**Ashford and St. Peter’s Hospitals NHS Foundation Trust**

CONSULTANT RADIOLOGIST with an interest in Cross Sectional Imaging

**JOB DESCRIPTION**

(10 PAs)

<table>
<thead>
<tr>
<th><strong>Job Title:</strong></th>
<th>Consultant Radiologist</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Hours:</strong></td>
<td>10 PA’s</td>
</tr>
<tr>
<td><strong>Responsible to:</strong></td>
<td>Clinical Lead for Imaging</td>
</tr>
<tr>
<td><strong>Accountable to:</strong></td>
<td>Divisional Director for Diagnostics and Therapies,</td>
</tr>
<tr>
<td><strong>Professionally Accountable to:</strong></td>
<td>Medical Director</td>
</tr>
<tr>
<td><strong>Responsible for:</strong></td>
<td>Delivery of Clinical, Educational and Managerial services of the highest professional standard at Consultant level to the Imaging Department.</td>
</tr>
<tr>
<td><strong>Base:</strong></td>
<td>St. Peter’s Hospital/Ashford Hospital and working at any other Trust site as required.</td>
</tr>
<tr>
<td><strong>Criminal Records Bureau Disclosure Required:</strong></td>
<td>Yes - Enhanced</td>
</tr>
<tr>
<td><strong>Job Summary:</strong></td>
<td>General Consultant Radiologist with a specialist interest in Cross Sectional Radiology</td>
</tr>
<tr>
<td><strong>Key Result Areas:</strong></td>
<td>To have made an effective contribution to the delivery of the Trust’s vision, values and annual strategic objectives.</td>
</tr>
</tbody>
</table>
1. **ASHFORD & ST. PETER’S HOSPITALS NHS FOUNDATION TRUST**

**BACKGROUND INFORMATION**

Ashford & St. Peter's Hospitals NHS Foundation Trust is the largest provider of acute services to residents of Surrey and a growing proportion of west London residents, totalling more than 380,000 people. Our predominant catchment area is North West Surrey, including the towns of Chertsey, Woking, Walton on Thames, Weybridge, Ashford and Staines-upon-Thames, along with parts of Hounslow and Surrey Heath.

As part of its authorisation as a Foundation Trust in December 2010, Ashford & St. Peter’s underwent a rigorous process during which the organisation was assessed against new quality standards and was required to demonstrate robust governance systems and sustainable leadership.

With a workforce of around 3240 staff and £232m income, the Trust has an impressive track record of developing integrated models of care, both across and within its two main hospital sites – Ashford in Middlesex; and St. Peter's in Chertsey, Surrey – and in community settings.

The Trust provides a broad range of acute healthcare services across its two hospital sites. The majority of planned care, like day case and orthopaedic surgery and rehabilitation services, is provided at Ashford Hospital, with more complex medical and surgical care and emergency services at St. Peter’s Hospital.

The acute services are provided at the St. Peter’s Hospital site, which has modern Intensive Care and Coronary Care units and sees approximately 100,000 A&E attendances annually, with a full general medical take supported by acute medical beds. The Ashford Hospital site provides the Trust’s Walk-in Centre and Rapid Access Centre, along with rehabilitation wards. Ashford and St. Peter’s has a combined total bed allocation of approximately 550 beds.

**Ashford Hospital provides:**

- day case surgery
- stroke and rehabilitation care
- elective orthopaedic surgery
- ophthalmology
- outpatients (including paediatrics)
- diagnostics; X ray, ultrasound, CT and MRI scans. NB. endoscopy no longer at AH

**St. Peter’s Hospital provides:**

- accident and emergency services
- intensive care
• emergency surgical and medical care
• elective and day case surgery
• orthopaedics (Rowley Bristow Unit)
• specialist brain injury unit
• maternity care
• paediatric services (children’s services)
• neonatal intensive care unit
• outpatients and diagnostics; X ray, ultrasound, CT scans, MRI scans
• endoscopy
• pathology services.

Quality remains the top priority at Ashford and St. Peter’s and the Trust Board’s primary focus and priority is on the needs of patients. It strives to enhance its links with front line staff and patients and this investment informs the decision-making process at Board level.

For example, the Trust has:
• low mortality rates
• Significantly reduced hospital acquired infections such as MRSA and Clostridium Difficle over the last few years.
• Developed a Quality Dashboard which has strengthened quality management across a range of measures which are benchmarked locally and nationally; and has
• Demonstrated improvements in employee engagement and satisfaction over recent years

The Trust services are commissioned by two new bodies, the North West SURREY Clinical Commissioning Group and NHS England. The Trust works alongside local community health and mental health trusts.

