



GROW.
DEVELOP.
ACHIEVE.

Breast Radiology
on the Isle of Man

Consultant Breast Radiologist/Consultant Radiologist with a special interest in Breast Radiology

Hear from our team about what it's like to work on the island

Since I arrived I have achieved multiple goals in my professional life and I have always been supported by the Department. The working environment in Radiology is very pleasant and we work together as a team to offer a great service to our patients, which has always been a priority. I was able to maintain my subspecialty interest and the variety of cases we see on the Island is significant; also the department has state of the art equipment and we perform a variety of exams, beyond what would be expected from a Hospital this size, which makes my job very interesting.

Dr Finocchi
Consultant Radiologist at
Noble's Hospital



Our welcoming and recently refurbished reception



A special place **to live and work**

The Isle of Man occupies a central position in the Irish Sea and the British Isles - between England and Ireland. The Island is accessible by sea and by air, with over 200 weekly flights off Island.

The Island is blessed with an extensive coastline, stunning natural landscapes and unspoilt beaches and is a popular holiday destination. Measuring 33 miles long and 13 miles wide, with a population of over 80,000 people, the Island has a diverse landscape, including glens, forests and beaches.

The Isle of Man is a self-governing country, but has always had and continues to have very strong ties to the UK. The Island offers an excellent education and an NHS style free healthcare system.

The Island has a strong national Manx identity and culture that is community spirited and celebrated with cultural, food and drink and sporting festivals throughout the year including the world renowned TT races, the Isle of Man Food and Drink Festival and the Manx Telecom Parish Walk.

Those living in the Island benefit from an unbeatable quality of life and great lifestyle opportunities. The Island is one of the safest places to live in Europe and is the only Island Nation in the world to be awarded UNESCO Biosphere status, making it a truly unique location to live and work.

All the information you could need on the Isle of Man is available for you at www.locate.im.

About Manx Care

Manx Care is a new public sector organisation responsible for delivering health and social care services across the Isle of Man.

Its' creation marks a once-in-a-generation shift in the way these services are provided to the Island's population. It forms part of an on-going transformation programme that aims to establish Manx Care as an exemplar of successful integration of both health and social care. Find out more about Manx Care at www.manxcare.im.



Thank you for showing an interest in our vacancy within Noble's Hospital - We're delighted you're looking to join us!

This Applicant Pack contains lots of useful information that we hope will be of interest to you and that will answer some of your questions about the role and living and working on the Isle of Man.

Who are we?

The Isle of Man is in the middle of the Irish Sea situated between Ireland and England.

About the Hospital

Opened in 2003 Noble's Hospital is the Islands' only District General Hospital, situated on the outskirts of Douglas, the capital of the Isle of Man. It is equipped to the very latest standards; there is a total complement of 317 beds. There is also a cottage hospital, in Ramsey in the north of the Island, where some Consultant clinical sessions are held and where there is a nurse-led Minor Injuries Unit.

The hospital provides a comprehensive range of services typical of most District General Hospitals.

The following clinical services are available to patients:

- Accident and Emergency
- Anaesthetics and Intensive Care Medicine
- Care of the Elderly
- E.N.T.
- General Medicine including Cardiology, Endocrinology, Nephrology, Respiratory Medicine, Rheumatology
- General Surgery and Vascular Surgery
- Gynaecology and Obstetrics
- Ophthalmology
- Oral Surgery and Orthodontics



- Paediatrics Including Neonates
- Pathology
- Radiology
- Trauma and Orthopaedics
- Urology

Visiting Consultants provide out-patient services in:

- Dermatology
- Genito-Urinary Medicine
- Neurology
- Orthodontics
- Paediatric Oncology
- Paediatric Cardiology
- Plastic Surgery
- Radiotherapy/Oncology
- Thoracic Surgery

Patients are transferred to regional centres, usually in the Liverpool area, for treatment in the following specialties:

- Cardiac Surgery
- Neo-natal Surgery
- Neurological Investigation
- Neurosurgery
- Radiotherapy

The hospital sits within large grounds, which include on site staff accommodation, a GP surgery and numerous green spaces.

A Combined Education and Training Centre are situated in the grounds of Noble’s Hospital. There is a library with a qualified medical librarian and secretarial staff. Frequent clinical meetings are held throughout the year covering a wide variety of subjects.

