

Candidate Pack
for
Consultant Breast Radiologist
(substantive 6.5 PAs)



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Section 1 – About the Trust

North Middlesex University Hospital NHS Trust is a medium sized District General Hospital based in Edmonton in Enfield, North London. We serve a diverse multicultural population largely from the London boroughs of Enfield and Haringey. Many of our patients live in wards that are within the 5% most deprived in the UK and a large proportion of our patients were born abroad. This makes it both a fascinating and a challenging hospital to work in.

Over the last decade we have rebuilt almost all of the hospital and now have facilities that we are proud to work in. We employ over 3,500 staff, more than half of whom live locally. We encourage apprenticeships from the local community and work closely with our local Health Watch.

We are primarily an emergency led hospital with more than 90% of our bed days being used for patients admitted via our emergency and ambulatory units. As well as offering everything you would expect from a major acute hospital, we have a number of tertiary services treating patients with HIV and Sickle Cell Disease and a large cancer and radiotherapy service. We also run our local community Sexual Health Clinics.

We are proud of our staff and want to ensure their training allows them to provide excellent clinical care. We are also a training unit for medical students from UCL and St George's University Grenada, and for nursing and midwifery students from Middlesex and City Universities.

In our most recent CQC report (2019) we are still found to 'require improvement', but the report noted the achievements since the previous report, with a positive shift in culture and quality, notably in our Emergency and Maternity departments. Our Trust vision and objectives show our aspirations to develop towards 'Good' and 'Outstanding'.

Our vision

Our vision is to provide outstanding care for local people.

Trust strategy

Our objectives are:

- Excellent outcomes for patients
- Excellent experience for patients and staff
- Excellent value for money.

The above are underpinned by the associated objectives of each of our corporate and clinical divisions, their departments, teams and individual members of staff.

Our digital strategy

We have developed ambitious plans to modernise our information technology over the next three to five years. The “Global Digital Exemplar – Fast Follower” programme started in January 2019 and brings £12m investment within 3 years to achieve:

- clinical noting replacing most paper-based documentation
- electronic prescribing to make the use of medication safer
- mobile devices for nurses to document patient encounters and identify patients at risk
- a new mobile team communication system to replace most pagers
- information exchange with other NHS providers and primary care across North Central London
- working towards a patient portal that promotes patients’ active involvement in their care
- clinicians’ involvement in the design, configuration, testing and implementation of these systems

Our values and expected behaviours

You are part of Team North Mid, a workforce over 3,500 strong. A big part of working here is having a culture and values that help us to achieve our vision of delivering outstanding care to local people.

We are caring:

What it means	Our behaviours
<ul style="list-style-type: none">● We are compassionate and take time out to check on colleagues and patients● We are understanding and recognise each other as individuals● We are committed to improving our community for colleagues, patients and carers	<ul style="list-style-type: none">● Showing empathy● Being curious● Showing humility● Listening to others

We are fair:

What it means	Our behaviours
<ul style="list-style-type: none">● We respect and understand each other’s differences and backgrounds● We are consistent with providing realistic, clear expectations and constructive feedback● We are always looking for opportunities to develop all our staff and our services	<ul style="list-style-type: none">● Being consistent● Listening to others● Supporting each other

We are open:

What it means	Our behaviours
<ul style="list-style-type: none">● We embrace change and continuously challenge ourselves and colleagues to create meaningful improvement● We ask for help when we need it; we offer help when we see a colleague struggling and we are always open to challenge● We actively look for new ways of working and explore new partnerships across teams, divisions and organisations	<ul style="list-style-type: none">● Speaking up● Being curious● Learning from mistakes

These values are extremely important to us and we expect everyone who works at the Trust in any capacity to share and uphold these values. Further information on the Trust's values is available on our website.

Management Structure

The Executive team:

Chief Executive Officer	Dr Nnenna Osuji
Medical Director	Dr Vicky Jones
Chief Nurse	Lenny Bryne
Chief Operating Officer	Shola Adegoroye
Director of Strategic Development	Richard Gourlay
Chief Finance Officer	John Sparrowhawk
Director of Human Resources	Mark Vaughan

The operational structure comprises three Divisions:

- Medicine and Urgent Care Services
- Surgery, Anaesthetics, Critical Care and Associated Services
- Women, Children, Cancer and Diagnostics

Each Division has a Divisional Clinical Director, a Divisional Director of Operations and a Divisional Head of Nursing. This team is supported by Clinical Directors, Service Managers and Matrons.