**Specialist Services**

The Trust has a variety of specialist services; specialist NICU, specialist Orthopaedic services, Neurophysiology services, Cardiac Angiography, Cardiac MRI and Nuclear Cardiology. Within the angiography suite cardiology undertakes percutaneous coronary interventions (PCI), electrophysiology studies and ablations, biventricular device (pacemaker and ICD) implantations. The Trust links with a number of tertiary units including Atkinson Morley, Charing Cross, St Helier, St George’s, Harefield and Royal Brompton. The Trust links with St Luke’s (Guildford) and the Royal Marsden for cancer services.
2. Department of IMAGING

The Department of Imaging forms part of the Diagnostics, Therapies and Trauma and Orthopaedics Division. There are Imaging Departments at both Ashford Hospital and St Peter’s Hospital providing general X-Ray, fluoroscopy, Ultrasound CT and MRI. More specialist radiology including a new Interventional Suite are provided at St Peter’s Hospital and there is a digital Mammography Unit in the Imaging Department at Ashford Hospital.

The Department is fortunate in having a friendly, enthusiastic team of Consultants. There is a lot of intellectual and practical support within the group and relations between the Consultants and other members of the Department are good. The Radiologists in the Department are widely respected throughout the Trust for the level of responsive service and support provided. Service re-design has been adopted by the Department and Radiographic role extension includes venous access for CT and IVU, A&E axial/appendicular and chest X-Ray reporting and Sonographer lead general acute Ultrasound.

Facilities:

At St Peter’s Hospital:

- Dedicated 5 room Ultrasound Suite
- CT scanners – 2 recently installed Toshiba Aquilion Prime 160 slice
- Interventional Suite – Philips Allura with CT capability.
- Fluoroscopy – Philips Multidagnost Eleva FD
- Gamma Cameras – 2 x Siemens dual headed Symbia, S series (Service currently provided by other Hospitals)
- DEXA machine – Hologic Discovery A.
- General X-Ray – all x-ray rooms are DR including the equipment in A&E and Fracture Clinic.
- MRI Suite (provided by Alliance Medical) – Philips Achieva 1.5T
- Coronary/Vascular Suite (provided by Lister In-Health).
- Mobile image intensifiers for use in theatre.

At Ashford Hospital:

- Ultrasound Suite comprising 3 ultrasound machines.
- CT – Philips Ingenuity 128 slice
- Fluoroscopy – Siemens Axiom Artis
- DEXA – Hologic Discovery C
- Mammography – Mammmomat Novation DR
- General X-Ray – 3 DR X-Ray rooms and a Digital mobile machine.
- Three mobile image intensifiers
- Dental unit – Philips OPG
- MRI – Mobile and modular building with new GE 1.5T (provided by Alliance Medical)
Activity 2016/17

<table>
<thead>
<tr>
<th>Service</th>
<th>Exams</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fluoroscopy / Intervention</td>
<td>8384</td>
</tr>
<tr>
<td>Mammography</td>
<td>6517</td>
</tr>
<tr>
<td>Ultrasound</td>
<td>52915</td>
</tr>
<tr>
<td>CT</td>
<td>49971</td>
</tr>
<tr>
<td>Nuclear Medicine</td>
<td>Currently service provided by other hospitals</td>
</tr>
<tr>
<td>Radiology (Plain Film)</td>
<td>129091</td>
</tr>
<tr>
<td>MRI</td>
<td>15974</td>
</tr>
<tr>
<td>Dexa</td>
<td>4088</td>
</tr>
<tr>
<td><strong>Total No of Exams</strong></td>
<td><strong>266940</strong></td>
</tr>
</tbody>
</table>

PACS
Both departments benefit from Philips PACS with HSS CRIS. There are eleven general reporting workstations at the St Peter’s Department and one Mammography workstation.

Ashford X-Ray Department has five general workstations and one general/mammography PACS workstation.

Philips web PACS is available through the trust and accessible from home if required.

2.1 Brief outline of the Post

The Consultant Radiologist will provide senior clinical leadership within the Imaging Department and within the Trust.

A special interest in Cross Sectional Radiology is expected, but there will be the opportunity to pursue and develop further areas of special interest in line with Departmental and Trust strategy.

The Imaging Department seeks to maintain strong working links with colleagues throughout the Trust and within the local health community and it pays particular attention to providing a prompt, high quality and responsive service with short reporting times.
2.2 **Structure**

The Imaging Department incorporates two Clinical Lead posts.

1. Clinical Lead for Governance

2. Clinical Lead for Imaging Services (Business).

There is close working with fellow Consultants, departmental junior staff, nursing and management through regular departmental meetings. The Clinical Leads are involved with conducting appraisal, job planning and governance activities.

