A NEW KIND OF TRUST

Children’s, Women’s and Diagnostics Division
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The Directorate of Imaging has a budget of over £30M and provides a comprehensive diagnostic and interventional radiological service to all specialties within the Trust and also provides diagnostic tests to General Practitioners, with over 500,000 examinations expected during 2015/16.

The Imaging Directorate at UHNM is now the 4th largest service in the country and has recently achieved ISAS accreditation standards, we are proud of this achievement and expect all staff to commit to maintaining and improving on these high standards.

Our department prides itself on being committed to professional development and advancement of clinical practice throughout all staff groups and modalities. We recognise CPD is important to each individual’s role and actively encourage progression. As a teaching hospital we provide support to students during their training from Birmingham City University and Bangor University. There are excellent opportunities for career progression for those that are keen to progress.
ISAS (Imaging Services Accreditation Scheme)

Our Imaging Directorate is very proud to have achieved our ISAS accredited status in September 2014. We are one of the largest departments in the county to have achieved this status.

ISAS is a patient focused assessment and accreditation programme designed to help diagnostic services ensure that their patients consistently receive high quality services delivered by competent staff working in a safe environment. It is a developmental scheme that helps imaging services to improve continuously and is regularly updated by Radiologists and Radiographers.

The Care Quality Commission (CQC) views ISAS as extremely beneficial for its inspections. Diagnostic imaging was introduced as a core service in CQC inspections in 2014 and more recently the CQC has confirmed that they view ISAS accreditation as a good source of evidence to inform their inspections. ISAS therefore offers a major opportunity for services to demonstrate in advance of a CQC inspection that they are providing high quality care and services and have a strong governance framework.

Being an accredited service means that it is much clearer for us to identify areas for improvement and make positive changes. It improves clinical governance standards, raises the level of competency and enhances the credibility of the service.

It is a massive benefit to our patient care as we can give them the reassurance that our service, which is often central to their pathway, is operating to a high quality standard.

Within Imaging at UHN, staff are encouraged to ‘get involved’. We are one of only 22 diagnostic services in the country that are currently accredited and we are very proud of the work everyone has done to get us there.

Research

In line with the Trust’s 2025 Vision we are actively seeking to raise the profile of research at the Trust:

- ’The future of research is one of growth’
- Research will continue to grow
- We need to embrace and embed it at every level
- Research happens to provide better care of our patients
- It identified new ways of preventing, diagnosing and treating disease
- There is also a strong link between increased research activity and better clinical outcome

(Equality and Excellence: Liberating the NHS (July 2010).

To address this the Imaging department now have two Band 7 Research Radiographers that are responsible for raising the profile of research and co-ordinating clinical trials. They are also members of the Imaging Research Development Committee which supports Radiographers and Nuclear Medicine Technologists, to carry out home-grown research and innovation. These research radiographers are also responsible for representing the Children, Women’s and Diagnostics Division at Trust level for research, encouraging multi-discipline working, increasing trial activity and boosting staff engagement to agree that the Trust is research-led.

We are currently involved with 91 trials multi centre made up of commercial and non-commercial trails and have 34 in set up (Jan 2016) and 6 home grown research projects. These numbers are set to rise in line with the Trust’s 2025 vision, The Trust’s Research and Development strategy and the Divisional 2 year strategy.
Facilities

The imaging facilities are almost all based within a purpose built department in the main hospital complex on the Royal Stoke University Hospital site and at the County Hospital in Stafford with smaller Departments situated within the Potteries conurbation:

The following services are provided:

- Plain Radiography
- Ultrasound – all areas including vascular
- Neuroradiology
- Interventional Procedures – including complex Vascular Intervention
- Fluoroscopy
- Breast Imaging including intervention and Breast Screening
- Angiography
- Computerised Tomography
- Magnetic Resonance Imaging
- PET/CT
- Nuclear Medicine
Equipment

A purpose built Interventional unit has been established on the Royal Stoke Hospital site with theatre standard facilities including a recovery area. Two theatre standard rooms operate side by side with high specification facilities, with one room upgraded in December 2014 with a Siemens Zeego Q system. Additionally we have a high specification fluoroscopic procedure room adjacent to the theatre area for completion of smaller radiological cases.