Administration

The Hospital Consultant body meets monthly as the Medical Staff Committee to discuss issues affecting the Medical Staff as a whole. All consultants are expected to participate in the management of their own Department and the Hospital as a whole and will be encouraged to develop their management and leadership skills.

Section 2 – About the Radiology Department

This consultant post is within the Women, Children, Cancer and Diagnostics Division

Divisional Management team:

Divisional Clinical Director – Dr Dhruv Rastogi

Divisional Director of Ops – Trisha Webbe

General Manager for Cancer and Diagnostics – Tope Adebisi-Daniel

Divisional Director of Midwifery Nursing AHPs Quality and Governance – Nicole Callender (interim)

Departmental Management team:

Acting Clinical Director – Dr Rudi Borgstein

Head of Radiology – Rogers Kalende (interim)

Lead nurse – Doreen Nyarko

Radiology Department

Radiology Department (diagnostic and interventional radiology) includes the main x-ray department, an ultrasound department (including antenatal ultrasound), a nuclear medicine department and the Enfield and Haringey Breast Symptomatic Unit. As well as providing a comprehensive service for the Trust it provides a GP service for plain x-rays, fluoroscopic GI studies and ultrasound.

Plain radiography

The x-ray department is situated in the main hospital building and has ten rooms over two floors. The main department has five DR rooms.

Ultrasound

The ultrasound department is adjacent to the main x-ray department and consists of three rooms equipped with GE Logiq E9 scanners. There is also a vascular ultrasound room (Philips EPIQ Elite) opposite IR and a further ultrasound room in ED. There are a further five machines located in the Antenatal Clinic.

CT

The CT in ED is a Canon Aquilion Prime SP (160 slices), installed December 2021.

The CT in main dept is a Canon Aquilion ONE PRISM Edition (220 slices) installed April 2022.

MRI

A new Siemens Magnetom Sola 1.5T was installed in December 2022 as part of a new MRI suite. We have a Philips Achieva 3T which is planned to be replaced by a new 3T; and we also have two mobile units.

Interventional radiology

The main interventional suite comprises two C-arm GE Precision MPI fluoroscopy units in adjacent rooms and an adjacent assessment/consent room with couch.

Advanced discussions are underway for a complete refurbishment of IR including a new 6-bed recovery unit and updated rooms.

There is also an interventional operating theatre (shared with cardiology), equipped with a Philips Allura Xper FD20 x-ray system.

Nuclear Medicine

The nuclear medicine department carries out a wide range of procedures including blood-labelling investigations. A Siemens SPECT-CT was installed in 2019.

Mammography

The breast imaging department supports the symptomatic breast work of the Trust and is equipped with a digital tomosynthesis mammography unit with the ability to perform guided vacuum biopsies. There is a separate cabinet mammography unit for imaging samples. Breast MRI scans are performed onsite. We are planning to introduce contrast enhanced mammography this year.

Breast Screening is performed by the North London Breast Screening Service at Edgware Community Hospital.

Radiology IT

The department uses Soliton RIS and Sectra PACS which are available throughout the Trust. There is Trust-wide electronic requesting of imaging (CareFlow Medway ordercomms). Office accommodation is shared with 1-2 other radiologists, each with individual PACS workstations.

Radiologists have workstations at home for on-call and can access the PACS via a fast VPN connection. There is flexibility for working from home when this does not compromise the running of the department.