Our Values

In Manx Care we pride ourselves on being committed, appreciative, respectful and excellent. CARE represents what we are about, what we stand for and what we value. All our recruitment, performance management and staff development are based on our CARE ethos

About the Department

The Radiology Department sits within the Integrated Diagnostic and Cancer Services care group which also includes Pathology, Pharmacy and Cancer Services.

A full range of imaging services are provided by the department. These include:

- 2 x Siemens Mammomat Revelation digital mammography machines with tomosynthesis
- 2 x Siemens Go.Top CT scanners

- 1 x 3T Siemens Magnetom Lumina and 1 Philips 1.5T Achieva MRI scanner
- US 7 x GE LOGIQ 2 X GE Voluson
- DR general rooms, bone densitometry, theatre, mobile, dental and SPECT CT

Annual Activity (2023)

Plain Imaging	39412
Fluoroscopy	702
Interventional procedures	669
Bone Densitometry	1590
MRI	6488
CT	12635
Ultrasound	16296
Mammography	1498
Breast screening	6236

The Breast Screening film reading service is administered by the Nightingale Centre at Wythenshawe, Manchester with the assessment clinics and symptomatic services provided locally by a Breast Surgeon, Radiologist and Specialist nurses. There is a video link to the Oncology unit in Clatterbridge for the breast, lung & colo-rectal MDT’s. Nobles Hospital encourages appropriate network links to U.K. hospitals.

Tele-radiology and internal extra reporting sessions are used routinely to ensure turnaround times.

Soliton is the RIS provider with SpeechMagic voice recognition and an ICE Order Comms creating a paper light department. The department has a Philips PACS system with an integrated home reporting solution. Upgrade of the RIS/PACS system is due to be completed by October 2024.

About the Team

You will be working within a multidisciplinary team comprising six consultant radiologists (including this post) with radiographer and clerical team support.

The Consultant team is supported by the radiology manager, radiographers and clinical and clerical support staff. You will report to the Clinical Director of the care group. The Consultants have dedicated

office space available within the department and the breast unit. Medical secretarial support will be available.

There is a dedicated Breast Unit situated in the hospital providing both a screening and a symptomatic service. This consists of two mammography rooms, and a dedicated ultrasound room. Vacuum biopsies are undertaken using the Hologic Sapphire.

Consultant team

Dr Rebecca Miller, MB BS, MRCP, FRCR, DMRD	Consultant Breast Radiologist(0.5WTE)
Dr Tahira Aslam, MRCS, FRCR	General Diagnostic with interest in GI, IR & Cardiac CT (0.5WTE)
Dr Jack Straiton, MBChB, BSc Hons, FRCR (2011)	General Diagnostic with interest in GI, IR (1.0WTE)
Dr Al Jwad, DMRD MBChB	General Diagnostic with interest in MSK (1.0WTE)
Dr Vanina Finocchi	General Diagnostic with interest in Neuro and Cardiac CT (1.0WTE)
Dr Bruce Smith MB ChB	General Diagnostic Radiologist (1.0WTE)

Supported by:

- 1 wte x Radiology Manager
- 1 wte x PACS Manager
- 5 wte x Sonographers
- 4 wte x Mammographers
- 24.5 wte x Radiographers
- 2 wte x Radiographic Aides
- 0.95 wte x Executive Officer
- 5.5 wte x Administrative Officers
- 0.95 wte x Administrative Assistant



Job Title:	Breast Radiologist
Grade:	Consultant
Salary:	£91,914 – 158,750 (Salary for 10 PAs)
Number of PAs:	10

Main responsibilities

This is predominantly a Breast Radiologist post. However General Radiologists with Special interest in Breast are welcome to apply. The post holder will also be offered the Breast Screening Director position and will play a fundamental role in the coordination of the Breast Unit, which includes the development of a vibrant Clinical Governance programme in conjunction with the substantive Consultant Breast Radiologist, Dr Miller.

For Breast Radiologist on call duties are not mandatory but may be undertaken if compatible with the professional profile of the candidate.