Currently the total capital equipment in the Imaging Department consists of 5x MRI units (2x 3.0T and 3x 1.5T) 6x CT units (3x 128 and 1x 256 Flash) Slice (2x 64 slice Toshiba on County site), plus significant volumes of other modalities. Voice recognition has been implemented and is the preferred method of reporting, and a full PACS system was installed in March 2008.

Remote reporting facilities will be rolled out across radiologists employed by UHNlM on a phased implementation allowing those radiologists interested, the opportunity to agreed working from home as part of their job plans, this service is being developed through the implementation of Intelerad systems.

The imaging department has moved into the new hospital build following a large PFI project in March 2012 on the Royal Stoke site this includes new inpatient and outpatient accommodation for Imaging. Five community hospitals contribute to plain film and ultrasound services linked by electronic image transfer to the main departments. The main department at Stoke contains fluoroscopy rooms, ultrasound scanners and plain film facilities, and integration with a two gamma-camera plus SPECT CT Nuclear Medicine department.

Specialised Services

The imaging directorate undertakes several examinations as a specialised centre within the region this includes Cardiac MRI, CTC and Endoanal Ultrasound. Additionally the Directorate is also part of the vascular alliance with UHNlM being the Hub for the complex Vascular Interventional procedures. An on-call rota has been developed to cover 24/7 vascular interventional services particularly linked with the Major Trauma Centre.

Kitten Scanner

This £20,000 mini version of a scanner is used to help reduce the anxiety felt by our younger patients when preparing to go for a scan. Using a range of creatures that each tells their own story about why they need a scan, the Kitten Scanner allows children to explore the machine and takes the fear out of the procedure.

Within days of the Kitten Scanner being installed it had its first success when a distressed child who was refusing to go into the real scanner spent time with the Kitten Scanner.

They went on to have a successful scan without the need for a general anaesthetic, which is a fantastic achievement.
CT

Our CT service supports a range of subspecialties within the hospital by providing them with a comprehensive imaging service. We are part of the major trauma service and work closely with A+E and the surgical specialities.

We perform dedicated CT cardiac scanning, paediatric imaging, musculo-skeletal neuro imaging along with CT interventional procedures. Our services also support the Oncology department and research.

Our involvement in research is already well established and we seek to consistently expand our trial activity and recruitment numbers, with the support of dedicated research radiographers. The CT service we provide is supported by a team of experienced Radiologists who provide clinical leadership within their sub-specialities, and a group of CT Radiographers all have the necessary skills to take part in a variety of scanning lists and CT techniques.

The clinical team is supported by a team of Imaging Department Assistants who play an invaluable role especially in helping ensure that CT provides a patient centred CT service.

The CT service operates 7 day working, extended hours 8-8, and includes a 24 hour on call rota, using state of the Art equipment.

We enjoy belonging to Trust which is focussing on world class excellence and value enthusiastic and motivated staff.
MRI

At UHNM MRI we pride ourselves in the breadth of our clinical workload and expertise, which includes advanced neurological imaging such as spectroscopy and functional imaging, the full breadth of oncological, body and pelvic MRI, a tertiary cardiac MRI service and paediatric imaging, including anaesthetic lists, as well as the full range of musculo-skeletal and neuro imaging. Our involvement in research is both established and growing, with the support of dedicated research radiographers. The service operates 7 day working, extended hours 8-8, and includes a 24 hour on call rota.

Each sub-speciality within MRI is supported by a team of radiologists, who work closely with a lead radiographer for that sub-specialism. Our team of around 20 radiographers have a range of skills, and all perform the majority of our techniques, with particular radiographers developing competencies in the more specialist and complex examinations.

The clinical team is supported by dedicated MR physicists, and by a team of Imaging Department Assistants who are key to ensuring a friendly and efficient, and above all safe, MR service.

