

CLINICAL RADIOLOGY



UK-India Global Fellows Programme

Developing people
for health and
healthcare

www.hee.nhs.uk



INTRODUCTION

Health Education England's Global Learners Programme (GLP) is working with healthcare providers globally to improve the quality and volume of the NHS workforce through global education and workplace exchanges.

The Global Learners Programme offers an educational programme for healthcare workers from other countries who would like to spend three years in the UK on an earn, learn and return scheme. The programme will create dynamic partnerships and build lasting relationships with global healthcare organisations and healthcare professionals alike.

UK healthcare can learn from global learners, who will bring their experience with them. Whilst in the UK they will gain new knowledge and skills and return to lead developments in healthcare in their home countries. The programme will focus effort on the introduction of healthcare professionals in the UK, support while they are in the UK and integration of professionals back into their home clinical setting.

The GLP is creating opportunities for global education and training for NHS current and future workforces and is participating in the development and delivery of collaborative international projects, to address current workforce pressures and promote continual transformation. Historically clinicians from all healthcare professions have gained international experience through volunteering, exchanges and structured placements. GHE is actively creating better, more innovative and novel training environments that build and develop international best practice and promote life-long learning.

The effect should be improved, high-quality and effective services leading to more compassionate care in all settings, not only in our own healthcare setting but those of the participating countries.

This Global Fellows Programme, as part of the wider Cancer Programme International Training scheme, is designed to support the development and learning of healthcare professionals who have experience caring for people with cancer. This is a key priority for the NHS in England and a growing priority for many countries around the world. The National Cancer Transformation Board have published a wide range of specific steps designed to increase prevention, speed up diagnosis, improve the experience of patients and help people living with and beyond the disease in [Achieving World Class Cancer Outcomes: Taking the strategy forward](#).

GLOBAL FELLOWS PROGRAMME - OVERVIEW

The Global Fellows Programme is a collaborative development between the NHS (through Health Education England), the Royal College of Radiologists and Apollo Hospitals. This programme is part of a wider Cancer Programme International Training scheme. The Global Fellows Programme for clinical radiology aims to provide a route for independently competent radiologists in general duties to work in the NHS on an 'Earn, Learn, Return' basis for a period of 3 years, in order to develop a specialist interest while delivering service work. Such a role would be ideally suited to those who have worked in radiology for at least 5 years and completed DNB or equivalent and subsequently FRCR.

Global Fellows will undertake a mixture of general radiology and subspecialty work during both core hours and on call. The expectation is that they will spend 60% of their time on general radiological duties, with the remainder devoted to developing a specialty interest through a mixture of supervised service work and learning opportunities. For 20% of their time, they will have no service delivery expectations, allowing the programme to be tailored to their individual needs for learning and development or to undertake a wider range of work, such as development of new services, research, clinical governance, training and/or management.

This post is not intended to promote migration; it is on a 3-year fixed term basis, and as it is not intended for trainees it does not attract a National Training Number (NTN).

The Clinical Radiology departments we are working with offer flexible working patterns to support candidates developing specialist interests in line with their individual development plan. They will also provide a mentor and/or training to support ongoing professional development, as well as pastoral care/support through organisational networks.

INDICATIVE JOB PLAN

Global Fellows will be appointed on a full-time basis to work an average of 40 hours a week in the UK. They will be employed on an equivalent level to SAS (Speciality and Associate Specialist) Doctors, mirroring the national Terms and Conditions for NHS doctors.

The successful candidates' duties will consist of a mixture of general radiology and subspecialty work both during core hours and on call.

The working week is split into 4 hour blocks of time called programmed activities (PAs) and it is expected that the Global Fellows will work 60% (6 PAs) independently delivering direct clinical care (DCC) and have 40% (4 PAs) of their time available as supporting professional activities (SPAs) to further their chosen specialist radiological interests.

