

Information Pack and Job Description for

**SUBSTANTIVE RADIOLOGY CONSULTANT POST WITH
SUBSPECIALIST EXPERTISE IN CHEST RADIOLOGY AND
URORADIOLOGY**

**DIVISION OF DIAGNOSTICS
& CLINICAL SUPPORT**



May 2021

Some facts about us:



We are in the HSJ/Nursing Times list of the top 100 places to work



On average 98% of our patients would recommend us to their Friends and Family



We're rated as 'better than average' or above in 24 categories out of 32 of the national NHS staff satisfaction survey



We are in the top 20% of Trusts for effective staff engagement



We are in the top third of all Trusts in terms of openness, transparency and learning from mistakes, being rated as 'good'



Our young patients have rated us as the fourth best childrens' in-patient service in the country



We routinely meet our cancer targets and mortality rates are within expected levels. Our performance against all other targets is generally good.



Our Foundation Training Programme has been the highest rated in the North West Region

INTRODUCTION

East Lancashire Hospitals NHS Trust is a large, integrated healthcare organisation.

With over 8000 staff and 1041 in-patient beds, we are a large provider of Acute District General and Specialised Hospital services, as well as Community Services and Children's Mental Health Services.

Our two main hospital sites, The Royal Blackburn Teaching Hospital and Burnley General Teaching Hospital have been rated "GOOD" in 2016 by the Care Quality Commission.

Our Board is professional, ambitious and capable.

Our vision is '*To be widely recognised for delivering safe, personal and effective care*'.

Quality and safety are at the heart of everything we do and we are committed to providing harm free care. Our fabulous, highly trained staff are key to our growing reputation as a great place to receive treatment, as well as a great place to work.



EAST LANCASHIRE HOSPITALS NHS TRUST

East Lancashire Hospitals NHS Trust provides a caring service to a population of 550,000 in the Pennine Lancashire area. Services are provided from our two main sites, the Royal Blackburn Teaching Hospital and Burnley General Teaching Hospital and from our community rehabilitation wards at Pendle Community Hospital, Accrington Victoria Hospital and Clitheroe Community Hospital.

Our current five-year clinical strategy 'Fit for the Future' provides a robust clinical platform to ensure we deliver safe, personal effective services in the community and in our hospitals.

We treat almost 700,000 patients every year in our hospitals and community settings, using state-of-the-art equipment and facilities. We provide a full range of acute hospital and adult community services and we are a specialist centre for hepatobiliary, head and neck and urological cancer services, robotic assisted surgery, specialist cardiology services and we are also a network provider of Level 3 Neonatal Intensive Care. We are a nationally accredited Centre for Endometriosis and Uro-Gynaecology Surgery.

Our Blackburn site is the centre for all acute services in East Lancashire other than Obstetrics and Gynaecology and Neonatology. The Emergency Department at Blackburn is the only ED for East Lancashire and is a Trauma Unit in the Lancashire Trauma Network working closely with the Trauma Centre at the Royal Preston Hospital. The ED is supported by Urgent Care Centres at Blackburn and Burnley and a Minor Injuries Unit at Accrington. We have day and night Air Ambulance helicopter landing facilities.

Burnley General Teaching Hospital is the site for the East Lancashire Women's and Newborn Centre and is the largest in-patient consultant led obstetric unit in the North West. There is also a midwife-led birthing unit off the Hospital site in Blackburn.

In 2012 the Royal Blackburn Teaching Hospital was designated as one of the Lancashire Vascular Centres and is one example of our specialist services.

The Trust also has close links with a number of Tertiary Centres in Manchester and Liverpool for both adult and children's services.

ROYAL BLACKBURN TEACHING HOSPITAL

The hospital is situated just off Junction 5 of the M65. It is our main hospital site receiving most emergency patients. Other than for obstetric emergencies, all blue light ambulances attend this site.

Services at the Royal Blackburn Teaching Hospital site include:

- A busy Emergency department, with 8 bedded resuscitation area, and a co-located Urgent Care Centre and ambulatory care facility
- ITU, HDU and POCCU facilities.
- A wide range of Radiology services including MRI and CT seven days per week and isotope scanning
- Acute Surgical Services (General Surgery, Vascular Surgery, Urology, T&O, ENT, Maxillofacial and Surgical Triage Unit)
- 11 Operating Theatre complex with integrated Day Case Unit, 24 hour Emergency Theatre, Angiography Suite
- Endoscopy Unit providing a 24/7 Upper GI bleed endoscopy service
- Acute Medical beds, Medical Assessment Unit and Fast Flow wards.
- Cardiac Unit (a CCU, specialist cardiac ward and 2 Cath Labs)
- Generalised and Acute Paediatric services
- Learning & Development and Research Centres
- We are also now planning the build of a primary care access centre at our ED front door as part of our redesign programme.



