

Locum Consultant Radiologist Job Description

Macclesfield District General Hospital
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JOB DESCRIPTION FOR CONSULTANT IN RADIOLOGY

The Post:

Post Title:

Locum Consultant Radiologist

Number of posts available:

2 WTE – 6-month FTC

Post Description:

Thank you for your interest in the post of Locum Consultant Radiologist at East Cheshire NHS Trust. These posts offer a rare opportunity for inspiring individuals to join our dedicated team at Macclesfield District General Hospital and help shape the future of our service.

We are seeking talented and motivated individuals who can support the current team to achieve our strategic ambitions and to ensure we are delivering outstanding patient-centred care.

The post is committed to clinicians leading and managing service delivery. All Specialities work within Directorates headed by a Deputy Director of Operations and Clinical Lead who have responsibility and accountability for the operation of clinical services. Leadership development is encouraged and supported at all levels and there are excellent relationships between clinicians and managers throughout the Trust. Clinical Leads assist with the management of specialist areas supported by Directorate and Service Managers.

Base

Consultants will be based at Macclesfield District General Hospital (MDGH) delivering Radiology services across sites to deliver high quality patient care.

ECT Profile

East Cheshire NHS Trust is one of several organisations within Cheshire East Council's footprint responsible for shaping and delivering healthcare for our 'Place' and is well-positioned to influence and shape our care offer of the future.

Our mission is to provide high-quality, integrated services delivered by highly motivated staff. We provide safe, effective, and personal care to our patients. As a community and acute trust serving a large population of over 250,000 our vision is to deliver the best care in the right place. We have over 2,500 staff who work across our community settings and our three hospital sites. The hospital locations can be found on our website: www.eastcheshire.nhs.uk

The trust's estates consist of three hospitals providing inpatient services at Macclesfield and Congleton and outpatient services at Knutsford. Further outpatient and community services are delivered from other sites in the area. Our community health services are delivered from locations including Knutsford and Congleton hospitals, clinics, GP premises and patients' own homes. They include child health, district nursing, intermediate care, occupational health and physiotherapy, community dental services, speech and language therapy and palliative care.

During the last year, the eight Care Communities with which we collaborate have helped care for our patients whilst at home in the most unusual circumstances.

Acute services provided at Macclesfield District General Hospital include A&E emergency care and emergency surgery, elective surgery in many specialities, outpatients, maternity, and cancer services.

We also provide several hospital services in partnership with other local trusts and private providers, including pathology, urology, cancer services and renal dialysis services.

Our community population is a mixed one with both some of the most deprived wards and some of the most affluent, a gently increasing diversity and a strong economic centre of influence. We have one of the fastest aging populations in the North West and as such, any changes to both our service offer and how we provide them needs to meet these changing demographic characteristics.

More information about what ECT has to offer can be found in this short recruitment video:

[East Cheshire NHS Trust recruitment video - YouTube](#)

Organisational Structures

The organisational Structures for ECT be found in **Appendix 1**

Directorates

ECT's services are managed under two Clinical Directorates:

- Acute and Integrated Community Care
- Planned Care and Allied Health and Clinical Support Services.

| • Allied Health and Clinical Support Services, Planned Care Services • • | | | | Acute and Integrated Community Care | |
|-----------------------------------------------------------------------------------|-----------------------------------|----------------------|----------------------------------------------|--------------------------------------------------|--------------------------------------|
| General Surgery | Obstetrics | Paediatric Therapies | Cancer Services | Emergency Medicine | Cardiology |
| ENT | Gynaecology | Audiology | Endoscopy | Acute Medicine | Respiratory |
| Breast Surgery | Theatres & HSDU | Dietetics | Outpatient Services | GPOOH | Gastroenterology |
| Trauma & Orthopaedics | Anaesthetic Specialties | Diabetic Retinopathy | Clinical Haematology | Bed and Site Management | Care of the Elderly |
| Ophthalmology | Pain Services (acute and chronic) | Health Hub | Renal SLA Christie SLA Marie Curie SLA | Medical Day Case Service | Neurosciences SLA Dermatology SLA |
| Oral Surgery/ Maxillofacial | Inpatient Booking Service | General Office | Radiology | Integrated H&SC Teams inc. DN Evening Service | Integrated Respiratory Team |
| Urology SLA Vascular SLA ENT SLA OMF SLA | Community Dentistry | Pathology SLA | Pharmacy | Integrated Discharge Team | Diabetes (IP and ANC) |
| Pre-op Assessment | Clinical Admin/ Medical Secs | Complex Care | <u>Acute Paediatrics</u> | ICU | Intermediate Care |
| Neonatology | Community Paediatrics | | | Podiatry | Critical Care Outreach |
| | | | | Adult Acute Therapies | Palliative Care |
| | | | | | Community Therapies (E) |