Department's Medical Staffing

Consultants	Special Interests
Dr Rudi Borgstein, FRCR (12 PA) Acting CD	Paediatric radiology, cross-sectional imaging
Dr Daniel Bell, FRCR - (11.5 PA)	Cross-sectional imaging
Dr Hesham Safar-Aly, FRCR (12 PA)	Interventional, urology, nuclear medicine
Dr Peter Lai, FRCR (6.8 PA)	Cross-sectional imaging, nuclear medicine
Dr Karwan Faraj, FRCR (2 PA)	Cross-sectional imaging
Dr Sashin Kaneria, FRCR (11.5 PA)	Cross-sectional imaging, interventional
Dr Francesca Ng, FRCR (1.5 PA)	Breast radiology
Dr Tom Conner, FRCR (9 PA)	Breast and musculoskeletal radiology
Dr Claire Elliott, FRCR (4 PA)	Breast radiology
Dr Alaa Jaly, FRCR (9 PA)	Cross-sectional, thyroid
Dr Maureen Dumba, FRCR (2 PA)	Neuroradiology
Dr Noha Salem, FRCR (locum)	Cross-sectional imaging
Satter Kadhem, FRCR (locum)	Cross-sectional imaging
Ali Al-Jarad, FRCR (Specialty Doctor) (11.6 PA)	Cross-sectional imaging
Arati Fernandes, FRCR (locum) (10PA)	Breast radiology
Advertised post (10PA)	Paediatric radiology
This post	Breast Radiology

Trainees

Grade	Numbers in post
Registrars (ST2/ST3) (UCLH scheme)	3

Non-medical Staff

Several senior radiographers also perform plain film reporting, both chest and bone radiographs, and others carry out barium studies and HSGs. A large team of sonographers undertakes a large part of the general and obstetric ultrasound workload.

Radiographers

56 WTE radiographers (bands 5 - 8B)

Sonographers

14.35 sonographers

Nursing staff

1 WTE band 7 nurse (Sister)

2 WTE band 6 nurse

3 WTE band 5 nurses

1 WTE RNA band 4

9 WTE health care support workers

2 apprentices

Support and Admin staff

Head of Service

PACS/RIS manager

Assistant PACS manager

IEP co-ordinator

15 A&C staff (incl. assistant service manager)

Workload (2021)	Adults	Paeds
Plain radiography	92934	11951
Ultrasound	33159	3623
CT	34747	496
MRI	11691	761
Fluoroscopy	2525	183
IR	1633	

Section 3 – About the post

Post details:

Job Title	Consultant Breast Radiologist
Division	Women, Children, Cancer and Diagnostics
Professionally Accountable to	Medical Director
Responsible to	Clinical Director & Divisional Director
Type of contract	Permanent
Number of PAs	6.5 PAs
Base	North Middlesex University Hospital

Background to the post

This is a post for a breast radiologist with sessions at both North Middlesex University Hospital NHS Trust and University College London Hospital Trust. This is a single contract with an SLA with UCLH. Line management for the UCLH role will be provided by Divisional Clinical Director for Imaging, UCLH).

The post will involve two one stop symptomatic breast clinics with cross cover for a further clinic, attendance at the symptomatic breast multidisciplinary meeting and cold breast reporting sessions.

Duties of the post

The following is not an exhaustive or exclusive list of the duties of a consultant.
The appointee is expected to:

- Deliver day-to-day clinical care and leadership in the radiology department
- Look at current radiology practice and patient pathways within North Middlesex University Hospital and in conjunction with the Clinical Director further develop the service in line with best practice.
- Lead in ongoing development of clinical guidelines in radiology, audit and other key aspects of the clinical governance agenda
- Show flexibility and undertake different appropriate clinical tasks at the request of the clinical manager, as the need arises.
- Actively participate in the department's teaching programme and undertake supervision, teaching and training of radiology registrars, medical trainees and other multiprofessional staff, in line with guidance from the relevant Royal Colleges or specialty bodies
- The successful applicant, as per trust policy, will undertake an active mentoring programme within the trust. The appropriate mentor/mentors will be discussed and decided by the Divisional Director and Speciality lead, in conjunction with the successful applicant.
- SPA activities will include:
 - Service Development – radiology protocols and guidelines

- Developing joint protocols/pathways and clinical governance with ED and other specialties
- Teaching/Training including clinical and educational supervision
- Individual CME/CPD

Indicative Job Plan/Timetable

An indicative job plan/timetable for this post with indicative Programmed Activities (PAs) is provided below, but this will normally be reassessed after 3 months of appointment to ensure it meets the needs of the service.