There is a Director of Clinical Services, with an Associate Director of Imaging, Superintendent Radiographers, Administrative Manager, Clinical Governance Manager, a Sister and PACS Manager within the Imaging Directorate. These are supported by Radiographers, Radiographic Assistants, Nurses, Porters, Clerical and Secretarial staff.

2.3 **Department Objectives**

The objective of the Imaging Department is to support ASPH in becoming one of the best health care Trusts in the country.

We are focused on providing a high quality patient experience and an excellent place to work for all staff, believing that improving patient and staff experience will assist in producing a high quality, efficient and patient centred service.

The Department supports other specialities in delivering various targets including cancer targets, the 18 week pathway and A/E targets. There is regular collaboration with and participation in work streams to deliver the most efficient patient pathways.

2.4 **Service Developments**

The Imaging Department at ASPH has a Managed Equipment Service (MES) contract with Philips to ensure replacement of aging equipment and regular maintenance.

As part of the MES the Imaging department has worked with Philips to carry out a great deal of Service Improvement work.

We have now appointed an ISAS (Imaging Services Accreditation Scheme) lead to further develop the Service Improvement Programme and gain ISAS Accreditation.
## 2.5 Medical Staffing

### Consultants

<table>
<thead>
<tr>
<th>Consultant Name</th>
<th>Qualifications</th>
<th>Title/Interest</th>
<th>W/T</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Robert Davies</td>
<td>BSc(hons) MBBS(Lond) MRCP(uk) FRCR</td>
<td>Joint Clinical Lead Intervention, Cross-Sectional Imaging</td>
<td>W/T</td>
</tr>
<tr>
<td>Dr Jane Hibbert</td>
<td>BMedSci, B.M.B.S.,MRCP, FRCR</td>
<td>Joint Clinical Lead Breast Imaging, Cross-Sectional Imaging</td>
<td>0.85 WTE</td>
</tr>
<tr>
<td>Dr Adeeb Alam</td>
<td>BSc(hons) MBchB FRCS FRCR</td>
<td>Musculoskeletal, MRI</td>
<td>W/T</td>
</tr>
<tr>
<td>Dr Alex Chapman</td>
<td>FRCR</td>
<td>Intervention</td>
<td>W/T</td>
</tr>
<tr>
<td>Dr Allan Irvine</td>
<td>MRCP FRCR</td>
<td>Intervention and Ultrasound</td>
<td>W/T</td>
</tr>
<tr>
<td>Dr Daniel Reiff</td>
<td>FRCR</td>
<td>Musculoskeletal, MRI</td>
<td>W/T</td>
</tr>
<tr>
<td>Dr Vineet Prakash</td>
<td>MRCP FRCR</td>
<td>Nuclear Medicine</td>
<td>W/T</td>
</tr>
<tr>
<td>Dr Felicity Saltissi</td>
<td>FRCR</td>
<td>Musculoskeletal</td>
<td>WT</td>
</tr>
<tr>
<td>Dr Oliver Wignall</td>
<td>MA(hons)cantab MBBS FRCR</td>
<td>Breast Imaging</td>
<td>W/T</td>
</tr>
<tr>
<td>Dr Sylwia Niewiarowski</td>
<td>MBBS BSc FRCR</td>
<td>Paediatric</td>
<td>0.8 WTE</td>
</tr>
<tr>
<td>Dr Demitrios Tzias</td>
<td>MBBS BSc.</td>
<td>Musculoskeletal, Breast</td>
<td>WT</td>
</tr>
<tr>
<td>Dr Antoni Sergot</td>
<td>MBBS BSc(hons)FRCR</td>
<td>Gastro Intestinal Imaging</td>
<td>WT</td>
</tr>
<tr>
<td>Dr Shirish Prabhudesai</td>
<td>MS,MRCS, MD(Res),FRCR</td>
<td>Intervention</td>
<td>WT</td>
</tr>
<tr>
<td>Dr Clare Ashwin</td>
<td>MBBS BSc FRCR</td>
<td>Paediatric Radiologist</td>
<td>0.8 WTE</td>
</tr>
<tr>
<td>Dr Jonathan Glover</td>
<td>MA (Oxon) MB FRCS FRCR</td>
<td>Breast Imaging, Cross-Sectional Imaging</td>
<td>W/T</td>
</tr>
<tr>
<td>Dr Ying Chen</td>
<td>MBBS BSc(Hons) FRCR</td>
<td>Cross Section, Breast Imaging</td>
<td>0.8WTE</td>
</tr>
<tr>
<td>Dr Clare Bennett</td>
<td>FRCR</td>
<td>General Radiology, Paediatrics</td>
<td>Bank</td>
</tr>
<tr>
<td>Dr Susanna Davidson</td>
<td>FRCR</td>
<td>Nuclear Medicine, Paediatrics</td>
<td>Bank</td>
</tr>
</tbody>
</table>

### Junior Medical Staff

There are 2 Radiology Registrar posts from Kent & Sussex Deanery.