The Speciality & Staffing

The Radiology department falls within the Planned care, Women and Children's, Allied Health and Clinical Support Services Directorate, which is headed by our Deputy Director of Operations, Alex Borg, and our Deputy Medical Director, Dr Marta Babores.

The Clinical Lead for Radiology is Dr R Sil.

The Director for Breast Screening is Dr D Bielecki.

Each Service Line is supported by a Finance Manager and a HR Business Partner.

General Radiology & Breast Screening Services

The Radiology Departments operate 7-day week services.

Radiologist on-call is currently a 1:8 rota.

All the enquiries and imaging between the hours of 2000 and 0800 go out to an external reporting service provider, which is to be reviewed.

This is a successful Department. Extended practitioners work in MRI, CT and breast services as well as fluoroscopy and plain film reporting. The Trust is conforming to the 6 weeks wait for diagnostics.

There is a Managed Equipment Service in place. The General Radiology department has two new GE Revolution EVO CT scanners. There is also two Siemens Magnetom 1.5T MRI scanner, Siemens DR general rooms, Philips Fluoroscopy and both Siemens and Canon Ultrasound scanners.

Breast services are housed in the New Alderley Building on the Macclesfield Hospital site. Breast imaging unit has 3 x Siemens Mammomat inspirations, 1 based upon a mobile screening unit and Faxitron specimen cabinet. This unit is fully digital housing two mammogram machines, one with stereotactic biopsy facility. There are three dedicated breast ultrasound machines and facilities for sentinel node injection.

PACS & Radiology Information systems:

East Cheshire has had a full PACS-RIS since 2006, RIS replaced in June 2013 by a HSS Greater Manchester instance wide HSS CRIS. New Carestream PACS solution was installed in June 2020 enabling cross site image sharing with neighbouring trusts and those within our clinical alliance groups primarily Cheshire & Merseyside Alliance and the Greater Manchester Alliance. Voice recognition and electronic ordering/messaging long established. All Consultant Radiologists issued with state-of-the-art home reporting stations last year.

Skill Mix/New Ways of Working:

The department has always been at the forefront of radiographer role extension. We have significantly increased the advanced practice roles of our Radiographers within the General department with General Radiographers and mammographers over the last five years. We now have five film reading radiographers, three trained in stereotactic biopsy and one in breast ultrasound. We have also trained three assistant practitioners in mammography. We have four MSK plain filmed trained radiographers, progressing with a further radiographer trained in Chest reporting, alongside a CT head Reporting and MR spine and Knee reporters.

A new PACS system with built in facilities and supporting home working sessions. The requirement to

move to secure reporting capacity has ensured the capability and capacity and extend the existing facility for consultants to report sessions from home.

The department has just installed it's second CT scanner (GE Revolution EVO). It is expected that this will allow the department to provide cardiac CT and this sub-speciality interest is welcomed to balance strong cardiology representation in Cardiac CT.