BURNLEY GENERAL TEACHING HOSPITAL

Services at this site include:

- Lancashire Women and Newborn Centre including 5 Operating Theatres, Consultant led maternity unit, midwife led birthing centre, Level 3 Neonatal Intensive Care Unit, general, emergency and specialist gynaecology services
- Urgent Care Centre: A new purpose built building with a children's assessment and observation area, and an on-site GP unit
- Elective Orthopaedic Centre (28 beds and 5 operating theatres)
- Endoscopy Unit
- Paediatric Day Surgery Unit
- Radiology services including CT, MRI and ultrasound
- Ophthalmology Unit and dedicated Ophthalmology Theatres
- Elective care centre incorporating facilities for day case surgery and short stay surgery, two theatres one of which is laparoscopic theatre and a procedure room. This facility will eventually include chemotherapy suite and enhanced endoscopy facilities.



TEACHING AND RESEARCH and INNOVATION

Across all our sites we pride ourselves on our teaching and for providing a great experience for trainee doctors. We have received excellent feedback from medical students, foundation year doctors and specialty trainees.

Since 2016, we have entered into a strategic alliance with University of Central Lancashire, a fast-growing medical school, as their main provider of clinical placements and teaching. Our medical student intake is increasing year on year, with students from several medical schools, both locally and internationally.

We have a thriving community of research in the Trust and we contribute to a wide range of national and international studies, with a high number of patients entering clinical trials.

Our clinical staff continue to develop the range of services offered by the Trust. We provide robotic-assisted urological surgery. We are a Lancashire centre for Head and Neck surgery, maxillofacial and orthognathic surgery, regional dermatology including vulval dermatology specialist services.

We are an accredited centre for Vascular surgery, Uro-Gynaecological Surgery and Endometriosis.

LOCAL AREA/POPULATION

The Trust's catchment area is co-terminus with the local districts of Blackburn with Darwen, Hyndburn, Ribble Valley, Burnley, Pendle and Rossendale. Together, these localities represent the area known as "Pennine Lancashire". Each of the locality districts contains substantial rural areas including parts of the West Pennine Moors, the Ribble Valley, the Forest of Bowland, Gisburn Forest and Pendle Hill; some of the most outstandingly beautiful countryside in Northern England. The local town of Whalley has been voted one of the top 50 places to live in the UK

The district is well served by road and rail and is within reach of the Universities of Manchester, Lancaster, Liverpool and Leeds, including UCLan with which ELHT has forged strong links. As well as being close to many urban centres, Blackburn and Burnley are also within easy distance of the Lancashire Coast, the Lake District and the Yorkshire Dales.

The district itself is well provided with leisure activities, for both spectators and participants. There are well developed parks, sports grounds and sports centres in the urban community. There are excellent schools in the locality, both state and fee paying. The housing in the area is both to a high standard and is reasonably priced. The local population looks to the district's health services for most of their health needs.

In comparison with England and Wales as a whole, the Trust has a higher proportion of the population between the ages of 0–14 and a lower proportion of the population between the ages of 15–64. This trend is set to increase with projected increases of about 5% in the population between 0–14. From census data, when compared with the rest of the region, this district has the third highest proportion of households where the head of the household was born in the New Commonwealth or Pakistan.

JOB SUMMARY

THE POST

This is a substantive consultant post so the applicant must have their name on the GMC specialist register. We are seeking to appoint a humble, capable and forward-thinking doctor to join our highly functional, accomplished and friendly team. The candidate should have completed the radiology training (either in the UK or equivalent abroad) and should have sufficient skills to be able to independently report MRI, CT and US examinations within their areas of subspeciality expertise. Must have good experience with general CT and MRI, both inpatient and outpatient scans.

The candidate is needed to take a lead role in the chest and MDTs. They must already be proficient in each of these areas without needing support.

