



NATIONAL
**BREAST
IMAGING**
ACADEMY



THE NATIONAL BREAST IMAGING ACADEMY (NBIA) RADIOLOGY FELLOWSHIP

NHS
Manchester University
NHS Foundation Trust

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BACKGROUND

The biggest problem faced by breast radiology is the ongoing workforce crisis. A large proportion of existing breast radiologists reaching retirement age, expansion of the breast screening programme, technological advances and a rising demand for interventional breast radiology services have all put the system under pressure. This has been exacerbated by no significant uplift in radiology national training numbers or training time offered to breast radiology trainees to embrace this exciting yet ever more complex and challenging subspecialty.

The NBIA Fellowship programme was developed to address these issues by creating a breast radiology training programme of twelve months' duration to raise the profile of breast imaging and to support talented trainees to develop in the areas of teaching, leadership and research. The programme is expected to make the subspecialty more attractive to trainees. The 3-year rolling fellowship programme has been developed in conjunction with Health Education England, who are part-funding the process, and it is currently offered to UK and international radiologists at post-CCT level.

MODEL AND PROGRESS TO DATE

The model for the NBIA breast fellowships was developed from the existing highly successful Training Interface Group (TIG) fellowships in surgery. A NBIA fellowship working group was set up with representation from the RCR, BSBR and breast training units across England. With the help of the working group and under the guidance of the NBIA steering group the following tasks were undertaken and developed:

Fellowship structure

- Duration of fellowship, fellowship requirements and level of training were decided
- Dedicated fellowship curriculum developed based on RCR level 2 breast training requirements
- Dedicated study blocks developed
- Routes for achieving additional skills identified
- Competency checklist for fellows and assessment requirements agreed
- Supervisory requirements, appraisal process and exit strategy determined

Training (Host) centres

Eligibility criteria for training units to host a NBIA fellow were produced based on training requirements. NHS Trusts across England were invited to apply by

- Meeting training centre criteria
- Demonstrating additional training capacity
- Securing the remainder of fellow salary expenditure

A hospital application form and a template business case were provided to the training units to assist with the process

Recruitment process

- Person specification and eligibility to apply for NBIA fellowship developed
- Entry route for non-EU international candidates established via Tier 5 sponsorship programme
- South West Deanery (with previous experience of running TIG fellowships) enlisted to manage NBIA fellowship recruitment process
- Posts advertised on NHS jobs and promoted via social media, BSBR and EUSOBI

Results

- Fourteen eligible NHS Trusts across England were identified
- Total of fifteen fellowship applications received from UK and overseas
- Ten candidates were shortlisted for interview and six fellows appointed for 2019 intake (three UK trainees, three international)
- Candidates were matched to host centres based on interview scores and centre preference. All candidates accepted offers

2019 intake of NBIA fellows



Dr Yousar Jafar



Dr Youstina Ebrahim



Dr Claire Sutherland



Dr Monica Patil



Dr Ndecho Guandaru



Dr Nuthan Gupta

CONCLUSION

There is a clear demand for NBIA fellowships from breast training units in England and from trainees as well as established non-breast radiologists in the UK and abroad. The substantial experience gained during this 'set up' year will allow further refinement and improvement of the process for recruitment of subsequent cohorts. Wider promotion of the programme is planned in order to reach a broader audience in the UK and overseas. The high-quality educational resources offered by the fellowship programme, its focus on excellence and the valuable opportunities it provides are expected to help to establish breast radiology as a prestigious career choice and attract increasing numbers of high-calibre candidates into the specialty in subsequent years.

Contact Us: Further information on the NBIA is available at: **Website:** <https://nationalbreastimagingacademy.org> **E-mail:** breastacademy@mft.nhs.uk **Twitter:** @_nbia_

NHS The National Breast Imaging Academy is being run in collaboration with Health Education England and is hosted by Manchester University NHS Foundation Trust.