1974, all of us have a duty:
• to take reasonable care of ourselves and others at work
• to co-operate in meeting the requirements of the law
Further details are available from the Trust’s Health & Safety Advisers.

INFECTION CONTROL

It is now a requirement of the Department of Health that you accept personal responsibility for compliance with infection control policies and procedures at any time when you are working in clinical areas.

Antimicrobial stewardship
• To actively contribute to the Trust’s Antimicrobial Stewardship Program by promoting the responsible, safe and cost-effective prescribing of antimicrobials to optimise clinical outcomes, minimise adverse reactions and errors and to limit the development of
antimicrobial resistance in patients.

- To adhere to Trust agreed local antimicrobial guidelines and policies and to take steps to address any shortcomings.
- To work with the Antimicrobial Steering Group on guideline development, improvement and implementation and to engage in clinical audit as part of the antimicrobial stewardship program.
- Where necessary to contribute to Root Cause Analyses and panel reviews for cases of healthcare associated infections such as Trust-apportioned *C. difficile* as requested by the infection control team.

**TRUST MISSION AND VALUES**

The Values and Behaviours that are both displayed and aspired to at the Royal Surrey are:

We **work together to serve our community** by:

- Delivering safe and excellent clinical care
- Treating others with compassion and respect
- Driving improvement and efficiency

The behaviours are defined below as:

Delivering **safe and excellent** clinical care

- I share information openly and effectively with patients, staff and relatives
- I consider safety in my everyday actions and seek to minimise patient and staff harm
- I work to prevent and control infection
- I strive to deliver excellent outcomes

Treating others with **compassion and respect**

- I treat others as I would like to be treated
- I am compassionate and empathetic
- I treat other people with dignity and respect
- I am courteous and polite
- I anticipate the needs of the people I serve
- I strive to make time

Driving **improvement and efficiency**

- I provide support and challenge
- I continuously seek to improve service quality and share best practice
- I listen and act on suggestions for change
- I work resourcefully to deliver improved outcomes
- I use resources wisely
- I am passionate to deliver results
# PERSON SPECIFICATION

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<tr>
<th>ATTRIBUTES</th>
<th>ESSENTIAL</th>
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<th>DESIRABLE</th>
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<td><strong>Qualifications</strong></td>
<td>Full registration and a licence to practise with the GMC</td>
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<td>Management Training</td>
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<td>Entry on the GMC Specialist Register for Nuclear Medicine</td>
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<td>Teaching/Education Qualification</td>
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<td>• CCT (CCT date must be within 6 months of the interview date)</td>
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<td>Higher Degree</td>
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<td>• CESR or European Community Rights</td>
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<td>MBBS or equivalent</td>
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<td>MRCP and FRCR</td>
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<td><strong>Skills</strong></td>
<td>Knowledge and skills of all aspects of Diagnostic and Therapeutic Nuclear Medicine, including extensive experience with reporting of hybrid imaging</td>
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<td>Management, Leadership and Initiative skills</td>
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<td>Effective communication skills</td>
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<td>Computer literate – Email, MS Office and Internet</td>
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<td>An understanding of and ability to demonstrate your ability to:</td>
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<td>Use of digital dictation systems</td>
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<td>• Empower others</td>
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<td>• Influence strategically</td>
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<td>• Collaborative working</td>
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<td>• Drive for improvement</td>
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<td>• Integrity</td>
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<td>To have attended a National Health Service Management Course appropriate to Consultant duties</td>
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<td>Experience</td>
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<td>Fully trained Nuclear Medicine Specialist</td>
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<td>Understanding of business planning and commissioning</td>
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<td>Experience with delivery of radionuclide therapies (this may have been under the delegated authorisation of a Nuclear Medicine ARSAC holder)</td>
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<td>Experience / interest in service modernisation and improvement</td>
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<td>Understand the principals of Clinical Governance</td>
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<td>Evidence of experience of / commitment to audit and improving clinical practice/service development</td>
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<td>Experience and interest in undergraduate and postgraduate teaching</td>
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| | | |
| Demonstrate ability to work with colleagues as part of a team | | Active interest in research, audit, clinical governance and teaching |
| Highly motivated with ability to influence and inspire others | | Commitment to clinical innovation |
| Adaptability, flexibility and ability to cope with uncertainty | | |
| Effective communication skills | | |
| Enthusiasm | | |
| Attention to detail | | |
| Approachability | | |
| Professional calm and efficient manner | | |