Essential skills are:

- Independent lead the chest MDT
- Independently do lung biopsies
- Independently lead the urology MDT
- Independently report multiparametric prostate MRIs

A sample 10.0 PA job plan subject to discussion would include:

- 2 acute CT/MRI reporting
- 3.25 sessions reporting mixture of general CT and MRI, both cold outpatient reporting and hot inpatient. Plain film reporting can be offered if so desired.
- 0.5 sessions for lung biopsies
- 1 session MDT prep and MDT (chest MDT one week, urology MDT the following week)
- 1 session diagnostic ultrasound
- 1.5 core SPA session for continuous professional development, governance quality improvement, service development and departmental activities.
- 0.75 sessions free in lieu for on-call.

The on-call is a 1 in 20. The radiologist is required to be on site at Blackburn 5–7pm on weekdays and 9am to 3pm on weekends. The consultant has the option to cover the rest of the on call from home. There will be an ST3–5 on call with the consultant who will be on site till 9pm. An outsourcing provider covers the on-call, reporting all the CT scan from 9pm to 9am with the local consultant then second on-call. MRI service is not provided from 9pm to 9am. It is incredibly rare to be disturbed overnight when second on-call.

The job plan will be reviewed through discussion with the clinical director within the first 3 months and annually thereafter.

A home workstation is provided. Most radiologists in the department choose to work 1 day per week from home. 5h of the core SPA is flexible and can be done at home. 1h is usually required for departmental meetings.

The general reporting sessions can be at either Royal Blackburn Hospital, Burnley General Hospital or Rossendale Community Diagnostic Centre, which are within a radius off 11 miles. The breast unit is in Burnley.

As a senior employee of the Trust the candidate will work in close co-operation with clinical staff and other medical professionals and managerial colleagues in providing high quality health care to the Trust's patients. Integral to these responsibilities is:

- The provision of a first-class service.
- Effective leadership to all staff engaged in the specialty.
- Sustaining and developing teaching and research.
- Undertaking all work in accordance with Trust procedures and operating policies.
- Conducting clinical practice in accordance with Trust procedures and operating policies.

A job plan will be agreed between the appointee and the Clinical Director.

The Royal Blackburn Teaching Hospital Radiology Department has 1 newly refurbished dedicated IR suite as well as a second multifunctional well equipped multipurpose room for IR. A hybrid theatre is currently being commissioned.

THE DEPARTMENT

DEPARTMENT OF RADIOLOGY – ROYAL BLACKBURN HOSPITAL

This is a new department built as part of the PFI hospital. There is a new Sectra PACS which went live November 2019.

There are 6 general rooms, 2 multipurpose interventional suites (Siemens Artis), 1 mobile C Arm to convert a vascular theatre to IR. 4 CT scanners (Canon 640 slice, Siemens 128 slice and 2 x 80 detector row Canon/Toshiba systems), 2 MRI scanners (Siemens Sola 1.5T systems) and a 3 room ultrasound suite. Siemens CT scanner is equipped with remote control for intervention. A further 5 room ultrasound suite is situated adjacent to the antenatal clinic and includes Siemens and Canon/Toshiba machines. The main interventional room is within the theatre complex. It is an advanced suite and the ceiling mounted C-arm is equipped with Dyna CT and

guidance software for embolisation and endovascular aneurysm repair. It has easy access to the Day Case Unit.

A dedicated Nuclear Medicine Department provides services for the whole of East Lancashire on two Siemens SPECT enabled Gamma Cameras.

Equipment at RBH is replaced under the existing managed equipment service with Siemens.

DEPARTMENT OF RADIOLOGY – BURNLEY

The department at Burnley primarily supports out-patients and GP patients. The department has a single CT, two MRI systems, five general rooms, a single digital fluoroscopy rooms and 2 ultrasound rooms. Further ultrasound equipment is located within the Lancashire Women and Newborn Centre for obstetrics and gynaecology

There are close links with GP's in the two local PCT's – East Lancashire and Blackburn with Darwen. We have an open access policy for x-ray imaging and direct access for ultrasound and barium studies. There is also GP direct access for MRI & CT scanning.

East Lancashire Hospitals NHS Trust provides both breast screening services and symptomatic breast imaging services for the women of East Lancashire and neighbouring districts. Breast Screening and Imaging is run from a dedicated Breast Imaging Unit on the Burnley General Teaching Hospital premises.