Establishment

| Senior Tier | Column1 |
|-------------------------------|---------|
| 7 Consultants | |
| | |
| 2 Associate Specialist | |
| | |

| Middle Tier | Column1 |
|--------------------------------|---------------------------------------------------|
| | |
| 2-3 Specialist Trainees | from the North Western School of Radiology |
| | |

| Departmental Staff | Column1 |
|----------------------|-----------------------------------------------------------------|
| Radiographers | |
| 12.5 WTE | Band 7 Advanced Practitioners & Sonographers |
| 15.5 WTE | Band 6 Radiographers |
| 5.6 WTE | Band 5 Radiographers |
| 3.46 WTE | Band 4 Asst Practitioners |
| 2.8 WTE | Band 3 Cross sectional Imaging Asst |
| 6 WTE | Band 2 Radiology Department Asst |
| | |
| Mammographers | |
| 0.8 WTE | Band 8c Consultant Mammographer |
| 1 WTE | Band 8a Advanced Practitioner / Breast Screening Manager |
| 3.2 WTE | Band 7 Advanced Practitioners |
| 4.82 WTE | Band 6 Mammographers |
| 3 WTE | Band 4 Asst Practitioners |
| 1.8 WTE | Band 3 Mammography Asst |

Allied Health and Clinical Support Management Structure

| Column 1 | |
|------------------------------|---------------------|
| Deputy Medical Director | Dr Marta Babores |
| Clinical lead Radiology | Dr Robin Sil |
| Director of Breast Screening | Dr Dariusz Bielecki |
| Associate Director | Lisa Kirkup |
| Diagnostic Services Manager | Simon Brown |

Supporting Staff

Additionally, there is a medical secretary / PA support the Radiology department directly.

Specialty Interfaces and Services

Close links with GM Tertiary MDTs in upper GI, HPB with representation on GM Network cancer boards.

Macclesfield is represented on Greater Manchester cancer network boards which offers the chance to attend network board meetings and participate and influence policy decisions. Close existing relationships currently exist for HPB and Upper GI cancer.

Opportunity to supervise Manchester Medical students as Academic Advisor, Project supervisor with associated Honorary Lecturer Posts which come with Manchester University Staff benefits.

Candidates with a teaching interest may apply to be an Academic Advisor for Manchester Medical students which comes with Honorary Lecturer status and Manchester University staff benefits. Interested applicants are invited to enquire further with existing Advisors within the department.

An exciting development at Macclesfield was approved for an oncology satellite of the Christie Hospital at East Cheshire. This includes linear accelerators and a separate planning CT scanner. Active dialogue has been started between Radiology and the Christie lead for the project which is expected to offer opportunities for closer collaboration and trials participation for any candidates with an oncology interest.

Duties of the post

This is a 6 month fixed term contract post and reports to the Radiology Clinical Lead. The Person Specification must be read prior to application.

Proposed Job Plan

The detailed job plan will be agreed for the individual integrating with existing capacity, acknowledging the need to focus on core service delivery. Other aspects of the programmed activities /supporting activities will be negotiated. Job plans will be reviewed at least annually, or more frequently, as and when the need arises.

This job plan is based on Consultant Contract in England after October 2003. This is a 10 session contract (40 hours) including 8.5 DCC and 1.5 SPA

- Leave is granted in line with Trust Policy and Specialty protocol.
- The 1.5 sessions of SPA as per standard job plan is for Job planning, appraisal and revalidation.
- Further SPA allocation can be negotiated and can include the following activities:
 - Teaching & Educational Supervision
 - Audit and clinical governance
 - Certain meetings

The Trust is committed to providing a balanced Job Plan for all consultants that encompasses adequate provision of SPAs and an appropriate mix of Direct Clinical Care activities. The timetabling of DCC/SPA will be reviewed and adapted to meet service needs.

Sample Job Plan

| Week 1 | | | | |
|-----------------------------------------------------------------|---------------------------|--------------------------------------------|----------------------------------------------|-----------------------------------------------------------------|
| Monday | Tuesday | Wednesday | Thursday | Friday |
| 09:00 – 11:00 Breast Screening Mammograms/Film Reading | 09:00 – 12:30 MDT Prep | 09:00 – 10:30 MDT Prep | 08:30 – 10:00 Case Review Meeting | 09:00 – 12:30 Breast Screening Mammograms/Film Reading |
| 11:00 – 17:00 Intervention List | 12:30 – 13:45 Lung MDT | 10:30 – 11:00 Breast MDT | 10:00 – 11:00 Lung Biopsies | 12:30 – 16:30 Non Working Time |
| | 13:45 – 17:00 SPA | 11:00 – 11:30 MDT Prep | 11:00 – 11:30 Breast Consensus Meeting | |
| | | 11:30 – 12:30 Lung Radiology Meeting | 11:30 – 13:30 Breast MDT | |
| | | 12:00 – 13:00 Breast REALM | 13:30 – 17:00 Breast Assessment Clinic | |
| | | 13:00 – 17:00 | | |