For a part-time 6 PA contract, 5:1.5 is the basic DCC:SPA split:

- Direct Clinical Care (DCC): 5 PAs on average per week
(clinical activity, clinically-related activity, predictable & unpredictable emergency work)
- Supporting Professional Activities (SPA): 1.5 PAs on average per week
(CPD, audit, teaching & research) and including 0.5 PA for a quality & service role

An additional 1 SPA is available to all Consultant Staff, subject to review and agreement, for Trust-wide roles which must be approved prospectively by the Divisional/Medical Director.

Job plans are reviewed annually, and applicants are encouraged to study the provisions of the Consultant Contract for England 2003 under which this post is offered.

Delivery of the highest quality service possible is the main priority of this department. This means integrating evidence-based practice, research, QI/audit and other aspects of clinical governance particularly the delivery of quality training and exceptional risk management. There are many areas for service development and requirements for working with all health care professionals and specialties.

The hot reporting/duty radiologist role is an essential component of the DCC allocation. There is potential to increase the weekly job plan if desired.

Day/Site	Session/Time	Session/Time	PAs
Monday/NMH	ADMIN (4 HRS SPA)	Breast MDM/cold breast work (4 HRS DCC)	1 DCC 1 SPA
Tuesday/NMH		Consultant Meeting/Admin 14:00-16:00	0.50 SPA

		(2 HR SPA)	
Wednesday/NMH	Breast One Stop (4 HRS DCC)	Cold breast reporting (4 HRS DCC)	2 DCC
Thursday			
Friday/UCLH	Cold breast work 10:00-14:00 (4 HRS DCC)	Breast One Stop 14:00-18:00 (4 HRS DCC)	2 DCC
			6.5 PAs

Other Roles and Responsibilities

The post holder will work with colleagues and the Clinical Audit and Effectiveness department to ensure that relevant clinical audit is carried out.

Consultants have continuing responsibility for the care of patients in their charge and for the proper functioning of their department. They are expected to undertake administrative duties associated with the care of their patients and the running of their clinical departments. The appointee will be expected to take responsibility for maintaining their CPD to the standard set by the Royal College of Radiologists.

Education and training role

The North Middlesex University Hospital has gained a reputation for teaching excellence in the region due to our dedicated consultant teachers and a rich variety of clinical cases. Formal teaching sessions are organised differently in various departments.

As of August 2022 there are three radiology SpRs and the post-holder will be expected to take part in the training programme as agreed with their Educational Supervisors.

Flexible job planning

Candidates wishing to work less than full time are invited to discuss their interest. Job share arrangements and other adaptation of the job plan to the suitable candidate's needs may be accommodated if the evolving service needs can be met.

Other requirements

Clinical Governance

This appointee is expected to contribute actively to developing clinical governance in our department. The GMC's Good Medical Practice guidelines form the basis of the

responsibilities and standards expected of the Trust's consultants. All newly appointed consultants will be issued with an Induction Programme and mandatory training, all aspects of which are mandatory. There is a well-established annual appraisal process for all consultants and non-consultant career grades in the Trust.

It is a condition of employment that all staff have a responsibility for Infection Control. The appointee will therefore be expected to attend mandatory Infection Control courses on appointment and to participate actively in measures designed to reduce Health Care Associated Infections (HCAIs).

The appointee will be expected to fulfil the Royal College of Radiologists' requirements for Continuing Professional Development (CPD) as a minimum.

Quality Improvement, Clinical Audit and Guidelines

The Trust considers quality improvement an essential part of everybody's job, particularly for clinical leaders including all Consultants. As we implement our new QI strategy, we will provide our leaders with training in QI methodology and adapt our clinical audit programme to fit into this. As a consultant you are expected to contribute actively to this activity.

You should audit your departmental and personal practice in keeping with national guidance such as NICE and keep local guidelines up to date. The Trust has recently redesigned its intranet to provide a single port of access to all guidelines.

Undergraduate Education

As a university hospital of the University of London, the hospital has a substantial commitment to training of medical students from the University College London (UCL) Medical School and is one of the two centres outside the teaching hospitals for UCL Final MBBS examinations. Many consultants are recognised teachers of UCL. Medical students at St. George's University International School of Medicine in Grenada also attend for varying periods in different specialties.