- The successful candidate will undertake high quality breast imaging services in both the breast screening programme and the symptomatic breast service.
- You will work alongside clinicians within our commissioned breast screening partner in the NHS to deliver a safe and robust breast screening service within the specifications of the National Breast Screening Service – this includes screen reading, consensus, screening assessments as well as contributing to a robust audit and quality assurance programme.
- Following appointment you may be offered the opportunity to work additional hours or undertake additional responsibility roles in keeping with the work patterns of the existing substantive consultants in radiology. These additional hours will be incorporated in the job plan as additional PA's.
- Annual and study leave absences are covered internally, which will require all post holders to maintain service provision.
- You will be a member of the Integrated Diagnostics and Cancer Services care group and will be expected to work with the Clinical Director and Departmental Manager to maintain and develop the service.
- You will be required to participate in meetings with the Radiology Department as well as with the Surgical Department and carry out those administrative duties which arise within the hospital and are relevant to the provision of the breast service, as well as other administrative duties which occasionally fall to all Consultants.
- You will be required to maintain continuing Professional Development (CPD), participate in audit activities, clinical governance as well as undergo annual appraisal and the formulation of a Personal Development Plan (PDP) to identify training and development needs.
- You will need to ensure at all times that you meet the General Medical Council's standards described in "Good Medical Practice" including the Duties of a Doctor.
- Take personal responsibility for risk management in your work and undertake to review practices and learn from mistakes.
- Undertake an annual job plan review with the Clinical Director of the care group in conjunction with the Radiology manager as outlined in the hospital guide to job planning.

Job Plan

The job plan for this post consists of 10 Programmed Activities of which 7.5 are allocated to Direct Clinical care (DCC) and 2.5 allocated to Supporting Professional (40 hours).

Activities are distributed throughout the week balancing DCC, including admin time and SPA time; individual strengths/preferences are considered in the distribution of the sessions if agreeable with the Department needs. The SPA is divided in 1.5 SPA on site and 1 displaced SPA which can be done off site, prior agreement with the CL and CD. MDT input is an important component of the Radiologist's role and will be allocated appropriate sessional time to prepare, undertake and document the MDT decisions.

The duties expected of the post include:

- Radiology support for symptomatic one-stop clinics
- Breast screening assessment clinics
- Screen reading in conjunction with commissioned breast screening provider
- Wire and non-wire localisation
- Image guided core and vacuum biopsy and vacuum assisted excision
- Radiology input into the Breast MDT
- Breast MRI reporting

The following is a sample timetable and it is intended that the Consultants' Job Plans will be reviewed annually:

Day	Start	End	Location	Work	Categorisation	Frequency	Hours	No of PAs
Monday	09:00	13:00	Radiology/Breast Unit	SPA on	SPA	weekly	4	1
Tuesday	13:00	17:00	Radiology/Breast Unit	MDT Preparation	DCC	weekly	4	1
	09:00	16:00	Breast Unit	Diagnostic and Interventional Breast Radiology	DCC	weekly	7	1.75
	16:00	18:00	MDT Seminar Room	Breast MDT	DCC	weekly	2	0.5
Wednesday	08.30	09.30	Breast Unit	Localisation	DCC	Weekly	1	0.25
	09:30	12:30	Breast Unit	Diagnostic and Interventional Breast Radiology	DCC	weekly	3	0.75
	12:30	16:30	Breast Unit	Breast assessment	DCC	weekly	4	1

Thursday	08:30	12:30	Breast Unit	Screen Reading	DCC	weekly	4	1	
	12:30	16:30	On/Off Site	SPA (Flexible)	SPA	weekly	4	1	
Friday	09:00	12:00	Radiology/ Breast Unit	Reporting	DCC	weekly	3	0.75	
	12:00	14:00	Radiology/ Breast Unit	SPA on site	SPA	weekly	2	0.5	
	14:00	16:00	Radiology/ Breast Unit	Reporting	DCC	weekly	2	0.5	
Saturday									
Sunday									
							TOT	40	10
							DCC	30	7.5
							SPA on	6	1.5
							SPA flex	4	1

-7.5 PAs DCC: Diagnostic and interventional Radiology (Mainly Breast)
-2.5 PAs SPA: CPD/audit/CME/Clinical Governance/Clinical Management
Appraisal/Revalidation/teaching/CL and ES roles

Additional Information

Contact information and arrangements to visit:

Mr Madhu Malikireddy, Clinical Director,
email: Madhusudan.malikireddy@gov.im

Dr Vanina Finocchi, Clinical Lead, email
Vanina.Finocchi@gov.im OR

Kathleen McDowall, Radiology Manager,
Tel: 01624 650432, email
Kathleen.McDowall@gov.im

Interested candidates are strongly encouraged to visit Noble's Hospital, for which purpose reasonable expenses will be met by the Hospital.