| | | | | |
|-----------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| | | Other ANR | | |
| Week 2 | | | | |
| Monday | Tuesday | Wednesday | Thursday | Friday |
| 09:00 – 11:00 Breast Screening Mammograms/Film Reading 11:00 – 17:00 Intervention List | 09:00 – 09:45 Breast Consensus Meeting 09:45 – 11:00 Reporting 11:00 – 17:00 SPA | 09:00 – 13:00 Breast Symptomatic Clinic 13:00 – 17:00 Other ANR | 08:30 - 10:00 Case Review Meeting 10:00 – 11:00 Lung Biopsies 11:00 – 11:30 Breast Consensus Meeting 11:30 – 13:30 Breast MDT 13:30 – 17:00 HOT Report | 09:00 – 12:30 Breast Screening Mammograms/Film Reading 12:30 – 16:30 Non Working Time |

| | | | | |
|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|
| Week 3 | | | | |
| Monday | Tuesday | Wednesday | Thursday | Friday |
| 09:00 – 11:00 Breast Screening Mammograms/Film Reading 11:00 – 17:00 Intervention List | 09:00 – 09:45 Breast Consensus Meeting 09:45 – 11:00 Reporting | 09:00 – 13:00 Breast Symptomatic Clinic 13:00 – 17:00 Other ANR | 08:30 – 10:00 Departmental Meetings 10:00 – 11:00 Lung Biopsies 11:00 – 11:30 Breast Consensus Meeting 11:30 – 13:30 Breast MDT 13:30 – 17:00 Breast Assessment Clinic | 09:00 – 12:30 Breast Screening Mammograms/Film Reading 12:30 – 16:30 Non Working Time |
| Week 4 | | | | |
| Monday | Tuesday | Wednesday | Thursday | Friday |

| | | | | |
|-----------------------------------------------------------------|-------------------------------------------------|--------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------|
| 09:00 – 11:00 Breast Screening Mammograms/Film Reading | 09:00 – 09:45 Breast Consensus Meeting | 09:00 – 13:00 Breast Symptomatic Clinic | 08:30 – 11:00 MDT Prep | 09:00 – 12:30 Breast Screening Mammograms/Film Reading |
| 11:00 – 17:00 Intervention List | 09:45 – 11:00 Reporting | 13:00 – 17:00 Other ANR | 11:00 – 11:30 Breast Consensus Meeting | 12:30 – 16:30 Non Working Time |
| | | | 11:30 – 13:30 Breast MDT | |
| | | | 13:30 – 17:00 HOT Reports | |

Programmed activities summary

| | Programmed Activities (PA's) |
|----------------------------------|------------------------------|
| Direct Clinical Care (DCC) | 8.5 |
| Supporting Professional Activity | 1.5 |
| On Call | 5% |
| Total | 10.00 |

The successful candidate will be expected to work flexibly and provide high quality care with particular emphasis on: -

- Participation in the on-call rota and assisting in providing cover for colleagues on leave
- Working flexibly and co-operatively across sites to ensure the smooth running of the department
- Ensuring that MDGH remain the priority when undertaking external, or other non-clinical, appointments or duties
- Collaborating with colleagues to ensure effective management of patients, internal referrals, and theatre sessions
- Participation in the education and training of medical students, doctors and professionals allied to medicine
- Demonstrating a firm commitment to the principles of clinical governance
- Developing and maintaining robust systems to ensure effective clinical audit
- Ensuring NHS Plan standards for inpatient/day case Waiting Times are achieved
- Ensuring that optimal use is made of resources allocated to the department and the post

Applicants must be fully registered with the GMC and hold a license to practice. Applicants must have entry on the GMC Specialist Register via CCT (proposed CCT date must be within six months of the interview date), CESR or European Community Rights. Interested candidates with a proposed CCT date beyond six months are still advised to apply for the post as further appointments are envisaged soon.