Postgraduate Education

The hospital has recently redeveloped its education centre with modern facilities, including a dedicated simulation suite and a comprehensive medical library. The Hospital has an excellent reputation for its postgraduate medical education. There are regular FRCS, MRCP, DCH and MRCOG courses held and ongoing MRCP training. ALS and other similar courses are conducted locally.

Research

The post does not currently have any research commitments however there will be opportunity to develop a research agenda, particularly in the framework of the RFL Group, UCLP and HSL partners.

Management

All consultants are expected to participate in the management of their own Department and the Hospital as a whole and will be encouraged to develop their management and leadership skills. The Hospital Consultant body meets monthly as the Medical Staff Committee to discuss issues affecting the Medical Staff as a whole.

Revalidation

All consultants are expected to participate in timely revalidation with the support of the department and hospital. The post holder will be supported by a yearly appraisal process.

Mentoring

All newly appointed consultants are offered mentoring if requested.

Section 4 – General information/Conditions of employment

- The post is covered by those terms and conditions of service of Consultants 2003 (England) which are appropriate to the Trust. The Trust may, however, introduce future changes in standard terms and conditions of service after negotiation. All local policies and procedures apply. The appointment is pensionable under National Health Service regulations unless the successful candidate chooses to opt-out of the scheme.
- Employees of the Trust are expected to maintain a safe working environment and observe obligations under organisational and departmental Health & Safety Policies, maintaining awareness of safe practices and assessment of risk.
- Employees of the Trust are required and expected to acquaint themselves of all the Trust policies that are relevant to their area of work. The operative policies at any time are available on the Trust Intranet.
- 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. All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.
- All Consultants have a continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are required to undertake the administrative duties associated with the care of their patients and the running of their clinical departments. The Consultant will be expected to attend meetings of the appropriate department and CBU as required.
- All Consultants are expected to assume responsibility, both singly and corporately, for the management of junior medical staff. In particular, they are expected to be responsible for approving and monitoring junior staff rotas and junior staff locum arrangements, where appropriate. They are also expected to concern themselves with the professional development, both clinical and personal, of their trainees.
- All Consultants are required to participate in the Trust's annual appraisal process which identifies personal and professional development needs, agrees plans for them to be met, while reviewing the doctor's work and performance and considering the doctor's contribution to the quality and improvement of service delivery. The annual appraisal and documentation forms the evidence needed to meet the requirements for the GMC revalidation process.
- All consultants are required to participate in the Trust's annual job plan review process. Job Plans will list all NHS duties of the Consultant, the number of programmed

activities and agreed supporting resources. Job Plans may only be changed with the agreement of the Trust.

- Where you intend to undertake private professional services other than such work carried out under the terms of this contract, whether for the NHS, for the independent sector or for another party, the provisions in Schedule 6 of the Terms and Conditions apply.
- Reference should be made to the “Code of Conduct for Private Practice” which sets out standards of best practice governing the relationship between NHS work, private practice and fee-paying sessions.
- Candidates unable, for personal reasons, to work whole time are invited to apply and 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, the Clinical Lead and the Clinical Director.
- All applicants to any post within the Trust are required to declare any involvement, either directly or indirectly, with any firm, company or organisation that has a contract with the Trust. Failure to do so may result in an application being rejected or if it is discovered, after appointment that such information has been withheld, and then this may lead to dismissal.
- This appointment is subject to the receipt of a satisfactory medical clearance from the Trust’s occupational health department.
- The appointee will be expected to provide cover for annual and study leave of their consultant colleagues.
- Reimbursement of removal and associated expenses are discretionary and will be subject to agreement by the Trust. There is no guarantee that any reimbursement of expenses will be made.
- Each successful applicant will share an office with a fellow consultant and be supported by the administrative staff in the department.

