SPECIALTY TRAINING PROGRAMME IN CLINICAL RADIOLOGY (SOUTHAMPTON) PROGRAMME IN HEALTH EDUCATION WESSEX

This is a 5 year training programme in Radiology at ST1 aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in Radiology. Details of essential competences and qualifications are detailed in the MMC person specification for Radiology at ST1 which is available from http://specialtytraining.hee.nhs.uk/

It is anticipated that completion of this training programme, subject to satisfactory progression at the ARCP, will lead to a CCT or CESR (CP) in Radiology. The programme is based in hospitals in Health Education Wessex including:

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<th>HOSPITAL</th>
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<tr>
<td>Basingstoke and North Hampshire Hospital</td>
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<td>The Royal Bournemouth Hospital</td>
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<td>Poole Hospital</td>
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<td>Queen Alexandra Hospital</td>
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<td>Salisbury District Hospital</td>
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<td>Royal South Hants Hospital</td>
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<td>Princess Anne Hospital</td>
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<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
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<td>Lymington, New Forest Hospital</td>
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Health Education Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

The work of the Deanery is guided by the principles embedded within the NHS constitution.

**Rotation Information**

Expected rotation arrangements for this programme are as follows:

This is a five year training programme leading to accreditation for the CCT by the Royal College of Radiologists / GMC. The first three years cover ‘core’ radiology training with sub-specialty training in one or two chosen areas of interest during the latter two years. Courses are run for both parts of the FRCR. A radiology film museum, a library and computer based teaching aids are available within the radiology department and there is a well-equipped postgraduate medical centre at Southampton General Hospital in the South Academic Block. There are educational activities almost every day for all trainees at all stages of their careers. There are also departmental teaching sessions and conferences, and intensive pre-examination practice sessions are held prior to the Final Fellowship Examination.
Years 1 to 3

The course begins in August with induction during which the trainees become familiar with the specialist sub-sections of the Radiology Department and meet many of the staff. The remainder of the first year is spent rotating through up to 6 attachments (of 2 months each) including CT/MRI, ultrasound, x-ray, screening and nuclear medicine. There is a comprehensive lecture programme shared with Portsmouth trainees, leading up to the Physics and Anatomy examinations for the First Part of the Fellowship of the Royal College of Radiologists, which are usually held in March. During the last three months of the first year there is a lecture course in emergency radiology followed by an in-house assessment. This prepares trainees for on-call/out of hours work, which they commence in their second year.

During the next two years, trainees rotate through 8 three month attachments in Southampton, Poole, Salisbury and Bournemouth. There is a programme of system-based teaching days during the first 6 months of years 2 and 3 covering the 6 modules of the FRCR 2A examination. Additional tutorials and film-viewing sessions are held on alternate Tuesday afternoons during the second 6 months of the second and third years. Trainees may request a study session for research, audit or other approved educational activity, at the discretion of the rotation supervisors.

Years 4 and 5

Attachments may be based in any of the hospitals included in the Southampton-based training scheme. The aim is to provide a flexible combination of further general radiology training and experience in the trainee’s chosen sub-speciality/specialties in keeping with the RCR 3+2 training structure. These attachments are very flexible and can be tailored to an individual trainee’s requirements following discussion with the Training Programme Director and relevant educational leads. Trainees wishing to specialise in Interventional Radiology or Interventional Neuroradiology will be supported during years 4 and 5, with year 6 funding available for at least one post each year within Wessex. Appropriate time is allocated for personal study and flexible training attachments.

On-Call Arrangements

First year trainees sit an Emergency Radiology examination towards the end of the first year, commence A & E reporting if successful and join the junior on-call rota in the second year.
Study and Training

The primary aim of all posts is training and there is a region-wide syllabus and minimum standards of education are agreed by all Trusts within the rotation.

The Deanery is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend regular meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training.

Study leave is granted in accordance with Deanery/Trust policy and is subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Undertake imaging procedures, supervise and report imaging studies as appropriate to your level of competence and to the specialist area to which you are attached.
2. Study for higher examination and maintain continued professional development.
3. Attend weekly educational and multidisciplinary sessions.
4. Undertake and present a yearly audit.
5. Teach medical students as directed.
6. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
7. Attend induction in each hospital or new department
8. Comply with all local policies including dress code, annual and study leave
University Hospital Southampton NHS Foundation Trust (UHS) provides services to some 1.3 million people living in Southampton and South Hampshire, plus specialist services such as neurosciences, cardiac services and children's intensive care to more than 3 million people in central southern England and the Channel Islands.