MRI demand is ever increasing at this time due to the high clinical value that is delivered by the systems and the disease diagnosis from speciality scans such as neurology and cardiac. The impact of the growth means that the department hopes to see six scanners to be online by mid 2016.

Ultrasound

The UHNM offers a dynamic, fast paced and ever changing and developing ultrasound service. Compared to other prominent methods of medical imaging, ultrasonography has several advantages. It provides images in real-time (rather than after an acquisition or processing delay), it is portable and can be brought to a sick patient’s bedside, it is substantially lower in cost, and it does not use harmful ionizing radiation. Due to this there has been a huge increase in the demand for ultrasound over the years.

Here in ultrasound we have a joint team of general ultra-sonographers, who offer comprehensive scanning over a range of diagnostic medical ultrasound examinations including specialties such as Paediatrics, Vascular, MSK and FNA’s. The service also currently plays a huge role in the vascular alliance between Leighton hospitals and Burton hospital. This coalition has hugely increased the amount and range of vascular scanning through the UHNM ultrasound team.

We also have a friendly and efficient team of obstetric sonographers who specialise in dating and growth monitoring scans as well as abnormality screening including nuchal translucency.

These services are provided over multiple sites including scanning in the community which offers a variety of patients and environment. No one day is the same in ultrasound.
Nuclear Medicine and PET-CT

The Nuclear Medicine department at UHNM consists of 3 gamma cameras (2 x dual head and a dual head SPECT-CT). It has the direct support of its own on-site Radiopharmacy department and an in-vitro laboratory allowing for a flexible and responsive service. The department consists of a diverse staffing group comprising of technologists, who perform the full breadth of the nuclear medicine workload including radiopharmacy work and SPECT-CT investigations, assistant technologists, nursing staff and integrated radiology and physics support. Such a combination of staff ensures a ready availability of expertise when and where it is required.

The department performs a full breadth of adult and paediatric diagnostic nuclear medicine investigations including bone, myocardial perfusion, lung, GFR, brain and renal studies, to name a few, and takes an active role in research studies. In addition to the Nuclear Medicine service, the UHNM also operates an expanding PET-CT service primarily consisting of an F-18 FDG workload. The PET-CT service is staffed by the core Nuclear Medicine staff that performs all aspects of the PET-CT service.

The diversity offered by the core Nuclear Medicine service at the UHNM, in conjunction with the growing PET-CT service is an ideal environment where staff with an interest in radionuclide imaging can learn and develop with the support of a dynamic and high calibre team of nuclear medicine professionals.

Interventional Radiology (IR) and Neuro

In IR we have 2 full theatre condition suites (Zeego Q and Bi plane FD 20/20) and a 3rd Multipurpose Room (Artis Zee MP).

Every day brings a new challenge and the diversity in management of patients is ever growing in number and type. We perform over 110 EVAR/TEVAR procedures per annum, mix that with the Trauma, Stroke (Leading UK centre) and Embolisation work results in a great experience base for any Radiographer wishing to enter this field.

We operate a 24/7 service with nursing support and work closely with all areas in the trust. A team of 10 Radiographers and 21 Nurses provide this cover and are yet a tight knit friendly working environment.

The team are currently busy planning in the future our own Day Case unit and the build of a 3rd theatre is well under way.
North Staffordshire

Breast Imaging has a dedicated breast care unit within the new main hospital at UHNM. Here we perform diagnostic and interventional procedures and work closely with the multi-disciplinary team. We are a committed team in delivering a high quality service to patients in the surrounding areas and sustain a high level of performance.

The team rotate between Breast Care and the North Staffordshire Breast Screening Service. The North Staffordshire Screening service invites a population of 72,000 women over a 3 year period and age extended in January 2011 to call women between the ages of 47-73 years. Facilities include a static breast screening unit based in Hanley which has two mammography rooms and a demountable (mobile unit) which is located in Newcastle, Kidsgrove, Biddulph, Cheadle and soon to be Leek.