A copy of the Terms and Conditions – Consultants (England) 2003 is available at:

<https://www.nhsemployers.org/sites/default/files/2022-03/Terms-and-Conditions-consultants-Mar-2022-v12.pdf>

Annual Leave

Annual leave is given in accordance with the Terms and Conditions of Service and the Trust Policy relating to Medical and Dental Staff. Whole-time Consultants are entitled to six weeks and two days’ leave a year (32 working days) if within 7 years of service, or 6 weeks and 4 days (34 working days) after 7 completed years of service. Annual leave for part-time staff is pro rata this whole-time amount. Days of in Lieu will be taken into account where appropriate and for Bank Holiday working.

Consultants are expected to plan their annual leave well in advance so that their absence is not detrimental to the service. They should give no less than 6 weeks’ notice of intention to take leave.

Study and Professional Leave

Study and professional leave are given in accordance with the Terms and Conditions of Service relating to Medical and Dental Staff. Consultants are currently entitled to assistance with expenses associated with approved study leave. It is the current policy of the Trust to assist consultants with reasonable fees and expenses associated with approved continuing medical education (currently up to approx. £1800 per three years). Consultants are expected to plan Study Leave in advance so that their absence is not detrimental to the service.

Section 5 – Trust standards

Equal, Diversity and Inclusion

The Trust is committed to fair and transparent recruitment and selection procedures and to providing a workplace where all staff are treated with respect and feel included. It is the aim of the Trust to ensure that no job applicant or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Health & Safety

Employees must be aware of the responsibilities placed on them under the Health & Safety at Work Act 1974 to maintain a safe environment for staff, patients and visitors, to observe obligations under organisational and departmental Health & Safety policies, maintaining awareness of safe practices and assessment of risk.

Data Protection and Caldicott

To obtain, process and use information (held on computer and manual filing systems) in a fair and lawful way. To hold person identifiable information for specific registered purposes and not to use, disclose or transfer person identifiable information in any way that is incompatible with the law and Caldicott requirements. To disclose person identifiable information only to authorised persons or organisations as instructed. Email must not be used to transmit person identifiable information between Trust and other premises without advice concerning additional document protection.

Customer Care

The aim of the hospital is to provide patients and clients with the best possible care and services. In order to meet this aim, all our staff is required at all times to put the patient and client first and do their utmost to meet their requests and needs courteously and efficiently. In order that staff understands the principles of customer care and the effects on their particular post and service, full training will be given.

Infection Control

All healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare associated infection (HCAI); this

includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI.

Confidentiality

Under no circumstances, either during or after the end of your employment (however it is terminated), may you divulge any unauthorised person confidential information relating to the Trust. This includes but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Clinical Governance

Staff are expected to provide patients with timely and effective care. Treatment and direct/indirect support must be based on best practice. Everyone is responsible for this and his/her job in the Trust is important in achieving this.

Safeguarding Vulnerable People

It is a basic human right of every child and adult to be protected from harm and NHS Trusts have a fundamental part to play in this. We expect all our staff to recognise signs of vulnerability and to report and act on any concerns in line with policy and guidance contained in 'Working Together - Every Child Matters' and 'No Secrets - guidance on developing multi-agency policies and procedures to protect vulnerable adults from abuse' on which our Trust Policies are based.

Rehabilitation of Offenders

Because of the nature of the work of this post, it is exempt from the Section 4(2) of the Rehabilitation of Offenders Act (1974) by virtue of the Rehabilitation of Offenders Act (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 the Trust. Any information given will be completely confidential and will be considered only in relation to application for positions to which the order applies.

Disclosure & Barring Service

Posts are offered subject to enhanced clearance from the Disclosure & Barring Service.

Personal Conduct

All staff within the Trust are expected to treat other members of hospital staff with courtesy and respect. The Trust’s rules and policies including the disciplinary procedure apply to all staff without exception. The attention of consultant medical staff is drawn to the GMC document “Good Medical Practice”. The Trust will take this into account when considering the conduct of medical staff in relation to any incident.

Security

It is the responsibility of all employees to work within the security policies and procedures of the Trust to protect the patients, staff and visitors and the property of the Trust. This duty applies to the specific work area of the individual and the Hospital in general. All staff are required to wear official ID badges.

Data Protection

This post has a confidential aspect. If you are required to obtain, process and/or use information held on a computer or word processor you should do it in a fair and lawful way. You should hold data only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose and ought to disclose data only to authorised persons or organisations as instructed. Breaches of confidence in relation to data will result in disciplinary action.