Two FY1’s rotate through the Department on a 4 monthly basis.
Two Medical Students are attached to the Department on a rotational basis.

- **Visiting Specialists**

  Two visiting neuroradiologists undertake regular MRI and teaching sessions:

  Dr Kling Chong from Great Ormond Street

2.6 **Consultant On–Call Rota**

The Consultant general rota involves covering one weekend in eleven from 9am to 5pm for Hot Seat reporting. The following week there is a requirement to work 20 hours.

During the eleven week rota there is also a week of late duties from 12.30 to 8pm. This involves GP and A/E reporting primarily from 12.30 to 5pm followed by covering the Hot Seat from 5pm to 8pm.

Medica provide a CT reporting service from 8pm to 8am Monday to Friday and from 5pm to 9am at Weekends and Bank Holidays.

**Typical Interventional on call rota**

There are currently 4 Radiologists with an Interventional interest who participate in the vascular interventional rota. The vascular interventional on-call rota runs 24/7 days per week. The vascular interventional on-call attracts 1.5 PA of DCC.

2.7 **IT & Secretarial Support**

The Trust will provide the post holder with a PC and secretarial support.
3. OVERVIEW OF RESPONSIBILITIES

3.1 *Detailed Job Plan* (reviewed annually to meet the needs of the service)

Consultant Radiologist with an interest in Cross Sectional Radiology

Proposed weekly timetable
N.B We are hoping to appoint a general cross-sectional radiologist with a specialist interest in one or more of the following – Cardiac/Chest/GI/Gynae/Urology. Specialist sessions and appropriate MDTS will be incorporated into the rota when the specialist interests of the successful candidate is known.

<p>| Consultant Radiologist with an interest in Cross Sectional Radiology |</p>
<table>
<thead>
<tr>
<th>Description</th>
<th>PAs</th>
<th>DCC/SPA</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Monday</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.00am – 1.00pm</td>
<td>CT / TWR Reporting</td>
<td>1.0</td>
</tr>
<tr>
<td>1.00pm – 3.00pm</td>
<td>SPA</td>
<td>0.5</td>
</tr>
<tr>
<td>3.00pm – 5.00pm</td>
<td>US</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Tuesday</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.00am – 11.00am</td>
<td>MRI</td>
<td>0.5</td>
</tr>
<tr>
<td>11.00am – 1.00pm</td>
<td>TWR Reporting</td>
<td>0.5</td>
</tr>
<tr>
<td>1.00pm – 3.00pm</td>
<td>SPA</td>
<td>0.5</td>
</tr>
<tr>
<td>3.00pm – 5.00pm</td>
<td>Urgent Reporting</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Wednesday</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.00am – 11.00am</td>
<td>Urgent Reporting</td>
<td>0.5</td>
</tr>
<tr>
<td>11.00am – 1.00pm</td>
<td>TWR Reporting</td>
<td>0.5</td>
</tr>
<tr>
<td>1.00pm – 3.00pm</td>
<td>Plain Film Reporting</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Thursday</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9.00am – 11.00am</td>
<td>Hot Seat</td>
<td>0.5</td>
</tr>
<tr>
<td>11.00am – 1.00pm</td>
<td>SPA</td>
<td>0.5</td>
</tr>
<tr>
<td>1.00pm – 5.00pm</td>
<td>Ultrasound Ashford</td>
<td>1.0</td>
</tr>
<tr>
<td><strong>Friday</strong></td>
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</tbody>
</table>
Saturday and Sunday 9am-5pm includes In Patient, A/E and urgent Reporting as a 1 in 12 week rota. There is also a late duty 1-8pm Monday to Friday on rotation.

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>DCC</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.30am -9.00am</td>
<td>Overnight Reporting</td>
<td>0.125 DCC</td>
</tr>
<tr>
<td>9.00am – 1.00pm</td>
<td>MRI</td>
<td>1.0 DCC</td>
</tr>
<tr>
<td>1.00pm– 3.00pm</td>
<td>Plain Film Reporting</td>
<td>0.5 DCC</td>
</tr>
<tr>
<td>3.00pm-5.00pm</td>
<td>Urgent Reporting</td>
<td>0.5 DCC</td>
</tr>
</tbody>
</table>

TOTAL 10 PA’s

Type A Supporting Professional Activities (SPA’s) are intended to cover mandatory training, appraisal, audit, clinical governance and
Type B Supporting Professional Activities (SPA’s) are intended to cover teaching of the radiology registrars, F1’s and non medical staff and research.

Supporting Professional Activities (SPA’s) are for the performance of formal post-graduate teaching, audit, research, appraisal and clinical management as required.