All our equipment is digital and consists of 3 Hologic Selenia mammography units for screening, 2 Siemens Inspiration mammography units for symptomatic and assessment, and 2 Toshiba Ultrasound units.

South Staffordshire

South Staffordshire Breast Screening and Symptomatic Service are currently looking for all denominations of staff to join our friendly patient centred team in providing a quality breast screening and symptomatic service to the population of South Staffordshire. With a screening population of approximately 90,000 women we screen at three static units with modern purpose built facilities, County Hospital, Stafford, Cannock Chase Hospital and Queen’s Hospital, Burton upon Trent.

The service also screens from two mobile units which visit Lichfield, Uttoxeter, Tamworth, Stone and Wombourne. Symptomatic Imaging is provided by means of One Stop and follow up clinics at both County Hospital and Queen’s Hospital, Burton.

The service is fully digital and has modern equipment (Hologic, Dimensions), which is standardised across all sites for ease of working and consistency. The service is forward thinking and is expert in the use of vacuum assisted biopsy.
More recently we have upgraded one of the X-ray machines at County Hospital in order to undertake Tomography of the breast. This is a relatively new technique in Breast Imaging and can help in the detection of the more difficult to image cancers. Successful candidates will gain expertise in all aspects of breast imaging, with CPD and role extension actively encouraged.

The service will be ‘Age Extending’ in line with other National Breast Screening services at the end of March 2015.

The service achieves consistently excellent results against National Standards and staff retention and development are very important to us.

**General Radiography**

On the General modality teams at UHNM have the opportunity to work with modern DR equipment with our few remaining CR systems being steadily replaced on the capital replacement programme. There are 3 General Radiography Teams at UHNM based on their geographical location; Stoke site, County site and Community units supported by Consultant Radiographers, Radiologists, Radiographers, Assistant Practitioners and Imaging Department Assistants.

At the Stoke site we provide a wide range of imaging including major trauma (as we are a major trauma centre), a range of fluoroscopy procedures in theatre, support the MSK and Fracture clinics and imaging of both inpatients/outpatients and referrals from primary care including paediatrics. The service delivers 24/7 cover in a fast paced environment.

At the County site all our equipment is DR and less than 2 years old including the mobile units. A small, friendly team of staff provide imaging for the County AE department, inpatients, outpatients and theatres. The service is available 24/7, with an oncall from home provision after midnight.

At the Community units there are 3 General DR rooms, 1 CR room and mobile unit. This small friendly team deliver an imaging service to patients closer to home from the Haywood site, Cobridge and Leek Moorlands. Imaging includes inpatient/outpatient and primary care referrals and it is a specialised Rheumatology Centre. The Walk-In Centre is open for patients until 10pm.
Advanced Practice Team

The Advanced Practice Radiographer Team at UHNM is one of the largest in the UK and has been developed in response to the increasing demand for imaging services combined with the increasing pressure on Consultant Radiologists. They are based across all modalities and all sites.

The team of advanced practice and Consultant Radiographers provide professional Leadership, Consultancy and Communication. They deliver effective clinical leadership to bring about the best care for patients within the directorate. Influencing and negotiating, working within the department, inter-department and external organisations facilitating co-operation.

They develop and advance innovative practice to formulate plans and strategies to implement improved service, delivery and lead evidence-based reconfiguration of existing clinical practices through clinical audit and research to underpin and inform changes of clinical practice.

They participate on national forums and share best practice advising and proposing policy changes or service development at a local, regional and national level, review and critically evaluate national and regional policies and advise the Trust on implementation locally and amendments to local policy.