No Smoking

North Middlesex University Hospital NHS Trust operates a No Smoking Policy and all staff are advised that it is a disciplinary offence to smoke inside or outside Trust buildings or anywhere within the grounds of the hospital.

Additional information

Health and Wellbeing

We offer a Health Hub which helps improve staff health and wellbeing across the Trust – encouraging staff to step away from their work and think about their own health. This includes:

- Workshops, challenges and social events throughout the year
- Confidential and safe forums where staff can talk about the emotional impact of their work
- An equality and diversity staff network providing support to all staff
- Mindfulness bite size taster sessions
- Mini health checks
- Free, confidential counselling services 24/7
- Reduced gym rates at a number of local health clubs/gyms

Prospects of Change

National and local discussions, including sustainability and transformation plans (STPs) may result in changes to the configuration of services over time. This may require changes to work patterns, for example some consultants may future be expected to undertake some clinical sessions in a dedicated elective centre off-site. This may result in changes to the working arrangements for individual consultant staff, but staff will be consulted about specific proposals as it affects them.

Method of Payment

Payment of salary is made into bank account/building society account by direct bank system. Details of a bank account or building society account will be required on the first day at work. There are no facilities for any other form of payment.

Location

Situated in Edmonton, North London with a multi-cultural community, the area provides a wide range of facilities and is close to the heart of London. On-site we offer car parking and restaurant facilities. Central London is easily accessible, with Liverpool Street and Kings Cross stations approximately 30 minutes away by public transport.

Benefits

Include Cycle to Work Scheme, season ticket loans, subsidised restaurant facilities, and much more.

Road access and Public transport

Situated on the North Circular Road (A406), the hospital is within very easy reach of the M25, M1, A1, A10 and A12. The hospital is situated close to the residential districts of North London, including Enfield and Winchmore Hill, which all have an excellent environment and schools. Car parking for consultants is provided.

Silver Street Overground station is a 5-minute walk away, with services direct to Liverpool Street station and Seven Sisters Overground and Underground (Victoria line) station.

Visits for applicants

1. Intending applicants are welcome to visit the hospitals (at their own expense). Please contact:

Dr Rudi Borgstein (Acting Clinical Director)	rudi.borgstein@nhs.net
Dr Dhruv Rastogi (Divisional Director)	d.rastogi@nhs.net
2. Shortlisted candidates are encouraged to visit the hospital before being interviewed by the Trust's Advisory Appointment Committee.

Person Specification – Consultant in Radiology

<u>Requirements</u>	<u>Essential</u>	<u>Desirable</u>	<u>Method of Assessment</u>
Qualifications/ Training	FRCR or equivalent Full GMC registration with licence to practise	Postgraduate degree	Application form
	CCST/CCT or equivalent in radiology and on the specialist register, or within 6 months of CCT date at the time of interview, or evidence of working towards specialist registration via CESR		Application form and Interview
	Sub specialty training in breast radiology		Application form and Interview
Skills & Abilities	Ability to communicate effectively with staff, patients and relatives		Application form and interview
	Evidence of leadership and management experience	Training/qualification in leadership and management	Application form and interview
	Excellent interpersonal and organisational skills		Application form and interview
	Experience of service development and quality improvement initiatives	Posters/Presentations at Regional and National meetings Publications in peer-reviewed journals	Application form and interview
	Ability to work in a pressurised environment		Application form and interview
Knowledge	Knowledge and participation in clinical audit	Posters/Presentations at Regional and National meetings Publications in peer-reviewed journals	Application form and interview

	Understanding of Clinical Governance		Application form and interview
	Experience on providing high quality training and education to undergraduates and postgraduates	Postgraduate Certificate, Diploma or Masters in teaching	Application form and interview
Values	Demonstrable ability to meet Trust values		Interview
Other Requirements	Excellent communication skills, both oral and written, and an ability to relate to staff and patients	Ability to support and motivate staff during periods of pressure	Application form and Interview
	Knowledge of resource management issues.		Application form and Interview
	Ability to stay calm under pressure. Computer literate		Application form and Interview
	Willingness to work flexibly as part of a team		Application form and Interview