Teaching and training will require verification of teaching certification

3.2 Duties of the Post

The post holder will:

- work as defined at Ashford and St. Peter’s Hospitals.
- be expected to share equally in the workload of the department.
- be encouraged to undertake research and develop special interests within the limits of clinical and laboratory service workload.
- undertake continuing medical education and in doing so will utilise the study leave entitlement which will be appropriately funded.
- participate in clinical audit activities of the department and hospitals, and as appropriate ensure that proper records are completed for this purpose.
- participate in the professional training of staff in the department, both medical and non-medical and contribute as required to teaching sessions for other hospital staff including undergraduate and postgraduate medical staff, as well as education and supervision of the junior medical staff.
- participate as required in departmental staff appraisal.
- adopt a continuing responsibility for the care of patients in their charge and in partnership with other consultant colleagues working in the speciality for the proper function of the department.
- undertake any other duties appropriate for a consultant.

4. RESEARCH

The appointed consultant would be encouraged to develop research interests and
to initiate and guide the junior doctor medical staff in such interests.

Opportunities for postgraduate education for the post holder include departmental meetings, clinical meetings, college course, and meetings. The department holds regular audit meetings and in addition there is protected time for education on a regular basis.

5. **EDUCATIONAL ROLE – TEACHING AND TRAINING**

Both Ashford and St. Peter’s sites have modern postgraduate education centres with lecture facilities and conference rooms. In addition the lunchtime restaurant provides an opportunity for medical hospital staff of all grades to meet informally. The library facilities are extensive with computer and internet access.

The appointed consultant will actively participate in the professional training of the staff in the department, both medical and non-medical, and contribute as required to teaching sessions for other hospital staff as well as undergraduate and postgraduate staff, including supervision of junior medical staff. Teaching and training will require verification of teaching certification

6. **REVALIDATION AND STRENGTHENED MEDICAL APPRAISAL**

Revalidation of licensed doctors is required every five years and is based on comprehensive appraisals undertaken over that five year period. It is designed to improve the quality of patient care by ensuring that licensed doctors remain up to date and continue to be fit to practice. All medical staff within the organisation are expected to go through Revalidation every five years.

Annual appraisal is a contractual requirement for all medical staff as part of Revalidation. It is the responsibility of each and every doctor to arrange an annual appraisal and maintain a portfolio, which contains their annual appraisal documentation, which the GMC may request to inspect should the need arise.

7. **CONDITIONS OF APPOINTMENT**

- The appointment will be subject to passing satisfactorily a health screening questionnaire, which, if deemed necessary will be followed up by a medical examination arranged through the Occupational Health Department prior to appointment. Confirmation of Hepatitis B immune status will be required.

- The appointee must hold a Certificate of Completion of Specialist Training (or CCT) by the time of taking up the post or be accredited for inclusion on the General Medical Council’s Specialist Register.

- The Practitioner will be required to be fully registered with the General Medical Council.
• The passing of a medical examination shall be a condition of employment for all new entrants to the NHS and for those returning to the NHS after a period of service outside Great Britain.

• The appointment will be subject to an enhanced Criminal Records Bureau Clearance

• The practitioner will be required to be registered with the General Medical Council.

• The appointee is required to live not more than 30 minutes travel time by road from St. Peter’s Hospital unless by prior arrangement

• Medical negligence indemnity is provided by the Trust for all duties covered by this post. Post holders should acquaint themselves with those aspects of medical practice not covered by this indemnity.

8. MAIN CONDITIONS OF SERVICE

• This appointment is covered by local Terms and Conditions of Services and Ashford & St. Peter’s Hospital’s NHS Foundation Trust policies. Where local terms and conditions do not exist, the NHS Terms and Conditions – Consultants (England) 2003 apply.

• The appointment is for 10 programmed activities, 8.5 direct clinical care, 1.5 supporting professional activities. Sessional commitments will be reviewed at annual appraisal. Applicants wishing to work less PAs are welcome to apply

• The current salary scale for appointment is in line with salary scale for consultants based on the new Consultant Contract.

• Annual leave and study leave entitlement will be in line with the NHS Terms and conditions of Service. Wherever possible, leave requests should be made 6 weeks before the start of the intended leave and the leave must be discussed with consultant colleagues within the department before being booked.

• Where a practitioner intends to claim reimbursement of removal or associated expenses it is important for him/her to mention this to the Trust prior to taking up the post. In this way, eligibility can be determined before the practitioner incurs expenses which the Trust may not deem as being appropriate for reimbursement.