The Trust is also a major centre for teaching and research in association with the University of Southampton, offering opportunities for undergraduate and postgraduate teaching, and partners including the Medical Research Council and Wellcome Trust with excellent facilities for research and clinical care.

The Hospital treats around 112,000 inpatients and day patients, including about 50,000 emergency admissions, approximately 375,000 people at outpatient appointments and around 110,000 cases in the Emergency Department.

**CLINICAL RADIOLOGY DIRECTORATE**

The Department of Clinical Radiology currently undertakes some 300,000 examinations per year. The Department’s annual expenditure budget is approximately £20m with a whole time equivalent staffing establishment of 350. Within this establishment there are 140 radiographic, 25 nursing and 43 admin and clerical staff.

Following the successful negotiation of a managed equipment service contract in 2013 a programme of departmental renovation and equipment upgrade is under way.

The PACS was replaced in Southampton and the new Sectra system went live on 01/07/2013. The PACS, RIS and archiving function was purchased in Domain and is shared by Southampton, Salisbury, IoW and Southern Health. Order Comms, electronic requesting, request vetting and report acknowledgement will be available later in 2015.

**The Main Radiology Department** is situated on c-level, Centre Block.

Equipment currently comprises 6 XOgraph DR X-ray rooms (3 of which are in ED x-ray) and 2 fluoroscopy rooms.
A dedicated Interventional Radiology Suite with a three-bedded Day Case Unit and a further two-bedded recovery area are located within the main radiology department.

**Body Imaging:**

CT scanning takes place on both a newly installed GE HD750 Dual Energy multi-slice and Siemens Sensation 64 slice units immediately adjacent to the Interventional Radiology suite.

**Ultrasound:**

The 5 room ultrasound suite is within the main department and is equipped with GE LOGIQ S8 ultrasound systems. The whole department will be upgraded within the next year as part of the IISS project to include a 6th ultrasound room. We are in the process of developing a portable ultrasound service to include regular sessions in the acute surgical unit. Ultrasound training is carried out by both radiologists and sonographers and involves regular teaching sessions and practical training in basic ultrasound technique in addition to ultrasound-guided diagnostic and therapeutic procedures. The department provides a number of ‘one stop’ ultrasound services to various clinical specialties.

**MRI:**

A new MRI suite was opened in 2015 and includes two 1.5T Siemens Aera scanners and one 3.0T Siemens Skyra scanner.

The on-going major refurbishment of the main radiology department will include a new reporting suite, staff rest room and consultant offices and is due for completion in 2016.

**The Nuclear Medicine Department** is responsible for routine radionuclide imaging and other isotope procedures for UHS and also provides a service for District General Hospitals in the Wessex Region. Two gamma cameras are situated in the department together with advanced computer image processing and a patient database system.

The PET-CT service is provided for UHS by a mobile scanner with plans for a fixed PET-CT in the near future. The Department has excellent physics and biochemist support. Research facilities are available for the development of new radionuclide imaging and therapeutic techniques.
The Wessex Neurological Centre is the Regional Centre for Neurosurgery, Complex Neurology and Clinical Neurophysiology.

Housed in a purpose-built block the Centre has 39 Neurosurgical and 30 Neurological beds with a 13 bed Intensive Treatment Area. The Centre is served by its own radiological facilities. A new Bi-planar Siemens Artis dedicated neuro-interventional angiography room will be installed in 2015 for complex interventional procedures under full theatre conditions. Two Siemens Edge CT scanners were installed in 2014-15. Adjacent to the Neurological Centre is a purpose-built MR Suite housing one 1.5T and one 3.0T scanner, to be installed in early 2016 and which are shared between the Radiological Specialties.

The Cancer Centre has been built on the SGH site with 3 new additional linear accelerators and ward accommodation for Radiotherapy and Medical Oncology. The Centre includes a plain film diagnostic Radiology Room, an Ultrasound Room and a GE Discovery 750 HD CT scanner.

