

Be part of Our Future

Consultant Application Pack

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SECTION 1: About Us

The University Hospitals of Leicester NHS Trust (UHL) provides services for 1.1 million people in Leicester, Leicestershire and Rutland, and a further 2 million nationally through our specialist cardiac and renal services. The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland.

Our three acute sites are the Leicester Royal Infirmary, the Leicester General Hospital and the Glenfield Hospital. As an integrated Trust, we provide services in seven community hospitals as well as in people's homes and virtually. We are a renowned biomedical research facility with an established international reputation for research excellence in cardiovascular, respiratory, diabetes, renal and cancer medicine. Together with University of Leicester, Loughborough University and De Montfort University – and as one of the country's largest teaching hospitals – we provide world-class training for tomorrow's health and care professionals.

As an organization with a long history and a £1.5bn annual turnover, we also play a role as a community anchor organisation. More than 18,000 people representing over 70 different nationalities work at UHL and we are proud of the diversity of our workforce. As one of the largest employers in the region, we use our economic influence to improve the health and wellbeing of our community, by purchasing local goods and services and being a good civic partner.

We are committed to working in partnership with health and social care, local authority and charitable sectors to make a difference at scale. UHL's 2023 – 2024 strategy, published in October 2023, sets out a clear vision to be leading in healthcare and trusted in communities.

Our strategic framework

Vision: Leading in healthcare, trusted in communities

Four goal areas

High-quality care for all

We will deliver timely, safe and personalised care for everyone who needs it

A great place to work

We will support our diverse workforce and create learning environments that promote high-quality care

Partnerships for impact

We will make a difference at scale and strengthen community relationships

Research and education excellence

We will grow as an international centre of excellence for research, education and innovation

Our UHL values

Compassionate

We care for patients and treat each other with kindness, dignity, and respect

Proud

We are proud of what we do, are responsible for our actions, and continuously improve to be the best we can be

Inclusive

We promote fairness and equity, celebrate diversity, and challenge discrimination wherever we find it

One Team

We work together and collaborate to make a difference for patients, partners and communities

Embedding health equality and inclusion in all we do

Enablers of success

Continuous improvement approach

Digital, data and technology

Financial sustainability

Becoming a Green Trust

Working with people and communities

Welcome from Our Chief Executive

Mr Richard Mitchell

“Thank you for your interest in joining University Hospitals of Leicester NHS Trust (UHL). We are proud of the progress we are making and we are excited about our future as an integrated provider of health and care.

At UHL, we are working to achieve four goals; high quality care for all, a great place to work, partnerships for impact and research and education excellence. We have a turnover of £1.5bn and over 18,000 colleagues and we provide care in three main acute sites, seven community hospitals and in patients’ homes.



UHL and University Hospitals of Northamptonshire (UHN) have formed a collaboration with me as the Joint Chief Executive. The three neighbouring trusts provide home, community, hospital and virtual care to a population of over two million people in the East Midlands. The Trusts have many shared services, jointly employed clinicians and deliver world leading research through the Leicester National Institute of Health and Care Research (NIHR) Biomedical Research Centre.

We will work more closely to strengthen clinical and support services and will improved efficiency, productivity and quality. We will collaborative with NHS and Local Authority partners to improve health and wellbeing of patients and create better employment opportunities across the region.

I am proud to work in Leicester, Kettering and Northampton, we have a truly diverse workforce and I look forward to working with you too.”

A handwritten signature in black ink that reads "Richard".

Richard Mitchell
Chief Executive Officer
Richard.Mitchell@uhl-tr.nhs.uk
07795 211 370

SECTION 2: About the University of Leicester

The University of Leicester is the major academic partner of the University Hospitals of Leicester NHS Trust. This partnership is hosted within the University by the College of Life Sciences and enables the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, locally within Leicester, Leicestershire and Rutland and in the wider world. Contributions made by consultant colleagues to this broad academic mission are recognised by the University through the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.



The high calibre of our academic endeavour was recognised in the latest Research Excellence Framework (REF2021) which ranked the University of Leicester 2nd for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). Leicester was also ranked 18th (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5th in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle)

The College hosts two Research Institutes: [Leicester Institute of Structural and Chemical Biology, Led by Prof John Schwabe](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> led by Professor Chris Brightling; and nine Research Centres:

- Centre for Cancer Research,
- Centre for Diabetes Research,
- Centre for Microbial and Infectious Disease,
- Centre for Environmental Health and Sustainability,
- Centre for Phage Research,
- Centre for Lifespan Health and Wellbeing,
- Centre for Fibrosis Research,
- Centre for Sarcopenia and Muscle Research, and
- Centre for Population Health.