DEPARTMENT OF RADIOLOGY – ROSSENDALE

Rossendale has recently become a community diagnostic centre and now has a Philips MRI scanner and we are about to commission a new CT scanner. Ultrasound and plain film is also delivered on the site. A radiologist is needed on site 4 days per week and most radiologists will need to spend ~1 day per month at Rossendale to provide contrast cover for the CT scanner.

ADDITIONAL SATELLITE RADIOLOGY DEPARTMENTS

The following satellite areas are also in use across the organisation:

- **Accrington Victoria Hospital** – X-ray, DEXA.
- **Rossendale Primary Care Health Centre** – X-ray, obstetric ultrasound, non-obstetric Ultrasound.
- **Clitheroe Community Hospital** – X-ray and non-obstetric ultrasound
- **Pendle Community Hospital** – X-ray.
- **Barbara Castle Way Medical Centre** – X-ray, and non-obstetric ultrasound.

STAFF

There are currently 30 Consultant Radiologists working at East Lancashire Hospitals NHS Trust (28.5 WTE) with approximately 235 radiographic and support staff. Each modality has a Lead Radiographer overseeing operational management and service development. The Interventional Radiology Unit is supported by 6 dedicated IR radiographers and 6 dedicated IR nurses.

Secretarial support is provided within the department however, we have developed an electronic paperless department with digital dictation, voice recognition and electronic distribution of results. We have a single, central booked appointment system across both sites.

Day to day management of the service is supported by the Radiology Directorate Manager and Radiology Operations Manager.

There is an active skill mix programme within the Directorate with Radiographers participating in x-ray reporting (Chest, Abdomen & MSK), CT, MRI, Breast and Nuclear Medicine reporting.

Both hospital sites are training departments for student radiographers. There are close teaching links with the University of Lancaster and the University of Salford.

The Radiology Directorate is headed by the Clinical Director. The Directorate resides within the Division of Diagnostics and Clinical Support which includes Pathology, Pharmacy, Therapies. The Division is supported with dedicated Human Resources, Financial and Governance.

Current Consultant Radiologists:

The existing Radiologists all have general radiology duties but also have subspecialty interests:

Dr Tom Newton (Clinical Director)

Cross sectional / Cardiothoracic

Dr Yacoob Nakhuda (Divisional Medical Director Diagnostics and Clinical Support)

Cross Sectional and Musculoskeletal

Dr Nanda Kumar (Part Time)

Cross Sectional and GI

Dr Duncan R Gavan (Part Time)

Intervention & cross sectional

Dr Richard Dobrashian

Breast and Cross Sectional

Dr Eswarappa Nagaraju

Cross sectional /paediatric/Gynae

Dr Snehal Lapsia

Cross Sectional and GI

Dr Stuart Mellor

Cross sectional and Chest

Dr Neil Wilde (Part Time)

Cross sectional and Interventional radiology

Dr Oliver Nicholson

Cross Sectional and GI,

Dr Rabea Haq

Breast and Cross Sectional

Dr Zahid Khan

Interventional / Head and Neck

Dr Usman Saeed

General/ Urology

Dr Emily White

Cross sectional and GI

Dr Shahbaz Alam

Cross Sectional / Diagnostic Neuro

Dr Muhammad Zeeshan

Chest and Paeds

Dr Shofiq Al-Islam

Interventional radiology

Dr Allen Ikwuagwu

GU / Nonvascular intervention

Dr Rana Shoaib Hamid

Vascular/Interventional radiology

Dr Phillip Garwood (Part time)

General radiology

Dr. Mufaro Mudzvova

Cross Sectional and Gynae

Dr Joshua Lauder

MSK and Head and Neck

Dr Namitha Sarasa

Paeds, Breast and Neuro

Dr Sophie Cheshire

Cross Sectional and GI

Dr Alan Sorani

MSK and Head and Neck

Dr Jay Panchal

MSK

Dr Mubashir Ali

Haematology and General

Dr Ahmed Ali

HPB and General

Dr Thevarajah Viyasar

Interventional Radiology and General

Dr Rochelle Lamb

Cross sectional and GI

Junior Medical Staff

The Directorate is an accredited radiology training department with up to 7 Specialist Trainees from the Manchester Radiology Training Scheme rotating through the department at any one time. Regular consultant led teaching sessions are held on a weekly basis and all Consultant Radiologists are available for help and advice. The department also provides sub speciality training in vascular/non vascular intervention, breast and GI/GU imaging.