The Paediatric Radiology Department is situated adjacent to the Main X-ray and Ultrasound departments on C Level at Southampton General Hospital. The Department was completely rebuilt and refurbished in 2005 and comprises: one Fluoroscopy Room, three X-Qgraph DR x-ray rooms and an Ultrasound Room. There are two dedicated Paediatric CT lists, four sessions of MRI, of which two are shared with paediatric neuro-radiology and include provision of general anaesthesia, with additional access to the scanners for emergency procedures. There is a close liaison with the Department of Nuclear Medicine.

Cardiothoracic Radiology is on E Level close to the Cardiothoracic Wards and Operating Theatres. There are 4 Siemens Cardiac Catheter labs (2 bi-plane and 2 single plane), a dedicated Cardiac MRI Scanner (Siemens Avanto) and a DR x-ray room. Cardiac CT is performed on the GE 750HD machine in the main radiology department. The Department provides a specialist cardiac and pulmonary imaging service to the Trust and beyond.

As part of on-going re-development of radiology, an additional IR room was installed within the Cardiac Catheter department to deal with the increase in EVAR/TVAR and acute trauma.

The Breast Imaging Unit was opened in 2007 on the Princess Anne Hospital site. The self-contained Unit includes three Mammography rooms (2 with digital
stereotaxis and 1 with tomography), 3 Ultrasound Rooms and clinical and counselling Rooms, providing services to Southampton, Salisbury and the Isle of Wight.

**Royal South Hants Hospital** is a satellite unit of Southampton General Hospital. The radiology department at the Royal South Hants provides diagnostic radiology services for outpatients and GPs. A GE Signa 1.5T MR scanner carries out a range of outpatient musculoskeletal, neurological, body and breast MRI studies. There are 4 XOgraph DR x-ray rooms and an ultrasound suite which is used for the ENT one-stop clinic.

**Curriculum**

All areas of the core curriculum, as required by the Royal College of Radiologists [www.rcr.ac.uk](http://www.rcr.ac.uk), are covered during the first three years of the training programme, with rotational attachments both in Southampton and in the participating district hospitals. Subsequently, consolidation of general radiology experience is combined with development of specialist radiology skills depending on the trainee’s chosen sub-specialty.

**Teaching**

Formal teaching programmes shared with the Portsmouth scheme are run throughout the 5 year training period. In the first year, lectures in physics and anatomy cover the RCR curriculum in preparation for the first part of the FRCR examination, together with lectures and practical sessions in radiographic techniques and procedural radiology and emergency radiology. In the second and third years there is a comprehensive lecture programme, covering all aspects of the curriculum in preparation for the part IIA FRCR examination, and a separate preparatory course for the final part (IIB) examination. There is an excellent post-FRCR course, comprising a series of study sessions held on various subjects including the role of the consultant, structure of the NHS and aspects of management which is designed to supplement the regional professional development course.
Main Conditions of Service

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

Hours

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours must not exceed 56 hours in a week (New Deal Contract requirements) across all their employments and any locum work they do: http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive.

Pay

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine
and the community health service (England and Wales), “the TCS”, as amended from time to time. The pay scales are reviewed annually. Current rates of pay may be viewed at: http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/agenda-for-change-pay. Part-time posts will be paid pro-rata.

Pay supplement
Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current pay scales may be viewed at: http://www.nhsemployers.org/. The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

Pension
You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

Annual leave
Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.


Sick pay
Entitlements are outlined in paragraphs 225-240 of the TCS.

Notice
You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.
Study leave
The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

Travel expenses
The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

Subsistence expenses
The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

Relocation expenses
The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at: http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars. You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on www.wessexdeanery.nhs.uk.

Pre-employment checks
All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at: http://www.nhsemployers.org/your-workforce/recruit/employment-checks.
Professional registration
It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

Health and safety
All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures
The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor
The employer will confirm your supervisor on commencement.

General information
Health Education Wessex's management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at www.wessexdeanery.nhs.uk and in the national ‘Gold guide’ to Specialty Training at: http://specialtytraining.hee.nhs.uk/news/the-gold-guide/.