The Advanced Practice Team at UHNM consists of:
- 3 Consultant Radiographers
- 1 Advanced Practice Lead
- 1 Deputy Practice Lead
- 20 Radiographer Advanced Practitioners

Areas of advanced Practice include:
- Appendicular Reporting
- Axial Reporting
- Chest Reporting
- Abdomen Reporting
- CTC Performing and Reporting
- Gynae Aps/HSG’s
- GI Reporters, Bariums/Video Fluoroscopy/ Proctograms etc.
- MRI Reporters
- Paracentesis
IMAGING STAFF

Medical:
42 Consultant Radiologists
Nuclear Medicine Physician
22 Specialist Registrars

Nursing:
1 Nurse Manager
20 Nursing Staff

Radiographers:
6 Senior Superintendent Radiographers
5 wte Band 7 Modality Team Leaders
3 consultant diagnostic Radiographers
21 wte Band 7 Advanced Practitioners
80.18 wte Band 5/6 Radiographers
10.93 wte Assistant Practitioners
45.68 wte Imaging Depart
Clinical Director of Breast Imaging

Management Support:
Clinical Director of Imaging
Deputy Clinical Director
6 Clinical Leads in Subspecialties
Imaging Directorate Manager
Professional Head of Imaging
Associate Directorate Manager
Breast Imaging Services Manager
Business Support Manager – Ultrasound
Senior Operational Support Manager
Support Managers
PACS Manager
Governance Manager

A & C:
8.5 wte in breast
37.6 wte non-breast
The following conditions must be met before the Trust will confirm an offer of employment:

### Verification of ID and Right to Work

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- UK Passport
- UK Birth Certificate (if passport is unavailable)
- National Insurance evidence (P60/recent payslip/P45)
- EEA (European Economic Area) Passport
- Residence permit issued by the Home Office or UKBA
- Driving Licence (ID card + counterpart)
- 2 addressed bills or statements (Bank/utility bill/phone bill)
- Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

### Disclosure and Barring Check: Protection of Children & Vulnerable Adults

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Criminal Records Bureau (CRB) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

### References

It is a condition of employment that references are provided which are acceptable to the Trust.

### Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

### Professional Registration

The successful candidate is required to be registered with the professional bodies eg. GMC, HCPC, NMC. Membership of the approved Medical Defence/Protection Society/SOR, RCN is not a mandatory requirement for the post but is strongly advisable.
This area is one of contrasting scenes at the heart of Britain and covers approximately 340 square miles. It is bordered to the west by Shropshire and the North East by the Derbyshire Peak District and is separated from the Black Country to the south by some 30 miles of agricultural land, in the middle of which lies the county town of Stafford. About two thirds of the population is concentrated in the conurbation of the City of Stoke-on-Trent and the borough of Newcastle-under-Lyme.

The Potteries Shopping Centre is the focal point of the City Centre (Hanley) which has many major high street stores as well as indoor and outdoor markets. The other towns in the City have their own shopping centres, each with its own distinctive atmosphere.

Home to the world’s most beautiful china, Stoke-on-Trent has visitor centres and many factory shops to visit. Gladstone Pottery Museum provides ‘hands on’ experience and the award winning City Museum and Art Gallery has a wide range of exhibitions and events throughout the year. The five theatres offer a wide choice of entertainment with drama, music and live acts for all age groups throughout the year.

The Borough of Newcastle-under-Lyme was granted its first charter by Henry II in 1173 and, under the protection of the new castle from which its name is derived, the town soon became the main route and market centre in North Staffordshire. Today, Newcastle remains a busy market town, with many charming villages on the outskirts, and beautiful surrounding countryside.

Staffordshire Moorlands District is a large upland area where stockbreeding is the main farming activity and is the gateway to the Peak District National Park. The numerous walking and cycling routes enable visitors to appreciate the area’s spectacular view of charming countryside and the main villages of character. A main attraction of the area is Alton Towers, famous for its white-knuckle rides, shows and attractions set in 19th century parklands. Along with nature reserves and a steam railway to visit, Staffordshire Moorlands offers other activities including climbing and boating.

Housing is plentiful, varied and affordable, with excellent shopping and cultural facilities. There are also fast road and rail links. Stoke-on-Trent and Newcastle-under-Lyme are adjacent to the M6 (Junction 15) motorway, about one hour’s drive from both Manchester and Birmingham. There is an Inter-City rail service, with London less than two hours away, and three international airports within a 50 mile radius.
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Stoke-on-Trent
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County Hospital
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Tel: 01785 257731

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