• The Trust provides a 24/7 service. Accordingly, you may be required to work such hours as the Trust specifies, including nights, evenings and weekends. For the avoidance of doubt, paragraph 6 of Schedule 3 to the Consultant Contract does not apply to this appointment.
9. **RECREATION AND TRANSPORT**

In the immediate locality there are leisure centres at Staines-upon-Thames, Sunbury, Woking and Feltham, squash courts in Egham and Feltham and many golf courses nearby. Windsor, Runnymede, Hampton Court, Wisley (RHS) Gardens the Thames and other places of interest are within a 10 mile radius.

Central London is easily accessible with regular trains from Ashford and Woking to Waterloo. Underground trains run from Hatton Cross Underground station. The motorway network, M25, M3 and M25 are also close by. Heathrow airport is 20 minutes by car and Gatwick Airport is 30 to 40 minutes by car.

10. **VISITING**

Candidates to contact Dr R Davies or Dr J Hibbert. Please contact Imaging PA Ros Davies Ros.Davis@asph.nhs.uk to arrange visits.
**General Responsibilities for all Staff in the Trust:**


1. **Trust Vision, Strategic Objectives and Values**

All Trust employees will carry out their duties in accordance with Trust vision, strategic objectives and values:

**Vision**
To become one of the best healthcare Trusts in the country.

**Strategic Objectives**
- To achieve the highest possible quality of care & treatment for our patients.
- To recruit, retain and develop a high performing workforce.
- To deliver the Trusts clinical strategy of joined up healthcare.
- To ensure financial sustainability of the Trust through business growth and efficiency gains

**Our Pledge**

![Image of pledges]

- **Patients First**
  - Offer to help
  - Make everyone feel special
  - Show kindness and respect
  - Apologise when things go wrong
- **Personal Responsibility**
  - Smile and be welcoming
  - Have the courage to challenge
  - Continuously learn and improve
  - Perform my duties to the best of my ability
- **Passion for Excellence**
  - Strive to be the best
  - Go the extra mile
  - Be bold and ambitious
  - Lead by example
- **Pride in our Team**
  - Celebrate our diversity
  - Look after colleagues
  - Deliver what we promise
  - Praise our achievements
### 2. Communication and Confidentiality (Information Governance)

You must communicate clearly by actively listening and responding to what people are saying:

- a) check information from other people and check its accuracy
- b) establish any help people require and act on this appropriately
- c) ensure confidentiality at all times

Employees of the Trust must not without prior permission disclose any information regarding patients or staff obtained during the course of employment except to authorised bodies or individuals acting in an official capacity. The Data Protection Act may render an individual liable for prosecution in the event of unauthorised disclosure of information. See Confidentiality Policy [http://trustnet/documents/menu113.htm](http://trustnet/documents/menu113.htm) and Information Governance Policy [http://trustnet/documents/menu1107.htm](http://trustnet/documents/menu1107.htm)


Employees who use a computer, must abide by the terms of the Trust’s Information and Technology Policies at: [http://trustnet/documents/menu11.htm](http://trustnet/documents/menu11.htm)

### 3. Development, Modernisation and Change

The Department of Health, the Trust, and Directorates/Departments have targets to achieve in respect of service delivery and improving and progressing patient care. We ask that you are aware of these targets and contribute and work to achieve them.

All staff are to be familiar with the Trust’s policies and procedures, which are available on the Trust Intranet [http://trustnet/documents/menu.html](http://trustnet/documents/menu.html) or externally via [http://www.ashfordstpeters.org.uk/organisational](http://www.ashfordstpeters.org.uk/organisational)

This job description is an outline of the role and responsibilities. From time to time due to the needs of the service, we may ask you to undertake other duties that are consistent with your role / band. Details and emphasis of your role may change but this would be in consultation with you and in line with the needs of your work area.

### 4. Diversity and Rights

All staff have a duty promote people’s equality, diversity and rights, and treat others with dignity and respect

The Trust is unreservedly opposed to any form of discrimination being practiced against its employees whether on the grounds of gender or marital status, sexual orientation, disability, race, colour, creed, ethnic or national origin or age.

A copy of the Trust’s Single Integrated Equality Scheme is available on the Trust’s Intranet site. You are required to familiarise yourself with the terms of the policy at: [http://www.ashfordstpeters.org.uk/attachments/054_Single_Equality_Scheme.pdf](http://www.ashfordstpeters.org.uk/attachments/054_Single_Equality_Scheme.pdf)
5. Monitoring and Maintaining Good Health and Safety

The safety of patients, staff and visitors is paramount. All staff have a duty to recognise safety as a fundamental element of their role and to comply with Trust policies, procedures, protocols and guidelines related to safety and well being.

Under the Health and Safety at Work Act 1974, all employees have a duty:

- to take reasonable care of ourselves and others at work
- to co-operate in meeting the requirements of the law
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health safety or welfare

You are required to familiarise yourself with the details of the Trust’s Health and Safety Policies posted on the Intranet at [http://trustnet/documents/menu3.htm](http://trustnet/documents/menu3.htm). A department policy which will cover your usual place of work is available through your head of department. There are a number of health and safety training sessions which will be mandatory for you to attend depending on your type of work.