Workload

The department provides a full range of diagnostic and interventional procedures amounting to in excess of 450,000 examinations per annum.

Modality	Activity 2019/20
Angiography	1680
Mammography	31426
CT	66236
MRI	27004
Ultrasound	74925
Fluoroscopy	7049
Plain Film Imaging	212000
Nuclear Medicine	8075
Obstetric Ultrasound	32750
Grand Total	461145

The consultants have an active role in multidisciplinary meetings for the various cancer networks, as well as regular clinical meetings. Royal Blackburn Hospital is the local cancer network centre for Urological, Hepatopancreaticobiliary and Head and Neck cancers.

CLINICAL MEETINGS/MDT:

SITE	Lead Radiologists	TIME
Urology	US, AI	Tue 12:30, Fri 08:30, Fri 14:00
HPB Cancer	SL, ON, AA	Fri 11:00
Gynae (oncol)	EN, MM, MM, NS	Thurs 08:15
Lung Cancer	SM, MZ, TN	Thurs am
Colorectal Cancer	EW, BL, SC	Fri am
MSK	YN, JL, AS, JP	Various
Breast Cancer	RDD, RH, MM	Tues 14:00
Vascular	NW, SAI, ZK, RH, DRG	Wed pm
Paeds	EN, MZ, NS	Various
Head & Neck Cancer	ZK, JL, AS	Tues 13:00
Haematology Cancer	SA, MA	Thurs 13:00
HPB Interventional	NW, SAI, ZK, RH, DRG	Fri 08:00
UPPER GI Cancer /CUP	MM, MZ, YN	Fri 08:00
Chest Meeting	SM	Tues am
Neuro	RH, SA	Tues

TERMS AND CONDITIONS OF SERVICE

This post is subject to the New Consultant Contract 2003.

The appointee will be required to live within 10 miles or 30 minutes travel time by car of the relevant Trust Hospital base. The Trust will reimburse certain expenses relating to removal and relocation when required; the expenses refunded shall reflect the actual costs involved but will not exceed £8,000.

A satisfactory medical examination is a condition of employment for Medical and Dental staff in the NHS.

Candidates are requested to note that any person recommended for appointment in connection with this post will be referred to the DBS (Disclosure & Barring System) for their clearance.

Please note: In line with other NHS organisations in the North West Region, the Trust is now passing the charge for undertaking a DBS check on to candidates in the event they are successfully appointed into the post for which they have applied. Candidates can choose whether to pay this over 1–3 months as a deduction from the monthly salary. By applying for this vacancy you are agreeing to this undertaking in the event you are successfully appointed.

TEACHING

We have a very active learning and development centre and we teach an increasing number of medical students and all grades of medical trainees. We actively encourage all relevant consultant staff to undertake teaching and educational supervision roles, following the appropriate training. Teaching is a fundamental part of our continuing improvement culture. We rate amongst the highest in the North West in the evaluation of our teaching programmes.

A new Radiology Academy Satellite Suite went live in 2022 with equipped with new iMac computer to help deliver training to the Northwest School of Radiology. The candidate will be encouraged to help deliver training.

The post holder will be expected to keep up to date with developments within medical education and his/her own specialty by attending appropriate conferences and study courses.

RESEARCH

There are ample opportunities and facilities for research, which is supported locally through the Research and Development Committee. There is also active support from the Universities of Lancaster, Central Lancashire and Manchester, with which there are collaborative projects.

CONTINUING CARE

The appointee will be responsible for the continuing care of patients in his/her charge and for the proper functioning of his/her department.

SECRETARIAL SUPPORT

Shared secretarial support will be available for this post.

OFFICE ACCOMMODATION

Shared office accommodation will be provided for the appointee.

MANAGEMENT RESPONSIBILITY

All Consultants are required to attend the monthly departmental and Directorate Meetings. Post holders will be expected to share in administrative duties allocated by mutual agreement within the Directorate.

STANDARDS OF CONDUCT

The post holder will conduct duties with regard to the Trust's Vision and Values detailed on page 4 of this Job Description.

GOVERNANCE

SAFE AND EFFECTIVE CARE FOR PATIENTS

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for Medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer 1996).