Our newly expanded NIHR Biomedical Research Centre (BRC) recently received a 2.5-fold increase in funding, and now brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health

The University's Mission is to 'change lives through education and research' and to work in partnership with our communities to become truly inclusive.

Our values are:

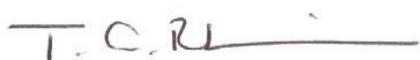
- **Inclusive**, diverse in our makeup and united in ambition;
- **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions;
- **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

Our strategy consists of three themes:

- World-Changing Research
- Research-Inspired Education
- Our Citizens

Our educational ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned. A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2023, following a major philanthropic donation to the university. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

I look forward to welcoming you to Leicester and to you joining both UHL and the University in our joint endeavour to improve the health outcomes and quality of life of our local population through research and education with world-wide impact.



Professor T G Robinson BMedSci MD FRCP FESO
Pro Vice-Chancellor, Head of the College of Life Sciences and Dean of Medicine
tgr2@leicester.ac.uk

SECTION 3: Leicester, Leicestershire and Rutland

A GREAT PLACE TO LIVE AND WORK

The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland, including Rutland Water

Leicester is the largest city in the East Midlands and the fastest growing. With a proud history of migration, it is famously the first 'plural' city in the country, with no single ethnic majority. The 2021 census identifies 94 languages spoken here, making Leicester one of the most linguistically diverse places in the UK

The city is home to the largest Diwali celebration outside India each Autumn, and across the rest of the year Leicester celebrates Vaisakhi, Eid, Hanukkah and Chinese New Year. It also hosts the third largest Caribbean Carnival in the country

Leicester has seen the development of the Space Park and Waterside area of the city in recent years, with a view to nurturing specialist industry skills and the retention of knowledge from graduates of the city's two universities. In the wider county, life sciences and logistics are industry growth areas, creating jobs and attracting more people to settle in Leicestershire.

Leicester has been one of the most successful sporting cities in the UK in the last decade with Leicester City Football Club, Leicester Tigers rugby union club and Leicester Riders basketball team all winning their respective leagues

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National Forests, Bradgate Park, Beacon Hill and Swithland Wood. The strong transport infrastructure means you are never far from other destinations in the UK or overseas. Find out more at Visit Leicester and Discover Rutland

<https://www.visitleicester.info/>

<https://www.discover-rutland.co.uk/>

SECTION 4: Job Description

Department of Imaging in CSI Clinical Management Group

UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST CLINICAL SERVICES AND IMAGING MANAGEMENT GROUP

Job Title;	Consultant Radiologist with an Interest in Diagnostic Neuroradiology (10 PA's)
Location;	University Hospitals Leicester
Managerially Accountable to;	CMG Clinical Director or Head of Service
Professional Accountable to;	Medical Director

Medical Staff

IMAGING SERVICE

The Imaging service at UHL represents one of the largest single radiology services in the UK, providing imaging services to UHL, one of the largest teaching hospital Trusts in the United Kingdom. The Imaging service has received recognition for the level and efficiency of its service delivery, as well as for innovation in healthcare delivery.

The department offers radiologists an opportunity to develop and manage radiology services across the district in a cohesive and integrated manner. Core services are based around the three main departments offering a comprehensive range of imaging support to the Trust and the surrounding region.

CMG Director	Dr Prashanth Patel (Honorary Associate Professor)
Deputy Clinical Directors	Prof Bruno Morgan Dr Claire Ellwood
Heads of Service	Dr Nicola Hartley Dr Aejaaz Syed Dr Indrajeet Das Dr Ajay Maliyakkal Dr Neghal Kandiyil (Honorary Lecturer) Dr James Stephenson (Honorary Associate Professor)
Research Director	Professor Bruno Morgan
Operational Lead Deputy Operational Lead	Lewis Cade Gemma Coles