Within the UK. In accordance with the regulations, all other categories of doctors must be on the GMC Specialist Register to be considered for a consultant appointment by the Advisory Appointments Committee.

Applicants must continue to hold a Licence to Practise and full details of the person specification

Prospective cover for absent colleagues

The post holder is expected to provide cover for absent colleagues on planned periods of leave during the week and for short-term unexpected absences to help maintain service continuity.

Weekend on-call duties are exchanged by mutual agreement. The post holder is expected to consult with colleagues when planning leave.

When overnight on call, the on call Consultant will not be required to carry out their normal daytime sessions before or after the on call.

Teaching

The post holder is expected to have an active role in teaching. The Department participates in teaching medical staff of all grades. The post holder will be expected to participate in delivery of the weekly junior and SAS teaching programme. From time to time, there may be the requirement to provide clinical training to medical students, paramedics, and nursing staff. The post holder may be invited to teach at weekly Grand Rounds, to the Foundation Programme and to staff in other specialties.

The Trust has a state-of-the-art Simulation Suite. Participation of the post holder in Simulation teaching is encouraged.

These activities will be delivered concurrent with normal activity rather than in addition.

Clinical Governance:

Medical practice

All members of the Collaboration's medical staff are expected to practice within the GMC Guidelines, in particular those contained within the publications *Good Medical Practice* and *Maintaining Good Medical Practice*.

The content of this Job description provides an outline of the duties of doctors who are registered with the GMC and emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up to date with clinical skills, work in teams and maintain good relationships with colleagues in all disciplines.

All staff are expected to adhere to the standards laid out by the Royal College of Radiologists (RCoR) with regards to good note keeping.

The Collaboration is committed to high standards of care and patient safety. All staff are expected to undertake mandatory and statutory training and implement pathways and practices which help to reduce patient morbidity and mortality.

The Collaboration is committed to the support of these principles and provides funds for education and development of all grades of staff.

Professional/Clinical Development

The Collaboration places great emphasis on the continuing development of all employees. Extensive training opportunities are available both internally and externally.

ECT provides a Consultant Leadership and Development Programme, which all consultants are encouraged to participate in. All new consultants will be provided with a mentor from the consultant body.

Clinical Governance

Directorates have multi-professional governance, Safety, Quality and Standards (SQS) committees, which report to the Trust SQS Committee, and which oversee all clinical governance activity, including management of clinical risk.

Clinical Audit

All clinicians are expected to take an active part in clinical audit, as well as supervising audits undertaken by their teams, ensuring that the audit cycle is completed, and any required change in practice is implemented. Priority is given to auditing the implementation of national guidelines, such as those produced by NICE, and participation in national audits. All audits are registered with the Clinical Effectiveness Department, presented at audit meetings and the resulting report and action plan agreed with the Clinical Director (or delegated deputy) to help ensure that the audit findings are used to transform practice.

Research

The Collaboration encourages involvement in The National Institute for Health Research Clinical Research Network (NIHR CRN) Portfolio studies working with the Clinical Effectiveness, Research and Development Department to ensure only the highest standards of research are achieved. All staff involved in research must undertake regular GCP training.

National Clinical Guidance

The individual will be expected to implement NICE and other national guidance, providing evidence of compliance through audit, and working with the Directorate to achieve full compliance where this is not initially demonstrable. This is monitored through the Clinical Audit, Research and Effectiveness (CARE) Group.

Regular audit meetings are held within the Directorate which all medical staff are expected to attend. The Trust has a Clinical Effectiveness Unit which offers advice and support on developing audit systems.

Appraisal/Revalidation

The National Appraisal Scheme for Consultant Medical Staff (as outlined in MD5/01) is applicable to this post. The appointee will be required to fully co-operate and participate with the scheme in accordance with the Trust's procedure for consultant appraisal. This will comprise of an annual appraisal, which identifies personal and professional development needs; agreeing 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 form the evidence needed to meet the requirements for the GMC/GDC Revalidation process. Enhanced appraisal is the basis for the Trust Responsible Officer making recommendations to the GMC for revalidation.