During DCC time Global Fellows will be working independently performing general departmental NHS service work similar to that which they will already have performed, including reporting plain X rays, ultrasound, general CT, and any MR or interventional work they are confident to perform independently based on their previous experience. This may include contributing to multidisciplinary team meetings and it is expected that their capabilities will evolve during the 3-year appointment.

Within the Supporting Professional Activity (SPA) time appointees will be able to acquire sub specialist skills by;

- Attending appropriate MDTMs of educational value to them and, with support, gradually to learn how to present the radiology at such meetings under the supervision of the specialist consultant radiologist in charge of those meetings. These meetings may be held locally or regionally and regional attendance by video conference or by traveling to a different site will be supported when appropriate.
- Undertaking self-directed e-learning, for example from the RCR website and ESR website.
- Undertaking departmental audits and other quality improvement activity facilitated by the suggested audit templates on the RCR website, by the ISAS (Imaging Services Accreditation Service) standards and by suggestions from the Trust and local consultant radiologists.
- Increasing their exposure as observers to radiological work such as nuclear medicine or PET-CT reporting where they may feel they lack adequate experience.
- Keeping log books of anonymised reports they have issued and notes of reflective practice.
- Completing assessments of their practice as is useful after discussion with their mentor.
- Writing preliminary reports on complex studies in their chosen specialist area of radiology (e.g. for an aspiring GI radiologist – MR studies investigating fistula-in-ano, rectal MR, liver MR etc.), prior to discussing appropriate studies and having the reports checked and if necessary corrected by a consultant radiologist with a specialist interest in this field – in the same way that a senior radiology trainee would have his/her reports checked/corrected.
- Attending specialist sessions in a local specialist centre.
- Attending appropriate courses or conferences.
- For candidates with an interest in medical education or research relevant opportunities to develop this interest together with an accredited qualification could be made available.

EMPLOYMENT OFFER

Global Fellows will be appointed on a 3-year fixed-term contract. The key terms and conditions are set out below:

- Global Fellows will be remunerated in year one at a salary in the region of £74,280 per annum (rising to £79,576 in year 3).
- Their Job Plan will comprise of 6 DCCs and 4 TPAs
- Effective development and mentorship in areas of specialist interest
- An allowance of up to £8,000 (tax free) will be available to support relocation expenses. This will be paid after appointment on production of receipts.
- 6 weeks paid holiday and 10 days funded study leave per annum.
- Support to find and secure appropriate accommodation.
- Support to find appropriate schooling for school age dependents.
- Administrative support to manage arrangements and pastoral concerns, providing and supporting effective working.

Trusts working with the Global Fellows programme offer flexible working patterns to candidates including part time working, working remotely and flexibility of travel.

All radiologists are required to be registered with the General Medical Council (GMC) and to engage in appraisal and revalidation.

SELECTION AND ONBOARDING

Recruitment, selection and induction will be undertaken in India jointly between Apollo Hospitals (as the local partner) and NHS Trusts. The selection process will utilise a combination of face-to-face interviews and competence assessments. Successful candidates will be matched to NHS trusts that can support the development of the specialty interest.

It is envisaged that prior to Global fellows commencing work in the UK, they will be supported through a month-long induction programme in India which will focus principally on cultural acclimatisation to the NHS and equipping the candidates with the ability to 'hit the ground running' clinically on arrival in the UK. The induction will also develop appropriate support strategies for whilst they are in the UK, to build on their existing technical competence.

The induction programme will cover a range of topics such as:

Life and work in the UK

- NHS values and NHS Constitution.
- *Good Medical Practice*.
- Continuing professional development including audit and quality improvement.
- Appraisal and Revalidation.
- Contracts and job plans.
- Supporting professional activities.
- Provision of interventional radiology services.
- RIS/PACS systems and voice recognition.
- Structuring radiology reports.
- Radiation protection regulations.

Values and Behaviours

- Expected standards of behaviour.
- Customer service (how to treat patients).
- Interacting with clinicians and MDT meetings.
- Informed consent.
- Intimate examinations and use of chaperones.