Staff

Consultant Radiologists

<u>Name</u>	<u>Specialist interest</u>
Dr Gayle McDonald	Breast/General/Screening Director
Dr Nicola Hartley	Breast/Gynae Symptomatic Lead
Dr Miaad Al-Attar	Breast/
Dr Moin Hoosein	Breast/General
Dr Lisa Grosvenor	Breast
Dr Lakshmi Sundaram	Breast/General
Dr Reena Aggarwal	Breast/Gynae (Honorary Lecturer)
Dr Michelle Siu	Breast/Oncology
Dr Lubna Phillips	Breast
Dr Karim Ziada	Breast/Head and Neck/ Neuroradiology
Dr Kirstin Henning	Breast/Oncology
Dr Nadin Jallad	Breast/Gynae
Dr William Adair	Vascular Intervention
Dr Guy Fishwick	Vascular Intervention
Dr Mike Glasby	Vascular Intervention
Dr Kate Waters	Vascular Intervention
Dr Neghal Kandiyil	Vascular Intervention (Hon Lecturer)
Dr Abdullah Syed	Vascular Intervention
Dr J Dhaliwal	Vascular Intervention
Dr H Elgendy	Vascular Intervention
Dr I Zaman	Vascular Intervention
Dr A Osman	Vascular Intervention
Dr Daniel T Barnes	Thoracic Radiology (Hon Lecturer)
Dr Jan Brozik	Thoracic Radiology
Dr Amrita Bajaj	Cardio-thoracic Radiology
Dr Aparna Deshpande	Cardio-thoracic Radiology
Dr Praveen Rao	Cardio-thoracic Radiology
Dr Prajakta Pinglay	Cardio-thoracic Radiology
Dr Inderjeet Das	Cardio-thoracic Radiology
Dr Sara Elfawal	Cardio-Thoracic Radiology
Dr Sajitha Averachan	Cardio-Thoracic Radiology
Dr Rajashri Patil	Cardio-Thoracic Radiology
Dr Yiewfah Fong	Cardio-Thoracic Radiology
Dr Zaid Khan	Cardio Thoracic Radiology
Dr Andrew Rickett	Paediatric Imaging
Dr Fiona Dickinson	Paediatric Imaging
Dr Mandip Heir	Paediatric Imaging
Dr Thomas O'Neill	Paediatric Imaging
Dr Ahmed Sharaf	Paediatric Imaging
Dr Kaseem Ajillogba	Paediatric Imaging
Dr Imran Khan	MSK Radiology
Dr Kanagaratnam Jeyapalan	MSK Radiology
Dr Raj Bhatt	MSK Radiology
Dr Winston Rennie	MSK Radiology

Dr Arif Syed	MSK Radiology
Dr Ajay Maliyakkal	MSK Radiology
Dr Mohsen Alkmeshti	MSK Radiology
Dr Siddharth Thaker	MSK Radiology
Dr A Al-Harbawi	MSK Radiology
Dr A Emira	MSK Radiology
Dr Seema Harieaswar	Head & Neck radiology, Neuroradiology
Dr Ram Vaidhyanath	Head & Neck radiology, Neuroradiology
Dr Rebecca Gallagher	Head & Neck radiology, Neuroradiology
Dr Deepak Kathuria	Neuroradiology
Dr Menno VanWattigen	Neuroradiology
Dr David Swienton	Neuroradiology
Dr Ipsit Menon	Head & Neck, Neuroradiology
Dr Philips Michael	Neuroradiology
Dr Niyaz Ibrahim	Head & Neck, Neuroradiology
Dr Karim Zaida	Neuro Radiology
Dr Vincent Lam	Neuro Radiology
Dr Mosheir Elabassy	Gastro-intestinal Imaging & Intervention
Dr Steve Jepson	Gastro-intestinal Imaging & Intervention
Dr Ratan Verma	Gastro-intestinal Imaging & Intervention
Dr Bhavini Billimoria	GI & GU Imaging & Intervention, US
Dr Ros Ahmad	GI & GU Imaging & Intervention, US
Dr Joe Mullineux	GI & GU Imaging & Intervention, US
Dr Siddharth Vijayakumar	GI & GU Imaging & Intervention, US
Prof Arumugam Rajesh	Abdominal Imaging (Honorary Professor)
Dr Vikas Shah	Abdominal Imaging (Honorary Associate Professor)
Dr James Stephenson	Abdominal Imaging (Honorary Associate Professor)
Dr Sarah Hudson	Abdominal Imaging
Dr Louise Lee	Abdominal Imaging
Dr Melisa Sia	Abdominal Imaging
Dr Fahad Rathore	Oncology/Abdominal Imaging
Dr Husein Kaderbhai	Gastro-intestinal Imaging & Intervention
Professor Bruno Morgan	Cross-sectional & Oncology Radiology
Dr Richard Kenningham	Cross-sectional Imaging & Intervention
Dr Aejaaz Syed	Cross-sectional & Oncology Radiology
Dr Yvette Griffin	Cross sectional & Oncology Radiology
Dr Bhavana Das	Cross sectional & Oncology Radiology
Dr Anver Kamil	Nuclear Medicine and PET
Dr Sanjeev Ramachandran	Nuclear Medicine

