ST3 TRAINING POST IN CLINICAL RADIOLOGY

PORTSMOUTH SCHEME

This is a post in year 3 of a 5 year training programme in Clinical Radiology at ST3 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 Clinical Radiology. Details of essential competences and qualifications are detailed in the person specification for Clinical Radiology at ST3 which is available from www.wessexdeanery.nhs.uk

It is anticipated that this training programme will support a CCT, CESR or CESR/CP in Clinical Radiology subject to satisfactory outcome of the Annual Review of Competence Progression (ARCP).

The programme is based in hospitals in the Wessex Deanery as follows:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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</thead>
<tbody>
<tr>
<td>Base Hospital</td>
<td>Portsmouth</td>
</tr>
<tr>
<td>Some core experience rotating to</td>
<td></td>
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<tr>
<td>Southampton General Hospital</td>
<td>Southampton</td>
</tr>
<tr>
<td>(Paediatric and Cardiac Radiology)</td>
<td></td>
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<tr>
<td>Kings College Hospital</td>
<td>London</td>
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<tr>
<td>(Neuroradiology)</td>
<td></td>
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<tr>
<td>Other experience available in years 4/5 at</td>
<td></td>
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<tr>
<td>North Hampshire Hospital</td>
<td>Basingstoke</td>
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<tr>
<td>The Royal Bournemouth Hospital</td>
<td>Bournemouth</td>
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<tr>
<td>Poole Hospital</td>
<td>Poole</td>
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<tr>
<td>Salisbury District Hospital</td>
<td>Salisbury</td>
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<tr>
<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
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</table>

Wessex Deanery is a relatively small deanery with a defined geographical area which does lead to there being a single unit of application. In the majority of cases successful candidates will be asked to preference their choice of location for either one or two years. Some specialties will require successful candidates to preference both commencing location and specialty. Future placements will be based, as normal, on individual training and educational needs. Please note that applications are to the Wessex Deanery as a whole. This may mean that you may be allocated to any geographic location within the Wessex Deanery depending on training needs.

The Wessex Deanery covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.
The Wessex Deanery is part of NHS South of England, comprising South Central, South East Coast and South West Strategic Health Authorities. The Wessex Deanery currently covers the health communities of South Wiltshire, Dorset, and Hampshire and the Isle of Wight. The Wessex Deanery is responsible for the training of some 2,500 trainees.

**Rotation Information**

This post commences in year 3 of the five year training programme, which leads to accreditation for the CCT by the Royal College of Radiologists / GMC. Courses are run for both parts of the FR CR. A Radiology Film Museum, a library and computer based teaching aids are available. There is a well-equipped postgraduate medical education centre at Queen Alexandra Hospital. There are educational activities almost every day for all groups of graduates at all stages of their careers. There are also departmental teaching sessions, and intensive pre-examination practice sessions are held prior to each Final Fellowship Examination.

**Year 3**

The rotation begins in August. There will be a one week induction course to the department, and an induction half day to the Wessex Deanery. The local induction allows trainees to visit the various departments, and to meet many of the staff. In year 3 there are 3 four month attachments. These are based at Queen Alexandra Hospital apart from part of the Paediatric and Neuroradiology attachments which are split with Southampton General Hospital and Kings College Hospital, London respectively. There is a programme of tutorials and film-viewing sessions for the second and third year trainees. Some of these are full days of lectures and practical sessions based around each modality or specialty. Others are held on Tuesday afternoons, split between Southampton and Portsmouth. A second study session may be made available each week, at the discretion of the Rotation supervisor, for targeted research or study.

**Years 4 and 5**

Attachments in these years are based in Portsmouth, but there is also interchange between Portsmouth and the hospitals involved in the Southampton based scheme. The aim is to provide a variable combination of further general radiology training and experience in the trainee’s chosen sub-specialty/specialties in keeping with the RCR 3+2 training structure. Depending on the subspecialty, training is offered to level 1 or level 2 competency in the RCR 2010 Radiology curriculum structure (For further information please see www.rcr.ac.uk). These attachments are very flexible and can be tailored to an individual trainee’s requirements, following discussion with the Training Committee and relevant trainers. Appropriate time is allocated for personal study and flexible training attachments.