For preliminary information regarding the Consultant Daily Routine or any other clinical queries, the interested candidate can contact Dr Vanina Finocchi, to organise a telephone conversation.

Prospective Cover

The successful post-holder will work alongside Dr Miller who will provide prospective Breast Imaging cover to the Manx Breast Unit. It is expected the successful post-holder will jointly agree leave at least 3 months in advance with Dr Miller.

Continuing Medical Education

Manx Care recognises the need for all medical staff on the Island to maintain connections with medicine in the United Kingdom and encourages links with other units as well as providing study leave with pay and expenses to attend approved conferences and workshops.

Terms and Conditions of Service

The contract issued by the Manx Care will be substantially in accordance with the Terms and Conditions for Consultants (England 2003), subject to beneficial locally agreed variations, approved by the BMA.

Local variations include:

Award of automatic annual incremental points (discretionary points 1-5) and biannual (discretionary points 6-9), replacing the first nine CEAs in the English contract. Arrangements for access to higher CEAs remain as in the UK. This local agreement currently results in automatic progression, subject to satisfactory annual job plan review, to a maximum basic salary of £144,486 at point 20 on the Isle of Man pay scale.

The Department has incorporated the Discretionary Points plus an additional point (introduced under the English CEA Scheme) into the basic salary scale.

Category A on-call supplement is payable to all Consultants in the Isle of Man undertaking non-resident on-call duties.

The person appointed shall be a Medical Practitioner properly registered with the General Medical Council, and must be included (or eligible for inclusion) on the Specialist Register.

You will be indemnified by the Isle of Man Manx Care for all National Health Service work undertaken as part of his/her Contract of Employment. The provision of indemnity cover for any other medical activities will be the responsibility of the post-holder.

The post is full time. The automatic increment scale is £83,270 to £144,486 (2020). Assimilation rules to the appropriate IOM pay point apply, when transferring from the UK NHS.

It is a condition of employment that the successful candidate is medically fit to undertake the duties of the appointment. He/she will therefore, be required to either produce a satisfactory medical certificate or agree to a medical examination by the Occupational Health Department at Noble's Hospital.

You will be required to co-operate with his/her employers on any safety matters and to act in such a way as not to endanger the health and safety of either the post holder or others. You will be expected to comply with the Restrictive Smoking Policy operated by the Hospital.

What do you need to be successful in this role?

Skill/Knowledge or Attribute	Essential or Desirable	Method of Assessment
Full registration with the GMC	E	CV/Pre-employment checks
GMC Specialist Register or eligible for entry within 6 months of interview	E	CV/Pre-employment checks
FRCR or equivalent	E	CV/Pre-employment checks
Proven experience in Breast Radiology	E	CV/Interview
Highly competent in reporting mammograms (screening and symptomatic)	E	CV/Interview
1500 screen reads as 1 st reader or 5000 reads	E	CV/Interview
Qualified to be a Responsible Assessor in NHSBSP Guidance.	E	CV/Interview
The ability to undertake general radiology reporting	D	CV/Interview
Evidence of annual appraisal.	E	CV/Interview
Knowledge and understanding of GMC 'Good Medical Practice'	E	Interview
Significant experience in radiology	E	CV/Interview
Sub speciality interest that will enhance the service provision of the radiology department. Training in clinical management	D	CV/Interview
Ability to undertake the role of Director of Breast Screening	D	CV/Interview
Demonstrate understanding of and involvement in clinical governance and patient safety	E	CV/Interview
Understanding of risk management	D	Interview
Evidence of active participation in audit	E	CV/Interview
Knowledge of up-to-date literature	E	Interview
Ability to cope with and effectively organise the workload of a consultant	E	Interview
Experience/skills in teaching and training	D	CV/Interview
Trained in appraisal	D	CV/Interview
Ability to work as part of a multidisciplinary team	E	Interview
Satisfactory Police Check	E	Pre-employment checks