MAIN DUTIES AND RESPONSIBILITIES

BACKGROUND

This is a new post within the Imaging Service, Clinical Support and Imaging (CSI), Clinical Management Group, at UHL. The applicant will have undergone subspecialty training in neuroradiology.

The post holder will join a team of 12 Diagnostic Neuroradiology and Head & Neck Radiologists and will work closely with the General Radiologists particularly in Emergency Radiology (ER). The post holder will take part in the provision of specialist neuroradiology, emergency neuroradiology imaging, participate in the multidisciplinary provision of neuro-oncology services and participate in clinical-radiological meetings.

PRINCIPAL ELEMENTS OF THE POST

- To undertake programmed activities in diagnostic neuroradiology; opportunities to develop the existing service exist and will be supported where they reflect and support the needs of the local population and the development plans of the trust
- Liaise with and participate in specialist meetings with stroke and neurology services
- To join the neuroradiology on-call rota within UHL and assist in the provision of weekend neuro-imaging support for the Imaging and Medical Physics CBU
- Provision of neuro-oncology imaging and associated MDT
- To support the provision of imaging in stroke, pituitary, spine, ophthalmology and head & neck specialties
- To support emergency imaging across UHL including mechanical thrombectomy (and prompt transfer of patients to our hub centre - QMC, Nottingham)
- Supervise junior medical staff
- To contribute to the training of the Specialist Registrars on the East Midland Deanery (South) radiology training scheme. There are opportunities for wider regional teaching
- To supervise, train and/or support reporting radiographers, sonographers and non-medical staff in their present and anticipated roles
- To support and participate in audit, REALM, research, teaching and administration

APPOINTMENT

The post holder will join a team of 12 neuro- and head and neck radiologists to support the continuing development of imaging within UHL as a whole. The post holder will join the existing on call rota (currently 1 in 9) delivering acute neuro imaging to UHL.

The appointment will be whole time. Any consultant who is unable for personal reasons, to work whole time, will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Base

The neuroradiology group is based at Leicester Royal Infirmary although a base site at Leicester General Hospital or the Glenfield Hospital would be considered.

Home working is available to all radiology consultants at UHL and a proportion of DCC/SPA can be delivered off site by negotiation.

WORK PROGRAMME

The work programme will be subject to possible variation as the service develops. As a minimum it will be examined yearly during job planning.

From time to time, changes to the job plan/schedule may be required by the Trust or appointee. Any changes to the job plan will be in accordance with the provisions of the contract of employment and terms and conditions of service. It is expected that the successful candidate will be prepared to negotiate such changes for the benefit of clinical service delivery and the department as a whole.

The weekly job schedule is anticipated to include the following;

Direct Clinical Care (DCC)

Activity	Av. PA/week
Acute "Hub" Neuroradiology	1.25
Allocated Elective Neuroradiology / Vetting	5.25
MDT and MDT preparation	1
Time in Lieu for on call and weekend working	1
TOTAL	8.5

A proportion of DCC and SPA can be delivered off site by negotiation at the initial job planning meeting. Allocated reporting includes time for administration, teaching and other necessary activities falling within the remit of DCC.

Supporting Professional Activity (SPA)

It is expected that most consultants within the Trust will have 2.5 PAs for Supporting Professional Activities (SPA).

1.5 PAs are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training.

Up to a further 1 PA will be available for SPA by mutual agreement as part of the job planning process for further appropriate verifiable SPA. Where a consultant decides not to undertake additional SPA over and above 1.5 PAs, suitable alternative clinical work will be offered to bring the job plan up to 10 PAs.