All Medical staff practising in the Trust should ensure that they are familiar with the procedure and should apply it.

RISK MANAGEMENT

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a pro-active role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

TRUST POLICIES AND PROCEDURES

All staff should ensure that personal action and conduct comply with Trust Policies and Procedures, e.g. Infection Control, Health and Safety, Fire Procedures, No Smoking Policy, Equal Opportunities, Confidentiality, etc.

RECORDS MANAGEMENT/DATA PROTECTION ACT

As an employee of the Trust, you have a legal responsibility for all records, including patient health, financial, personal and administrative, that you gather or use as part of your work within the Trust. The records may be paper, electronic, microfiche, audio, video tapes, x-ray images etc. You must consult your Manager if you have any doubt as to the correct management of the records with which you work.

HEALTH AND SAFETY REQUIREMENTS

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with Management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

CONFIDENTIALITY AND INFORMATION SECURITY

As a Trust employee you are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. This duty lasts indefinitely and will continue if you are no longer employed by the Trust.

All the information which identified individuals in whatever form, paper, picture, electronic data, images or voice, is covered by the Data Protection Act 1988 and should be managed in accordance with this legislation.

EQUAL OPPORTUNITIES

The Trust provides a range of services and employment opportunities for a diverse population. As a Trust employee you are required to treat all patients, customers, visitors and work colleagues with dignity and respect irrespective of their background.

SAFEGUARDING

All employees have a responsibility for safeguarding and promoting the welfare of children and vulnerable adults. Our induction programme covers essential requirements and further guidance can be sought from your Line Manager.

The purpose of this document is to act as a guide to the duties which may be required. It is not an exhaustive list and other duties may be required in accordance with the grade of the post and the competence of the post holder. The Job Description, from time to time, may be subject to review and change following consultation with the post holder.

Visiting

Applicants are welcome to visit the department and meet the other Consultant Radiologists, the Radiology Directorate Manager and other Consultants. Such visits should be arranged with:

Royal Blackburn Hospital

Dr Tom Newton

Clinical Director Radiology



East Lancashire Hospitals
NHS Trust

Royal Blackburn Hospital

Blackburn

Lancashire BB2 3HH

PA Laura Murray x84386 (01254 734386)

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL FOR THE POST	DESIRABLE FOR THE POST
1. ATTAINMENTS Educational Qualifications Professional/Occupational Qualifications	Valid Full Registration with the General Medical Council with name on the Specialist Register with radiology as the named specialty (do not apply for this post unless you are eligible). FRCR or equivalent	Other relevant medical and non-medical training/degree Other relevant postgraduate qualification
2. TRAINING	Satisfactory completion of previous posts providing professional training in core radiology. Appropriate training in diagnostic radiology esp with respect to chest and uroradiology.	
3. EXPERIENCE	High level of experience in chest radiology including extensive experience delivering the radiology aspects of the chest MDT High level of experience in uroradiology including extensive experience delivering the urology MDT Able to independently perform lung biopsies Able to independently report multiparametric prostate MRIs. Teaching Evidence of undergraduate and postgraduate teaching. Ability to mentor others Quality Improvement Projects	Attendance at courses in teaching, appraisal and mentorship Publications in peer reviewed journals

	Understanding of, and experience of, performing and participating in QI projects during general professional and higher specialist training. Willingness to undertake departmental QI projects as requested/required	
4. CONTINUING PROFESSIONAL DEVELOPMENT	<p>Clear commitment to lifelong learning including previous CPD relating to chest and uroradiology</p> <p>Ability to keep up to date in the speciality</p>	Membership of Radiological societies
5. MANAGEMENT	Understanding of current NHS management systems including clinical governance and risk management	Attendance at appropriate management courses
6. PERSONAL SKILLS		
Communication and relationships	Ability to communicate and liaise effectively with patients, their relatives and with colleagues and staff in all disciplines	
Supervision	Experience of supervision of junior staff	
Leadership	Ability to lead the development of services and provoke best practice amongst the colleagues in a changing environment	Evidence of development of leadership within the work environment
Teamwork	Ability to work as part of a multidisciplinary team with professional colleagues, management and AHP	Willingness to undertake additional professional responsibilities
7. Other	<p>Agree to live within 30 minutes travel time of the Trust unless permitted otherwise.</p> <p>Satisfactory medical clearance from the Trust's Occupational Health Physician</p>	