The post holder will also:

- Be responsible to the Clinical Lead for delivering an annual appraisal and job planning review for designated clinicians.
- Provide leadership and support for clinical staff to meet their objectives outlined within their job plan, and the requirements set out for GMC Revalidation.
- Develop and manage team objectives and priorities including their contribution to Directorate / Departmental plans and targets.

Health and Safety

All medical and dental staff employed by the Collaboration are expected to comply with relevant Trust Policies and management instructions regarding Health and Safety and to Fire Prevention and, to anything that endangers themselves or others.

Risk Management

The post holder will actively participate in:

- The management of clinical risk through reporting, contributing to the investigation and monitoring clinical incidents, complaints, and litigation.
- Ensure that CNST standards are achieved and subject to regular audit to ensure compliance.
- Ensure that record-keeping of medical staff meets both the Trust and the Directorate's standards in accordance with Good Medical Practice.

Healthcare Associated Infection

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with best practice standards. The postholder has 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 including the 'naked below the elbow' approach, use of personal protective equipment and safe disposal of sharps.

Knowledge, skills, and behaviour in the workplace should reflect this; at annual appraisal you should be prepared to demonstrate the application of practical measures known to be effective in reducing HCAI. The Trust has the responsibility of ensuring that adequate resources are available for you to discharge your responsibilities.

Safeguarding

The Collaboration has in place both a Safeguarding Children Policy and a Safeguarding Adults Policies in line with national legislation.

The Safeguarding Policies place a duty upon every employee who has contact with children, families, and adults in their everyday work to safeguard and promote their welfare. If you have concerns about possible harm to any child or adult, you should contact your line manager immediately or in their absence your Associate Director. Out of hours contact should be made with the on-call manager through switchboard.

Mel Barker is Head of Nursing Safeguarding/Named Nurse Safeguarding Children at ECT. The Collaboration has nominated Safeguarding Leads who act as contact points for support and advice

if concerns are raised about a child or adult's welfare. These individuals can be reached through switchboard during office hours by asking for the Named Professionals for Safeguarding Children or Adults, respectively.

The policies and procedures described below are located Via [ECT Infonet](#) and you should ensure you are aware of, understand and comply with these. In addition, the Trust will publicise and raise awareness of its arrangements and provide appropriate resources and training

- Safeguarding Children Policy
- Safeguarding Children Supervision Policy
- Safeguarding Adults Policy

Equality and Diversity

The Trust will ensure that job applicants and prospective and current employees are treated solely based on their merits, abilities, and potential without any unjustified discrimination on grounds of age, gender, gender reassignment, sexual orientation, disability, family circumstances, race, colour, nationality, ethnic origin, religion or belief, trade union activity & social and economic status.

Education Facilities

At ECT, Education and Training is delivered through facilities situated in the New Alderley building and lecture theatre. There is access to a suite of training rooms, all with access to an extensive range of audio-visual equipment, including video-conferencing facilities. A Clinical Skills laboratory houses an excellent simulation suite and supports a wide range of practical skills training including resuscitation.

The Staff Library Service provides access to a wide range of material to support the delivery of evidence-based care. Networked computers allow access to electronic resources such as BMJ Learning, BMJ Best Practice and BMJ Case reports as well as NHS Evidence.

Consultants are expected to contribute to the teaching programme on a rotational basis which includes weekly tutorials, bedside clinical teaching, case presentations and bi- monthly specialty meetings.

Patient based Information systems

The NHS has recognised that ICT serves an increasingly significant role and is undertaking an extensive and wide-ranging implementation of patient-based information systems with 'Connecting for Health,' critical to this is the electronic patient record in both acute and primary care. The system is built to include the patient's radiology, pathology, pharmacy, and theatre history together with decision support software and specialty systems. There are a variety of health informatics initiatives, both established and soon to be piloted, to enhance efficiency in patient care and clinical management such as database of electronic guidelines, 190 Power Point teaching files, and an acute admissions screening tool.