JOB PLAN

The job plan will be subject to annual review, with any revisions sought by mutual agreement but it is expected that the successful candidate will work with the Imaging Service Management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match

EXAMPLE FOR ILLUSTRATION ONLY

Frequencies are based on the current group commitments

	AM	PM
Monday	LRI Acute “Hub” Neuroradiology	LRI Acute “Hub” Neuroradiology
Tuesday	CT/MRI reporting / Neuroradiology meeting (1:4) Stroke Meeting(1:4)	On call and weekend time in lieu
Wednesday	SPA	CT/MRI reporting
Thursday	Elective work reporting / Vetting	Neuro-oncology MDT Preparation (1:4) / elective work
Friday	Neuro-oncology MDT (1:4)	DCC/SPA
Saturday	1 in 9 – Support for TIA clinic	and Acute Neuro-imaging
Sunday	1 in 9 – Support for TIA clinic	and Acute Neuro-imaging

OTHER DUTIES

The successful candidate will be required to undertake managerial duties associated with the care of their patients and the running of their Clinical Department. They will have an understanding of the wider health agenda and modern NHS.

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

The successful candidate will be required to undertake managerial duties associated with the care of their patients and the running of their Clinical Department. They will have an understanding of the wider health agenda and modern NHS.

The successful candidate will be required to work in a multidisciplinary team and supervise juniors.

Adequate office space and secretarial support will be made available

Departments

There are departments at all three main UHL sites served by cross site PACS (GE). The imaging equipment for the directorate is replaced and maintained by a 'managed equipment solution' allowing the planned availability of the most up-to-date imaging technology. This includes:

8 x MDCT	Toshiba Aquilion One 320 Slice		LRI
	Toshiba CXL 128 Slice		LRI
	2 x Toshiba 64 Slice		LRI
	2 x Toshiba 128 CXL		LGH
	Siemens Definition AS+		GH
	Siemens Definition FLASH		GH
7 x MRI	1 x 3 T	GE MR750W	LRI
	1 x 1.5 T	GE 450W	LRI
	1 x 1.5 T	GE 450W	LGH
	2 x 1.5 T	Siemens Aera	GH
	1 x 3 T	Siemens Skyra	GH
	1 x 1.5 T	Siemens Symphony	Mobile

There are also nuclear medicine, ultrasound, plain film (both CR and DR) and general fluoroscopy equipment at all three sites. Interventional radiology facilities at all three sites with cardiac catheterisation facilities at the GH. There are a number of ultrasound machines to support interventional as well as diagnostic services.

PET-CT is an independent sector provided static scanning service based at Glenfield Hospital. The PET-CT scans are reported by local radiologists.

UHL HOSPITALS

The three acute hospitals in Leicester, the Leicester Royal Infirmary (LRI), the Leicester General Hospital (LGH) and the Glenfield Hospital (GH) merged into the University Hospitals of Leicester NHS Trust on 1st April 2000. This Trust provides secondary and tertiary care services to the Strategic Health Authority, currently the biggest health authority in England.

UHL is one of the biggest hospital Trusts in the United Kingdom, and recognised by the Healthcare Commission as one of the highest performing acute care Trusts in England and Wales.

The LRI has the only Emergency Department in Leicestershire, supporting the city, the county and the accompanying M1 corridor. The LRI also houses oncology, ENT, orthopaedics, gastroenterology, general surgery, general medicine, infectious diseases, endocrinology, maternity and paediatrics services.

The LGH houses nephrology, orthopaedics, general medicine, gastroenterology, general surgery, urology and rehabilitation services.

As well as breast services the GH also houses regional vascular surgery, cardiology, regional cardiac surgery, paediatrics, orthopaedics and general medicine services.

There is a Trust-wide PACs. Tele-radiology also allows radiologists to view images from home when on call.

Both within the Breast Care Centre and general department, Radiologists are well supported by the administration and clerical team. Voice recognition software is now standard across the department.

Research

Led by:

- Professor Bruno Morgan
Professor of Cancer Imaging and Radiology

The imaging department has the following links and research interests:

- Forensic pathology; exploring the role of imaging in the investigation of death
- Oncology; exploring the use of imaging as a biomarker for the efficacy of cancer treatment
- Nutrition and Lifestyle; exploring the use of imaging to monitor indices relating to body fat and well being
- Respiratory medicine; using CT to measure pulmonary function
- Cardiovascular sciences; using Magnetic Resonance Imaging (MRI) as a biomarker of the efficacy of a variety of cardiac interventions
- Stroke medicine; exploring the use of MRI to monitor changes in cerebral physiology after stroke

There is departmental expertise in physiological modelling and image analysis, particularly related to MRI