6. Mandatory Training

All staff have a responsibility to ensure that they are up to date on essential knowledge and skills related to their sphere of work. Some areas of training are common to all staff, such as Health & Safety, Safeguarding and Information Governance. Staff must ensure that they attend Mandatory Training sessions as required.

7. NHS Constitution

The NHS commits:

- To provide all staff with clear roles and responsibilities and rewarding jobs for teams and individuals that make a difference to patients, their families and carers and communities.
- To provide all staff with personal development, access to appropriate training for their jobs and line management support to succeed.
- To provide support and opportunities for staff to maintain their health, well-being and safety.
- To engage staff in decisions that affect them and the services they provide, individually, through representative organisations and through local partnership working arrangements. All staff will be empowered to put forward ways to deliver better and safer services for patients and their families.

Staff responsibilities:

- **You have a duty** to accept professional accountability and maintain the standards of professional practice as set by the appropriate regulatory body applicable to your profession or role.
- **You have a duty** to take reasonable care of health and safety at work for you, your team and others, and to co-operate with employers to ensure compliance with health and safety requirements.
- **You have a duty** to act in accordance with the express and implied terms of your contract of employment.
- **You have a duty** not to discriminate against patients or staff and to adhere to equal opportunities and equality and human rights legislation.
- **You have a duty** to protect the confidentiality of personal information that you hold unless to do so would put anyone at risk of significant harm.
- **You have a duty** to be honest and truthful in applying for a job and in carrying out that job.

### 8. Quality and Risk Management

The Trust, as a public organisation is committed to acting with honesty, with integrity and in an open way. We are working together to achieve the highest levels of compliance with risk management via the NHS Litigation Authority (NHS LA) and Clinical Negligence Scheme for Trusts (CNST) for maternity services. You are expected to become familiar with these standards as they relate to your work and further details are available from your manager.

You must ensure your actions help to maintain quality and reduce risk. This involves accepting individual responsibility for meeting required standards, and for following quality and safety processes and procedures. These include national requirements set out by the Healthcare Commission, Trust policies, the Trust’s Standards for Practice and Care, local Codes of Practice and local service or departmental standards. ([http://trustnet/documents/Standards%20for%20Practice%20and%20Care.doc](http://trustnet/documents/Standards%20for%20Practice%20and%20Care.doc))


### 9. Whistle-blowing

All employees working in the NHS have a contractual right, and a responsibility, to raise genuine concerns they have with their employer about malpractice, patient safety, financial impropriety or any other serious risks they consider to be in the public interest. Details of when and how concerns may properly be raised within or outside the Trust are available in the Trust's Whistle-blowing Policy which you can access on the intranet at: [http://www.ashfordstpeters.org.uk/attachments/1276_Wistle%20Blowing%20Policy.pdf](http://www.ashfordstpeters.org.uk/attachments/1276_Wistle%20Blowing%20Policy.pdf)

The Trust’s policy on whistle-blowing enables everyone to raise any concerns they have about any malpractice at an early stage and in the right way.

The Trust welcomes your genuine concerns and is committed to dealing responsibly, openly and professionally with them. It is only with the help of our staff that the Trust can deliver a safe service and protect the interests of patients and staff. If you are worried, we would rather you raised the matter when it is just a concern, rather than wait for proof.

We hope that you will be able to raise concerns with your manager or Head of Service. However, we recognise that this may be difficult and therefore the policy enables you to raise a matter directly with Senior Management. The Director of Workforce and Organisational Development is the designated Director for Whistle-blowing, but you can approach any member of the Trust Board.

Your concerns will be taken seriously and investigated. We also give you a guarantee that if you raise concerns responsibly, we will endeavour to protect you against victimisation. The policy also gives guidance on how to seek independent or external advice.
<table>
<thead>
<tr>
<th>10. <strong>Requirement for Flexibility in an Emergency Situation</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>In the event that the Trust is affected by an emergency situation (including but not limited to a flu pandemic or a pandemic of any other disease or illness), whether relating to its staff and/or patients, you agree that the Trust may require you to:</td>
</tr>
<tr>
<td>(a) carry out additional and/or alternative duties to those contained in your job description; and/or</td>
</tr>
<tr>
<td>(b) without prejudice to the other terms of your employment, perform duties (including any additional and/or alternative duties as mentioned above) at any other location where NHS services are provided.</td>
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<table>
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<tr>
<th>11. <strong>Safeguarding</strong></th>
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<tbody>
<tr>
<td>All Trust employees have a responsibility to take appropriate action if they believe that a child or vulnerable adult is in need of services or in need of protection and they must be committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. Everyone is responsible for accessing the relevant level of training and following the Trusts local and SSCB’s Child Protection and Safeguarding procedures.</td>
</tr>
<tr>
<td>Information on the Abuse or Suspected Abuse of Vulnerable Adults is at: <a href="http://www.ashfordstpeters.org.uk/attachments/723_Abuse%20or%20suspected%20abuse%20of%20vulnerable%20adults.pdf">http://www.ashfordstpeters.org.uk/attachments/723_Abuse%20or%20suspected%20abuse%20of%20vulnerable%20adults.pdf</a></td>
</tr>
<tr>
<td>The Trust complies with the requirements of the Criminal Records Bureau (CRB) and the requirement to report safeguarding issues to the Independent Safeguarding Authority (ISA). All staff required to have a CRB disclosure for their post will undergo a recheck every three years. Employees must cooperate with the renewal process and submit their CRB applications promptly when requested.</td>
</tr>
</tbody>
</table>
## Ashford and St. Peter’s Hospitals NHS Foundation Trust

### Consultant Radiologist

#### Person Specification

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
</table>
| **Full GMC registration** | • FRCR or Equivalent  
• CCT in Clinical radiology or within 6 months of obtaining at the time of interview  
• Entry on Specialist Register | **Cross Section Fellowship** |

<table>
<thead>
<tr>
<th>Experience</th>
<th>Essential</th>
<th>Desirable</th>
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</thead>
<tbody>
<tr>
<td>The candidate should have a wide experience of general radiology and specific experience in Cross Sectional procedures.</td>
<td><strong>Experience in developing effective and collaborative working relationships.</strong></td>
<td></td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Skills</th>
<th>Essential</th>
<th>Desirable</th>
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</table>
| Must be able to demonstrate, in relation to people who use Trust and other related services:  
   o knowledge & awareness of diversity and human rights and the competencies appropriate to your role to support their diverse needs and human rights.  
   o ability to communicate effectively with them and with other staff to ensure that their care, treatment and support are not compromised.  
   o a good understanding of their communication, physical & emotional needs; can identify their individual needs and preferences, their changing needs and recognise and promote their independence | **Excellent written and verbal communication skills**  
**Ability to work constructively in a multidisciplinary team, be flexible and responsive to the needs of colleagues and provide team leadership**  
**Evidence of ability to continuously improve patient and staff experience**  
**Ability to manage competing demands in a busy acute environment and cope and manage own emotions under stress**  
**Ability to empathise with patients and their families and to treat them with compassion and sensitivity**  
**Competent in the use of IT/computer systems** |
<table>
<thead>
<tr>
<th>Teaching</th>
<th>The candidate should have experience in teaching medical students and postgraduate doctors as well as other non-medical professionals.</th>
<th>QESP qualification</th>
</tr>
</thead>
</table>
| Knowledge | NHS Constitution  
Trust vision, values, strategic objectives and key work programmes  
Must be able to demonstrate knowledge of the professional code of conduct and guidance issued by the GMC and adhere to this. | |
| Leadership and Management | Evidence of previous active participation in leadership and management activities  
Understanding of NHS policy and delivery of national performance targets (including hospital acquired infections)  
Flexible, pragmatic and a problem solving approach.  
Ability to inspire and motivate others | Experience of managing budgets and staff  
Experience of change management  
Management qualification |
| Research | Experience of research, particularly in collaboration with other clinicians | Willingness to continue participation in research  
Ability to supervise postgraduate research  
Publication in peer reviewed journals |
| Attitude Behaviour and Values | Must be able to demonstrate honesty, reliability, trustworthiness and treat people who use the service and colleagues, with respect  
Must be able to demonstrate that you:  
Put patients first by  
| Offering to help  
Making everyone feel special  
Showing kindness and respect  
Apologising when things go wrong  
Take personal responsibility  
Smiling and being welcoming  
Having the courage to challenge  
Continuously learning and improving  
Performing your duties to the best of your abilities | |
<table>
<thead>
<tr>
<th>Have passion for excellence</th>
<th>• Have pride in our team</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Striving to be the best</td>
<td>• Celebrating our diversity</td>
</tr>
<tr>
<td>• Going the extra mile</td>
<td>• Looking after colleagues</td>
</tr>
<tr>
<td>• Being bold and ambitious</td>
<td>• Delivering what we promise</td>
</tr>
<tr>
<td>• Leading by example</td>
<td>• Praising our achievements</td>
</tr>
</tbody>
</table>

| Self motivated and confident |
| Leadership qualities         |
| Ability to travel between Trust sites |
| Ability to be flexible to meet the needs of the team, the service and the Trust. |
| Experience in developing effective and collaborative working relationships |