Team Working

- Working within a multi-disciplinary team.
- Working with medical and non-medical colleagues.
- Roles and responsibilities of a clinical radiologist.

Governance

- Patient confidentiality and information governance.
- Raising concerns and challenging colleagues.
- Managing clinical incidents.
- Concept of 'discrepancy' and using these for learning.

Conditions during induction will be as close to those within the NHS as possible and as well as using a mixture of local, UK experienced and currently UK-based staff.

During this time mentorship will be developed with appropriate NHS experienced and subspecialty trained radiologists. Support will be available both initially from a radiologist based in India and also subsequently with one based in the UK. Contact with both may be facilitated prior to starting in the NHS if appropriate and ongoing contact will be encouraged as appropriate during their employment.

It is hoped that support from the Indian diaspora will be available and following initial conversations with the British Association of Physicians of Indian Origin (BAPIO) it is hoped that they will facilitate this.

In addition, part of the pastoral support offered to candidates through orientation to the UK, the induction process will identify any specific interests and requests for each candidate in order to offer bespoke introduction to appropriate local contacts, whether they be faith, cricket, another sport or hobby related.

KEY STAKEHOLDERS

Health Education England¹

Health Education England (HEE) supports the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workplace of today and tomorrow has the right numbers, skills, values and behaviours at the right time and in the right place.

HEE is an Executive Non-Departmental Public Body (NDPB) and an arm's-length body (ALB) of the Department of Health and Social Care. Its role is to provide system-wide leadership and oversight for workforce planning, education and training across England.

¹ <https://www.hee.nhs.uk/>

Making sure that patients receive the best quality care across the NHS, the independent sector and public health is at the heart of everything HEE does. It funds the highest quality education and training at both undergraduate and postgraduate levels - resulting in world class health professionals working together for the benefit of patients.

As well as planning for and training our future workforce, we are committed alongside employers and other stakeholders to the development of our current workforce.

Royal College of Radiologists²

The Royal College of Radiologists is a charity that works with their members to improve the standard of medical practice across the fields of radiology and oncology. With faculties in two disciplines, the College and their members benefit from a fuller understanding of medical practice, across the spectrum of diagnosis and treatment.

They collaborate impartially with their members and external parties from across the medical industry, refining the latest research and guidelines into relevant applications for radiologists and oncologists. This work can be carried out efficiently because resources and processes are shared across their two faculties.

This enables them to educate and support doctors effectively throughout their career, providing practical guidance, training and assessment. In turn, input from their members, through academic contributions, professional consultation and mentorship, drives the College forward.

Together, they have been contributing to the advancement of each new generation of doctors for over 40 years.

Apollo³

Apollo Hospitals was established in 1983 by Dr. Prathap C Reddy. It was India's first corporate hospital and is acclaimed for pioneering the private healthcare revolution in the country. Since then, Apollo has risen to a position of leadership and has emerged as Asia's foremost integrated healthcare services provider. It has a robust presence across the healthcare ecosystem, including Hospitals, Pharmacies, Primary Care & Diagnostic Clinics. The Group also has Telemedicine units across 10 countries, Health Insurance Services, Global Projects Consultancy, Medical Colleges, Medvarsity for E-Learning, Colleges of Nursing and Hospital Management and a Research Foundation. In addition, 'ASK Apollo' - an online consultation portal and Apollo Home Health provide the care continuum.

The cornerstones of Apollo's legacy are its unstinting focus on clinical excellence, affordable costs, technology and forward-looking research & academics. Apollo Hospitals was among the first few hospitals in the world to leverage technology to facilitate seamless healthcare delivery through electronic medical records, hospital information systems and telemedicine-based outreach initiatives. The organization embraced rapid advancement in medical equipment's worldwide and pioneered the introduction of several cutting edge innovations in India. Soon the country's first-ever Proton Treatment Cancer Centre will be launched by Apollo, and it will serve over 3 billion people.

² <https://www.rcr.ac.uk/>

³ <https://www.apollohospitals.com/>