DREam Academy:

- One of the few dispersed radiology academies in the country and a pioneer in this format of Radiology Academy
- Comprehensive and modern simulation facilities.
- Contemporary virtual learning environment and iCode teaching files teaching "PACs"
- Applicants may be expected to contribute to regional teaching sessions across the East Midlands.
- Opportunities for Academy teaching roles are available and attract appropriate remuneration

Any Other Duties

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

General Policies, Procedures and Practices

The post holder will be expected to comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

SECTION 5: PERSON SPECIFICATION

Appointment of; Consultant in Imaging CSI

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
Commitment to Trust Values & Behaviours		
	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours 	
Qualifications / Training		
	<ul style="list-style-type: none"> MB BS or Equivalent Full GMC Registration Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date FRCR or equivalent 	<ul style="list-style-type: none"> Membership of relevant Specialist Societies or Associations Higher degree e.g. MSc, MD or equivalent Subspecialty fellowship
Experience / Clinical Skills		
	<ul style="list-style-type: none"> Fully trained in general radiology with specialist training in diagnostic neuroradiology High standard of diagnostic skills as relevant to neuro-imaging Trained in acute cover in ED department IT skills Willingness to develop skills and experience in areas of interest 	<ul style="list-style-type: none"> Evidence of clinical or research commitment and a specialty interest in neuro-imaging Experience of CT/MR perfusion, MR spectroscopy, arterial spin labelling
Management		
	<ul style="list-style-type: none"> Willingness to work as a member of the team and to share administrative responsibilities Able to work in multi-disciplinary teams and supervise juniors Understanding of wider health agenda and modern NHS Knowledge of clinical governance issues Capacity to manage/prioritise time and information effectively 	<ul style="list-style-type: none"> Awareness of service development issues Evidence of management and administration experience Management training on an accredited course
Communication Skills		
	<ul style="list-style-type: none"> All applicants to have demonstrable skills in written and spoken English that are 	<ul style="list-style-type: none"> Leadership skills Understanding of the challenges in providing

	<p>adequate to enable effective communication with patients and colleagues</p> <ul style="list-style-type: none"> • To be empathic and sensitive; capacity to take others perspectives and treat others with understanding • Evidence of ability to work within teams and contribute to MDT discussions • 	<p>emergency, stroke and trauma services</p> <ul style="list-style-type: none"> •
Motivation		
	<ul style="list-style-type: none"> • Personal integrity and reliability. • Ability to motivate and develop both medical Staff and non-medical staff. 	<ul style="list-style-type: none"> • Commitment to further develop the post and the service provided. •
Audit/ Quality Improvement		
	<ul style="list-style-type: none"> • Effective participation in and a commitment to clinical audit or Participation in a quality improvement programme • Experience of quality improvement work and audit 	<ul style="list-style-type: none"> • Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence • Completion of formal courses in Audit and quality improvement. • Published Audit including quality improvement.
Research		
	<ul style="list-style-type: none"> • Understanding and interest in research • Ability to appraise research critically • 	<ul style="list-style-type: none"> • Evidence of recent research and development activity • Publication in nationally and internationally recognised peer-reviewed journals on subjects relevant to the speciality
Teaching		
	<ul style="list-style-type: none"> • Experience of and a commitment to training/ teaching undergraduate and postgraduates. • Appraisal and assessment skills. • Ability to assess clinical competencies • Enthusiastic and ability to inspire and lead others. 	<ul style="list-style-type: none"> • Willingness to develop new approaches to teaching. • Post Graduate qualification in teaching and training.
Equality & Diversity		

	<ul style="list-style-type: none"> • Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs. 	
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SECTION 6: Pre-employment Checks

Professional Registration

All persons appointed to the post are required to hold GMC / GDC registration with a licence to practice. In order to be a Consultant in the NHS you must also be on the specialist register.

Health Clearance

It is recommended that all new healthcare workers have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These standard health clearance checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:

- HIV
- Hepatitis B
- Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

**Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

Disclosure and Barring Service

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.

Statement On The Recruitment Of Ex-Offenders

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdraw conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at: <https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

SECTION 7: Recruitment Services Contact Information

Recruitment Services Contact (Consultant Recruitment):
07977957295

Recruitment Services email (Consultant Recruitment):
uhlconsultantrecruitment@uhl-tr.nhs.uk

Recruitment Services Address:
University Hospitals of Leicester NHS Trust
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We are UHL