**On-Call Arrangements**

All trainees from year 3 onwards take part in non resident on call duties, covered by a Radiology Consultant. On call is currently based on a 1 in 6 rota. There are facilities for reviewing images from the Hospital PACS system from home. A separate consultant led Interventional Radiology on call rota will be in place, probably from early 2013.
Study and Training

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

The Deanery is committed to developing postgraduate training programmes as laid down by PMETB, 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 meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the Postgraduate Medical Education Training Board (PMETB) in accordance with their standards for training.

Study leave is granted in accordance with Deanery/Trust policy and are 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 this 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 audit at various times throughout the rotations.
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

Trust Information

Portsmouth Hospitals NHS trust serves a local catchment population of approximately 650,000. It also houses the Wessex regional Renal unit. Several specialties operate within multidisciplinary teams combined with Southampton, Chichester and the Isle of Wight. Most military services previously located at Royal Hospital Haslar have now relocated to Birmingham, but some military service is retained locally in Portsmouth, as an MDHU within the local trust.

The Radiology department undertook 275,683 examinations in 2010/11. The Department’s annual expenditure budget is approximately £12m. with a whole time equivalent staffing establishment of 200. Within this establishment there are 22 (20.35 Whole time equivalent) consultants, 151 radiographic, 10.36 nursing, 32 admin and clerical and 3 IT staff.
16 consultants contribute to general radiology reporting, ultrasound cover, acute CT and on call. All consultants also work within a subspecialty field, with between 2 and 5 consultants working within each of the following multidisciplinary teams: Oncology, Musculoskeletal, Pediatrics, Vascular and Interventional, Chest, Head and Neck/Neuro, Gastrointestinal, GU/Urology, Breast Radiology and Nuclear medicine. There is one Nuclear Medicine physician and one Breast Physician

CLINICAL RADIOLOGY DEPARTMENTS

Queen Alexandra Hospital
Since July 2009 almost all services of Portsmouth Hospitals NHS trust have been delivered from the Queen Alexandra site following completion of new hospital facilities. The new build contains the elective/out-patient Radiology facilities. The older facilities at QA have been redeveloped, with new facilities including enlarged meeting rooms and new trainee facilities and library. This work was completed in August 2010.

The Elective department comprises 6 digital X-ray rooms, 1 digital fluoroscopy room, 4 Ultrasound rooms. The Paediatric department has 2 digital X-Ray rooms and one ultrasound room. The Dental imaging department houses 1 digital OPG and Ceph machine, 2 digital intra oral machines and a Cone Beam CT scanner. There are 2 CT scanners, 4 slice and 40 slice and a 1.5T MRI scanner. Nuclear Medicine comprises 4 rooms, 2 with SPECT gamma cameras, one with SPECT/CT and the other with PET/CT (awaiting commissioning. Service currently provided at Spire Hospital, Southampton).

The older redeveloped acute department has 1 128 slice CT, 1 1.5T MRI scanner, 2 ultrasound rooms, 2 digital radiography rooms, 1 digital fluoroscopy room, 1 interventional ultrasound/lithotripsy room and 2 interventional suites, one equipped to theatre standard for combined surgical/radiological procedures. There is a 9 bedded Radiology Day Case Unit, with Radiology staff responsible for pre-assessment and care of patients from admission to discharge. The emergency department has 1 digital and one CR X-Ray room and the paediatric ED has a dedicated digital imaging suite. The imaging department also supports 6 digital image intensifiers in theatres, CCU and Gastro.

Curriculum

All areas of the core curriculum, as required by the Royal College of Radiologists, are covered during the first three years of the training programme, with attachments based in Portsmouth, rotating for short periods to Southampton and Kings College Hospital, London. 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 are run throughout the 5 year training period. In the second and third years there is a comprehensive lecture programme, covering all aspects of the curriculum in preparation for the part 2A FRCR examination, and a separate preparatory course for the final part (2B) examination. There is also a program of post-FRCR teaching, comprising a series
of study sessions held on various aspects of the role of the consultant, structure and function in the NHS etc. This is designed to supplement the regional professional development course, which is run by the Wessex deanery throughout the 5 year training programme.

**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 (or 52-hours if working on a derogated rota) 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/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx

**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 payscales are reviewed annually. Current rates of pay may be viewed at http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx

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 payscales may be viewed at xx. 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.

The TCS may be viewed at [http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx)

**Sick pay**

Entitlements are outlined in paragraphs 255-240 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/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx)
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/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx

**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**

The Deanery’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://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx