

Job Title: Consultant Radiologist

Department: MSE Radiology; Broomfield Hospital site



About Us:

Mid and South Essex NHS Foundation Trust is now one of the largest in the country, with a workforce of approximately 15,000 who serve a population of 1.2 million people.

We work together, and in conjunction with [MSE Health and Care Partnership](#) to deliver excellent local and specialist services, to improve the health and wellbeing of our patients, and provide a vibrant place for staff to develop, innovate and build careers.

From facilities through to consultant specialists we want to be the best, to achieve this we need to recruit not just those who are the finest in their field but also those who have the potential to be. Yes, experience is important but so is outlook – if you are dynamic, forward-thinking, and enthusiastic we want you to join us.

We not only offer you a good working environment with flexible working opportunities, but also the opportunity to develop your career with access to appropriate training for your job and the support to succeed and progress.

If you join the MSE team you may be working at one of or across our three main sites:

- Broomfield Hospital in Chelmsford
- Basildon and Thurrock Hospital
- Southend Hospital

Our Trust Values:

As a fully established, merged organisation, we've worked with you, our staff, to understand what it means to be part of Mid and South Essex NHS Foundation Trust. Our strategic goals clearly set out our purpose and ambitions, and our new values and behaviours show how we will work together, with each other, our patients, and our stakeholders, to achieve our aims.



Excellent

We go all-out for excellence and put delivering exceptional care at the heart of everything we do.

Compassionate

We act with care and compassion toward ourselves, patients, colleagues and our communities.

Respectful

We appreciate the value of each other and nurture positive relationships. We ensure all voices are heard and respected.

Why join Mid & South Essex NHS Foundation Trust:

The NHS is changing. We are entering a new era in healthcare: one where everyone has a choice of where they receive their treatment and there are core NHS principles which outline the provision of care.

This creates new and exciting challenges for us. Gone are the traditional hospital and community care settings, replaced by a competitive more commercial environment, where the Trust is judged on the whole experience, from technical excellence, through to care and comfort.

We want our hospitals to be the place where patients come first.

We want patients to leave us feeling that they made the right choice, that they have received the best care and have been treated with dignity and respect.

This requires the right people. Experience is obviously paramount, but so is the right attitude. We want people who will thrive in a competitive environment and who are willing to go the extra mile to make patients feel that they are important, and colleagues feel that you are an integral part of their team.

If you are looking to make a positive contribution and have the commitment, professionalism and dedication working for the benefit of our patients to really make a difference then we want to hear from you.

In return we provide staff with clear roles and responsibilities and rewarding jobs for teams and individuals that make a difference to patients, their families and careers.

We offer you a good working environment with flexible working opportunities, consistent with the needs of patients and with the way that people live their lives.

We will also provide you with personal development, access to appropriate training for your job and the support to succeed.

We will provide support and opportunities for you to maintain your health, well-being and safety.

You will also be given opportunity to engage in decisions that affect you and the services you provide, individually through representative organisations and through local partnership working arrangements.

All our staff are empowered to put forward ways to deliver better and safer services for patients and their families.

We'll also give you the motivation by providing excellent career packages and benefits, combined with the opportunity to work with like-minded individuals. All we need from you is the necessary expertise and good people attitude.

Job Description

Consultant Radiologist

Mid & South Essex NHS Foundation Trust

Broomfield University Hospital site

Variety of sub-specialty interests will be considered - we are particularly keen to receive applications from candidates with an interest in:

Urology; Gynaecology and/or Paediatrics

Four posts

MSE Radiology Service

Radiology services at the three hospital sites have been working collaboratively for some time now, enabling the single service across the three sites. A Group Clinical Director and Deputy Director of Operations for Radiology services lead the service supported by an Associate Director of Nursing & Professions. These individuals provide single points of senior leadership across the three sites. This single service consists of over 600 staff and 70 Consultant Radiologists. Together the three teams have developed an ambitious vision for the combined Radiology services.

It is the plan of the MSE Radiology Service to use the combined resources and talent in each department to come together to have a seamless department that has the capabilities, ethos, expertise to be able to deliver the highest standard of care to our patients and clinicians; this remains a work in progress as structures are finalised.

The combined department should be an exemplar, and be able to challenge the regional leaders.

The combined departments will prioritise projects to achieve this vision as follows:

- 1) Using **digital technology** to enhance effectiveness and efficiency.
- 2) Improving resilience in the **workforce** through different work practices such as cross-site working and flexible working.
- 3) Developing **teaching, training and research** within the Group.
- 4) Procuring the right **equipment** to deliver high quality services.
- 5) Standardising **processes and procedures** to achieve efficiencies.
- 6) Designing the **structure of the service** to provide leadership and clear decision making.

This collaborative working to date has resulted in the three Radiology departments being shortlisted for two Health Service Journal awards.

Department of Diagnostic Radiology – Southend site

Southend University Hospital site is set within a coastal location with a particularly high proportion of elderly patients in its catchment area. Southend is the regional cancer centre for Mid and South Essex as part of the larger service reconfiguration.

Southend has recently completed the installation of three brand new MRI scanners, consisting of two GE 1.5T wide-bore systems and a 3T GE 'Architect' system in a dedicated MRI suite, there are three CT scanners, consisting GE 64 slice systems installed in 2018, 2020 and 2022, the nuclear medicine and breast unit rooms are equipped with Siemens equipment, there are three digital X-ray rooms on the main site with another two offsite plain film rooms. The consultants' reporting offices/accommodation has recently been upgraded, there is an ongoing project to replace the interventional and fluoroscopy equipment. There is a rolling

equipment replacement programme that also includes plans to replace the Fluoroscopic and Nuclear Medicine equipment in the very near future.

Department of Diagnostic Radiology – BTUH

BTUH is the largest of the hospitals within the MSE group, through The Essex Cardiothoracic Centre offers a range of services for people who need specialist treatment for heart and lung condition and is currently developing as an internationally recognised research unit for Cardiothoracic services.

The service has two 1.5T Siemens MRI scanners and is currently installing a third, the department provides tertiary level cardiac MRI for six Trusts across Essex. The department has three 64 slice GE CT scanners, one new system was installed in 2019 and has recently installed new mammography equipment. In total the service has nine X-ray rooms, at the main site there is a purpose-built reporting hub with dedicated reporting facilities. There is a rolling equipment replacement programme that includes plans to replace the Nuclear Medicine equipment in the very near future.

Department of Diagnostic Radiology – Broomfield site

Broomfield University Hospital site is a busy district general hospital. It is a regional upper GI, head & neck and plastics unit as well as a supra-regional burns unit. It is anticipated that as part of the acute services reconfiguration, Broomfield will also be the regional centre for GI and benign urological surgery. There are 21 Consultants providing General and sub-specialty radiology services working a variety of full-time and part-time contracts.

The service has recently installed two brand new state of the art 1.5T Phillips MRI scanners in a purpose built building; there are two Toshiba 128 slice CT scanners with ambitions to install a third system in the future. In total the service has eight digital plain film rooms, at the main site there are two reporting rooms equipped with Carl's tables, there is a rolling equipment replacement programme in place that includes plans to replace the CT scanners, Nuclear medicine and Mammography equipment in the near future.

During 2018/2019 and 2022/2023 the department undertook patient examinations broken down as follows:

	2018/19	2022/2023
Plain Film X-ray	140,470	107,799
Ultrasound (Gen)	33,989	17,194
Ultrasound (Obst)	16,060	18,379
Nuclear Medicine	2,320	1,863
CT	52,372	66,162
MRI	17,062	24,105
Fluoroscopy	5,334	4,408
Total	267,607	239,927

The successful candidate will be joining a busy department that is currently going through a number of changes and developments for the future. The successful candidate will be required to join the team of existing Radiologists, with expertise in all modalities within general radiology.

We are keen to recruit consultants who can demonstrate that they are passionate about patient care and safety, show an understanding and awareness of governance with a desire to improve patient experience.

The post holder is expected to participate in the Trust's clinical effectiveness activities, and to maintain and foster improvements in the quality and standards of clinical services.

The post holder will be responsible for their own continuing professional development and take part in continuing medical education activities, in line with the requirements of the Royal College of Radiologists guidelines to maintain standards of performance.

The post holder will be expected to be committed to the concept of lifelong learning and produce and maintain a Personal Development Plan in agreement with the Clinical Leads in Radiology.

The Trust is committed to sustaining and advancing the provision of medical, dental, nursing and radiographic education and to the delivery of high quality postgraduate and undergraduate training.

There is a strong cohort of advanced practitioner radiographers with a focus on plain film reporting (Appendicular/axial/Chest and abdomen), CT Colonography, Nuclear Medicine reporting and GI procedures including reporting..

Name	Title	Speciality	PAs
Dr M Abdallah, MBChB, MSc (Clinical Radiology), FRCR, EDiNR	Consultant Radiologist	Neuroradiology, Musculoskeletal, Paediatric, Urological and Gynaecological Radiology	10
Dr M S Ahmed MBBS, FCPS, FRCR	Consultant Radiologist	Interventional Radiology	10
Dr S Anderson, MBBS, MRCS, FRCR	Consultant Radiologist	Cardio-Thoracic Radiology	10
Dr K Arshad, MBBS FRCR	Consultant Radiologist and Joint Clinical Lead for Radiology (MEHT)	Musculoskeletal Imaging	10
Dr M Beveridge, MBBS, BSc (Hons), MRCP, FRCR	Consultant Radiologist	Gastrointestinal Radiology	10
Dr N Chua BMedSci, MBBS, MCEM, FRCR	Consultant Radiologist	Head and Neck Radiology	10

Dr B Chahil, MB ChB, MRCS(Ed), FRCR	Consultant Radiologist	Musculoskeletal Imaging and Nuclear Medicine	10
Dr M Hanif, MBBS, MRCS, FRCR	Consultant Radiologist	Interventional Radiology	10
Dr S Ganeshalingam, MBBS, BSc (Hons), MRCP, FRCR	Consultant Radiologist	Head & Neck and Uroradiology	9
Dr A Haque, MBBS, BSc, FRCR	Consultant Radiologist	Neuroradiology and Head & Neck	10
Dr J Jethwa, MBBS MRCP (UK) FRCR	Consultant Radiologist	Musculoskeletal and Thoracic Radiology	8
Dr S Jutla, MBBS BMedSci MRCP FRCR	Consultant Radiologist	Neuroradiology & Musculoskeletal Imaging	10
Dr S Kavia, BSc MBBS MRCSEd FRCR	Consultant Radiologist	Breast Radiology	10
Dr N Railton, MBBS FRCR EBIR	Consultant Radiologist	Interventional Radiology	10
Dr S Rahman, BMBS, FRCR, PG Dip	Consultant Radiologist	Interventional Radiology	10
Dr E St Joseph, BSc (Hons) MBBS FRCR	Consultant Radiologist	Gastrointestinal Radiology	10
Dr S Shah, MD FRCR	Consultant Radiologist	Head & Neck and Gynaecological Radiology	10
Dr R Stephenson, MBBS BSc (Hons) MRCP FRCR	Consultant Radiologist and Joint Clinical Lead for Radiology (MEHT)	Gastrointestinal Radiology	10
Dr A Suci, CESR	Consultant Radiologist	Cross Sectional and GI radiology	9
Dr R Whitney, MB ChB, BAO, FRCR	Consultant Radiologist	Breast Radiology	3
Dr A Wojciechowski, PhD	Consultant Radiologist	General Radiologist	10
Dr R Zbyszynska, FRCR	Consultant Radiologist	General Radiologist	10

All consultants share the diagnostic workload and MDTs according to their experience and interests, as well as the diagnostic out of hours commitment (currently at a frequency of 1 in 16). Emergency imaging is outsourced through a teleradiology service from 8 pm to 8 am on weekdays and 5 pm to 9 am on weekends and bank holidays. Consultants have access to images at home via dedicated workstations.

Job Description

Job Title: General Radiologist (WSI in sub-specialty complementary to current workforce; applications are welcome from specialists in Urology / Gynaecology and/or Paediatrics)

PA's: 10 Programmed Activities

Reports to: Site Clinical Leads

Clinical

- Deliver a diagnostic radiology service of high quality.
- Contribute to development of the general and specialist imaging service to support the Trust in ensuring provision of high quality diagnostic support throughout the week including sessions in ultrasound & cross-sectional imaging.
- Work flexibly with colleagues to support the timely management of emergencies and inpatients.
- Undertake an appropriate share of the on-call rota for diagnostic radiology.
- Participate in multi-disciplinary clinical meetings (MDT).
- Contribute to the development and maintenance of clinical protocols.
- Ensure that standards are maintained and developed through clinical audit, evidence- based research and appraisal.
- Be familiar with the College curricula for junior doctor training and contribute to their training requirements, including tutorials, on-the-job teaching, mentoring, appraisal and assessment.
- Contribute to the training of undergraduates and advanced practitioner radiographers
- Maintain personal professional development in accordance with the requirements of the Royal College of Radiologists and the General Medical Council.
- Ensure that new techniques (outside ethically approved research projects) are only introduced after appropriate training, with approval of the relevant clinical directorates and with arrangements for evaluation and an audit trail.
- Agree an annual job plan with the Clinical lead in Radiology
- Participate in annual appraisal
- Work in partnership with colleagues in the Imaging Department
- Provide cover for Consultant colleagues' periods of leave in accordance with arrangements agreed within the Department
- Participate in a rota with the consultants already in post to provide inpatient diagnostic radiology services over the weekend
- Ensure that all allocated examinations are reported in a timely manner and in keeping with trust wide KPI's.

Leadership/Management

All medical staff in the Division are managerially accountable to the Group Clinical Director. The Medical Director has overall responsibility for Radiology Medical Staff.

- The post holder must demonstrate behaviour which supports and promotes the Trust vision and values at all opportunities
- The post holder will be required to support the Lead Clinician, general and Service Managers and Clinical Director in policy and strategy development as a member of the Division Team.
 - The post holder will work within the Trust's framework for Corporate Governance including standing orders, standing financial instructions and financial procedures.
- As part of the Division Team assist in the cost effective utilisation of resources including pay and non pay items such as equipment and drugs, within budgets.
- Corporate and individual responsibility for the professional management and supervision of doctors in training
- Continuing responsibility for the care of patients in your charge in liaison with consultant colleagues and for proper functioning of the department in line with the Operational policy and strategic plan (as amended)
- All clinical staff are accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff are also required to comply with requirements of their professional organisations regarding supervision.
- All qualified staff have responsibility to supervise unqualified / more junior staff and students on a day to day basis to ensure that patients receive appropriate care and that any untoward action is addressed.
- Be familiar with the college curricula for junior doctors in training and be trained appropriately to contribute to their training requirements.
- Contribute to effective communication and involvement of staff across the Division, including support to Divisional management

Professional

- Accept personal accountability for own clinical practice and to work at all times within the GMC's Good Medical Practice and Leadership and Management for all doctors;
- Promote and adhere to the both the Trust and Divisional policy and procedures at all times
- Accept corporate responsibility to work effectively and positively within the Trust performance framework to meet Trust targets;
- The post holder will be responsible for their own continuing professional development and medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Trust Study Leave Committee for a contribution to funding of this activity;
- Willingness to undertake additional professional responsibilities at local, regional or national levels.
- Act within Finance Standing Orders

- Maintain high standard of professional and personal integrity at all times.

Education and Training

- The Trust is committed to sustaining and advancing the provision of medical and dental training at post graduate and undergraduate level. The post holder is expected to participate in the trust teaching programme and will be required to teach other staff in both formal and informal settings.

Clinical Governance

- The post holder is expected to participate in the trust's clinical effectiveness activities and to maintain and foster improvements in the quality and standards of clinical services. The post holder will lead the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish.

Research

- The post holder will be encouraged to engage in research activity as an intrinsic part of their responsibilities and within the guidelines of the Trust policy.

General

- To uphold the Trust Values and Behaviour standards;
- To comply with all Trust Policies and Procedures
- To act with honesty, integrity and professionalism at all times.
- All staff have a responsibility to comply with the current infection prevention and control policies, procedures and standards and ensure they have received an annual update on infection prevention and control issues including hand hygiene. All staff should practice and encourage appropriate hand hygiene and act professionally to ensure the hospital environment is clean, safe and tidy;
- To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements;
- To follow all the Trust Security policies and procedures and be vigilant to ensure the safety and secure environment for care;
- All staff that have access to or transfers any data are responsible for those data, it must be kept secure and they must comply with the requirements of the Data Protection Act 1998 and the common law on confidentiality. All data must be kept in line with the Trust's policies and procedures. Data includes all types of data i.e. patient, employee, financial, electronic, hard copies of printed data or handwritten data etc.

- The post holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities;
- The Trust is committed to carefully screening all staff who work with children and vulnerable adults. This appointment is therefore subject to a satisfactory Disclosure and Barring Service Disclosure of the appropriate Level if required;
- All staff will receive training on Child Protection -Safeguarding Children Policies and Procedures as part of Induction and annual updates, this will equip the post holder with the knowledge of what you will need to do if you have concerns about the welfare of a child/young person under aged 18;
- Participate in an annual Job Planning and Appraisal for Consultant and medical staff;
- Perform any other duties that may be required from time to time.
- **Continuing Professional Development** – All consultants are required to maintain and develop their clinical skills. Individual training and development needs will be identified through an appraisal process taking into account Trust requirements. The Trust supports the requirements for continuing professional development (CPD) as laid down by the Royal College of Radiologist and is committed to providing time and financial support for these activities.
- **Risk Management** – To work within the Trust's clinical risk management policies and in particular to participate as appropriate in clinical incident reporting.
- **Appraisal** – All Consultants in the Trust participate in the Trust's appraisal process.

Teaching and Training Activities

- The hospital has University status. Consequently the training of medical students, junior hospital doctors, nurses and physiotherapists has a high priority. The new colleague will be actively encouraged to pursue any interest in this area.
- Clinical Governance is a major part of our daily practice. The hospital has a dedicated, separate department with allocated clinical and ancillary staff to facilitate this.
- There is a well-stocked medical library with audio-visual teaching aids and a full time librarian. The library has a Medline facility. There is a thriving Postgraduate Medical Centre with regular clinical meetings and a general education programme.
- All consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements.

Job Plan:

The Clinical Leads, Clinical Director and General Manager are responsible for the review of the job plan in conjunction with the post-holder. The job plan for the first three months will be based on the provisional timetable shown below.

A formal job plan will be agreed with the appointee and their Clinical Leads & Clinical Director, on behalf of the Medical Director, three months after the commencement date of the appointee.

It is expected that the job planning process will be approached with professionalism, honesty and transparency.

Weekly Timetable:

The changing nature of the contracting process makes it essential that all consultants have a flexible approach to working arrangements which may include innovative working patterns, cover at our local Community Diagnostic Centre and 7 day working in the future. The job plan will be reviewed at a 3, 6 and 12 monthly interval following initial appointment.

The job plan (for a full-time contract) will consist of the following (provisional timetable below):

- Direct Clinical Care: 8.5 PAs on average per week
(Includes clinical activity, clinical related administrative activity, predictable and unpredictable work)
- Supporting Professional Activities: 1.5 PAs on average per week
(Includes CPD, audit, teaching and research)
- Additional payment for on call will be calculated once job plan is finalised (if applicable to role).

	AM	PM
Monday	US	Reporting ½ session - SPA
Tuesday	Reporting	US
Wednesday	SPA	OFF
Thursday	Reporting	Reporting or MDT Prep
Friday	Reporting/ MDT Duty Radiologist (1 in 3)	US Duty Radiologist (1 in 3)

4.3 On Call Availability

All consultants share the diagnostic workload as well as the diagnostic out of hours commitment (currently at a frequency of 1 in 16). Emergency imaging is outsourced through a teleradiology service from 8 pm to 8 am on weekdays and 5 pm to 9 am on weekends and bank holidays. Consultants have access to images at home via dedicated workstations.

As the workforce expands with this episode of recruitment, the on-call duty will be reviewed for efficiency and effectiveness; establishment numbers are increasing to 20wte General Radiologists.

General Statement:

Mentoring:

All new consultants will be provided with a mentor from the consultant body in order to aid professional development and provide advice.

Management:

The appointee will be expected to take part in day to day business management to ensure smooth running of services, and to contribute to service development, including review of consultant job plans where necessary from time to time.

Appointment to the post:

The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the Guidance on Advisory Appointments Committees. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post for part-time hours.

The appointment is subject to Medical and Dental Terms and Conditions of Service for Consultants (England) 2003. It is subject to the National Health Service (Superannuation) Regulations. The conditions are exclusive of appeal rights to the Secretary of State (Section 190).

Policies & Procedures:

You are required to comply with the Trusts Policies and Procedures.

Information Security and Confidentiality:

- All person identifiable information must be held in the strictest confidence and must be disclosed only to authorised people in accordance with the 1997 Caldicott recommendations, 2018 Data Protection Act, ratified information sharing protocols and patient consent.
- Where there is any doubt, the post holder must seek advice from the Caldicott Guardian or deputy. A breach of confidentiality may result in disciplinary action being taken in accordance with the Trust's disciplinary procedure.

- It is the responsibility of the post holder to abide by all organisational policies and procedures, particularly those in the information security section of the policy folder.
- To meet the requirements of the 2018 Data Protection Act the post holder is responsible for the maintenance of up to date and timely data entry and to ensure that information processed is safeguarded, securely stored and safely disposed of.
- To maintain data quality, it is essential that clinical information extracts and reports are validated by the appropriate clinician prior to distribution.

Information Governance:

- All staff must be familiar with and comply with the contents of the Information Governance Handbook, a personal copy will be provided at Induction to all staff.
- All staff are required to maintain confidentiality of patient and Trust's information as set out in the Trust's Confidentiality Policy.
- All staff are required to read and comply with all policies that are issued relating to the electronic security of Trust's information.
- All staff who create, access, transfer, modify sensitive Trust's records have a responsibility to be both accurate and timely and ensure that all the information that they record either on paper or electronically is complete.

Confidentiality:

- Your attention is drawn to the confidential nature of information collected and used throughout the NHS. The unauthorised use or disclosure of patient, staff or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution for an offence, or action for civil damages, under the Data Protection Act.
- All matters relating to patients' diagnosis and treatment, staff or the Financial or contractual position of the Trust are strictly confidential and under no circumstances is such information to be divulged or passed to any unauthorised person(s) under penalty of summary dismissal.
- All staff should take particular care relating to the electronic storage and transfer of confidential information. This should only be done in accordance with the Trust's Information Security Policy.

Equal Opportunities and Diversity:

The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust's Equal Opportunities Policy & the Race Equality Scheme.

Health and Safety & Risk management

Employees must be aware of the responsibilities placed upon them under the Health and Safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.

Employees must wear personal protective equipment where provided.

All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are also expected to maintain safe infection control practices at all times.

All employees are responsible for reporting any accidents, untoward occurrence and potential hazards to their Head of Department even no injury or property damage has resulted.

Relocation Expenses:

Relocation expenses may be available subject to eligibility in line with the Trusts policy.

Health Clearance:

The appointment is made subject to satisfactory fitness for practise. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

Revalidation:

The trust has the required arrangements in place, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Registration:

The appointed candidate will be required to be fully registered with the General Medical Council and hold a licence to practice

Rehabilitation of Offenders Act:

Because of the nature of the work of this post, it is exempt from the provision of section 4(2) of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are, therefore, not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act, and in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by Basildon and Thurrock University Hospital. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

Terms and Conditions of Service:

The appointment is subject to Medical and Dental Terms and Conditions of Service for Consultants (England) 2003.

Applicants must have full and specialist registration with the General Medical Council (or be eligible for registration within 6 months of interview).

Holder of Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview.

The starting salary for new Consultants is £93,666 per annum. Salaries will be reviewed on appointment, advancement through the scale will be in line with terms and conditions.