Confidentiality

Working within the Collaboration you may gain knowledge of confidential matters which may include

manual / electronic personal and medical information about patients and staff. Such information must be considered strictly confidential and must not be discussed or disclosed. Failure to observe this confidentiality could lead to disciplinary action being taken against you.

Data Security

Every employee has a duty to ensure that Trust Policies and Procedures regarding data security are adhered to, and that staff are aware of their obligations under these policies. Trust staff must undertake annual information governance training online.

Disclosure and Barring Service

“REHABILITATION OF OFFENDERS ACT: This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal check from the Disclosure Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.”

The Trust requires the successful applicant to undergo an Enhanced Disclosure through the Disclosure Barring Service for this post to ensure suitability for employment.

Terms and Conditions of Service

Applicants must hold CCT or equivalent and must be on the General Medical Council Specialist Register (or will attain within six months of interview date).

The appointment will be subject to the Terms and Conditions of Service (England 2003) for the new consultant contract agreed with the Trust.

The job description and the weekly timetable will form an initial job plan as outlined by the terms and conditions of service (England 2003) for the new consultant contract.

This will be subject to an annual review by the Chief Executive or his/her nominee. The post is offered on a full-time basis but candidates who wish to work on a part-time basis may also apply.

Approval for study or annual leave must be sought from the Clinical Lead prior to booking the leave and arrangements should be made with clinical colleagues to provide cover. The Medical Staffing Team should be notified accordingly.

Visiting

Candidates wishing to find out more about the post are welcome to visit and are invited to speak to:

| East Cheshire NHS Trust | | |
|---------------------------------------|-----------------------|---------------|
| Dr Robin Sil Clinical Lead | Robin.sil@nhs.net | 01625 661156 |
| Simon Brown General Manager | Simon.brown36@nhs.net | 01625 66 3725 |

Person Specification

| Requirements | Essential | Desirable | Method of Assessment |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|--------------------------------|
| Legal | Applicants must have full registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview) | | Application form and interview |
| Qualifications & Training | MBBS or equivalent FRCR (Fellowship of the Royal College of Radiologists) or equivalent | Participation in a management training course Participation in an advanced IT training course Higher Degree | Application form and interview |
| Clinical Knowledge & Expertise | Clinical experience and knowledge in: General Radiology Sub Speciality Imaging Evidence of continuing personal and professional development and keeps up to date with medical advances. Knowledge and appreciation of the core legal, ethical and political issues which govern medical practice. Experience of recent and current | Attendance at a 'Teaching for Teachers' or similar course | Application form and interview |

| | | | |
|--------|-------------------------------------------------------------------------------------|--|--------------------------------|
| | research and/or relevant publications. Experience of teaching/training. | | |
| Safety | Can demonstrate a commitment to putting patient safety at the heart of all activity | | Application form and interview |

| | | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------|
| Attitude & Personal Effectiveness: Developing Team and Partnership Working Appropriate Personal Attributes Motivational Leadership | Can own/commit to shared goals. Can build effective teams and partnerships. Can work well in a team. Understands and values the contribution of others/ Able to cope under pressure within conflicting demands. Flexible and adaptable to change. Acts with integrity – honest and trustworthy towards both patients and staff Is comfortable dealing with people. Is able to create a vision for the department. Is able to lead and drive change. Can help create a culture of innovation and improvement. | | Application form and interview |
| Communicate Effectively | Is empathetic and sensitive to patient's needs. Able to explain things clearly – particularly complex or sensitive information. Is able to influence and persuade effectively | | Application form and interview |
| Quality – Performing Efficiently & Effectively: | Ensure delivery of a quality service. Able to implement policies and plans. Effectively review and allocate resources. | Evidence of administrative roles during training | Application form and interview |

| | | | |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| Managing Delivery | Review and manage progress. | | |
| Managing/ Delivering Performance | <p>Clear understanding of performance management and supports a performance culture.</p> <p>Accountable for performance of self and others.</p> <p>Empowers others to take responsibility.</p> <p>Able to develop and recognise the performance of others.</p> | | |



East Cheshire
NHS Trust