Annual and Study Leave

The annual leave is 30 working days plus two statutory day holidays which rises to 34 days with more than 7 years' service as an NHS Consultant.

All consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CPD requirements.

Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three year period commencing from date of employment. Currently Consultants are allowed up to £1000 per financial year (1st April – 31st March) in line with the Trust's Study Leave Guidelines for Consultants and Specialty Doctors.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre for study leave.

Post holders are required to follow the Trust annual leave policy and procedure for approval.

So far as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

Termination of Contract:

Termination of the appointment is subject to three months' notice on either side.

Private Practice:

The successful applicant may undertake private practice in accordance with the Schedules 9 & 10 of Terms and Conditions of Service. However, where such practice might conflict directly with the Trust's interests, the Appointee must bring this to the attention of the Medical Director.

Medical Indemnity:

The Trust is financially responsible for the negligent acts and omissions of Consultant medical and dental staff in the course of their Trust employment. If, however, any private practice, within a NHS hospital or any other hospital is undertaken, the appointee will be personally responsible for subscribing to a recognised defence

organisation. The Trust will not be responsible for category 2 (e.g. reports for insurance) or 'Good Samaritan' Acts. Health Circular HC (89) 34 provides full details of 'Claims of Medical Negligence against NHS Hospital and Community Doctors and Dentists'.

The Department of Health advises practitioners to maintain defence body membership in order to ensure they are covered for any work which does not fall within the scope of NHS Indemnity.

Place of Work:

The appointee will be based at Broomfield however may be required to work at other sites within the Trust including the Community Diagnostic Centre. The appointee will be fully consulted regarding any changes to job plan.

It is desirable for the appointee to have their own transport.

Consultant staff have access to designated private office space; due to advances in technology there is the opportunity for home working for approved parts of the job plan – this should be discussed at interview and as part of the job planning discussions. Secretarial and administrative support is available to access for the consultant body in support of the delivery of the wider radiology service.

No Smoking Policy:

It is the policy of the Trust to promote positive health. Smoking, therefore, is prohibited in all buildings and the grounds of the hospital.

Security:

In the interests of safety and security the appointee will be required to wear Hospital Staff Identification Badge at all times whilst at work.

Person Specification

Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • MBBS or Equivalent • entry on GMC Specialist Register; eligible for entry on Register or within six months of receipt of Certificate of Completion of training (CCT) at time of interview • evidence of completion of specialist training or equivalent 	
Experience and Knowledge	<ul style="list-style-type: none"> • Evidence of thorough and broad training and experience in the specialty. • Comprehensive knowledge in the specialty and ability to offer expert clinical opinion on range of problems. • demonstrates good knowledge of the structures and culture of the NHS, roles, responsibilities and relationships across the MDT and the multi-professional team • Able to take full and independent responsibility for delivering service without direct supervision. 	<ul style="list-style-type: none"> • Sub-specialty interest of either Urology / Gynaecology and/or Paediatrics
Teaching Experience	<ul style="list-style-type: none"> • Knowledge and experience of supervising undergraduates, junior doctors and other staff • ability to teach clinical skills 	
Research/Audit Experience	<ul style="list-style-type: none"> • Knowledge of the principles of research/audit and ability to interpret and apply clinical research. • Ability to apply research outcomes to clinical problems 	<ul style="list-style-type: none"> • Recent published clinical research in peer reviewed journal. • Ability to supervise postgraduate research

Communication skills	<ul style="list-style-type: none"> • Excellent verbal and written skills. • Ability to communicate effectively with clinical colleagues, other specialties and support staff • Evidence of management experience or training. • Ability to advise on efficient and smooth running of specialist service • Ability to manage and lead department 	
Personal Skills	<ul style="list-style-type: none"> • Ability to develop effective working relationships on an individual and multi-disciplinary basis with all levels of staff • Able to organise and prioritise workload • Ability to take responsibility and show evidence of leadership • Ability to adapt and respond to changing circumstances • Ability to work under pressure • Willingness to undertake additional professional responsibilities at local, regional or national level • Caring, honest and reliable 	
Other	<ul style="list-style-type: none"> • Ability to travel between sites 	<ul style="list-style-type: none"> • Own transport