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| Grade | Consultant |
| Location | NHS Lanarkshire |
| Hours / PA’s | 10PAs per week (Less than full time will be considered) |
| Salary Scale | £107,144 - £142,369 per annum |
| Interview Date | 18/06/2025 |

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| Your Application | Thank you for expressing an interest in the above job within NHS Lanarkshire.  All applications for the job are made through https://apply.jobs.scot.nhs.uk/vacancies.aspx Guidance notes for the completion of the Medical & Dental Application Form are available on the advert. Please note CV’s will not be accepted.  Please follow the link below should you wish any further information on NHS Lanarkshire  Recruitment | NHS Lanarkshire (scot.nhs.uk)  NHS Lanarkshire are happy to consider requests for this publication to be in another accessible format ie large print, braille, etc.  Please contact us via either of the undernoted methods clearly stating which format is required:  **For any application queries, please contact**  **Nicole Hetherington, Senior HR Assistant on 01698 754350 or email medical.dentalconsultant@lanarkshire.scot.nhs.uk**  Should you require further information regarding this post you can contact the HR Medical & Dental team or make informal enquiries with the department using the contact details below: | | |
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| Additional Arrangements | Informal enquiries regarding this post will be welcomed by:- | | |
| Dr K Gray | Associate Medical Director | 01355585787 |
| Dr J Guse | Interim Clinical Lead, UH Wishaw | 01698 759981 |
| Dr J Guse | Clinical Lead, UH Monklands | 01698 759981 |
| Dr F. Lau | Clinical Lead, UH Hairmyres | 01355 585787 |
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| Date when the posts are Vacant | The post is vacant now. A start date will be agreed with the successful candidate. | | |
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| NHS Lanarkshire | For further information regarding NHS Lanarkshire and it’s hospitals, please visit our website:- www.medicaljobs.scot.nhs.uk | | |
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| We are an Equal Opportunities Employer and Disability Confident Employer. | | | |
| **Management Structure** | The supporting operational and clinical management structures are focused on enhancing patient safety, quality improvement and local delivery at hospital level, with visibility of clinical leadership and support for individual professional accountability. Our Medical Managers will provide professional leadership to medical staff, ensuring that they are effectively developed, organised, integrated and managed to support the strategic aims of each Division and meet the needs of the patient. | | |
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| The Post | The post is primarily based at one of the hospitals within NHS Lanarkshire depending on the successful candidate’s specialty interest and preference, with some sessions covering the other sites.  NHS Lanarkshire wishes in particular to expand its radiology workforce to support Respiratory services, but other specialty interests will be considered. Ideally, the candidate could independently complete Chest imaging, Barium and fluoroscopic exams, General radiology, image-guided biopsies, drains and present at Respiratory MDT. Preferably, you could also independently perform Soft tissue US.    NHSL Lanarkshire is a particularly busy Health Board due to its size, location and demographics. There is constant change and expansion in many clinical areas with adoption of a number of national clinical pathways within both Primary and Secondary Care. Clinical care has become more complex with an increasing reliance on imaging earlier and more frequently within many clinical pathways. Access to secondary care is also increasingly unscheduled with many patients presenting in poorer health and more comorbidities. This is reflected in the growing imaging requirements and complexity within most subspecialty areas. It also means both “elective” and “acute” radiology requires a wide breadth of clinical expertise.  NHS Lanarkshire has met this challenge by developing close team working where our complementary skills are brought together to enable the best possible imaging support for our clinical colleagues. We recognize the need to expand the Radiology service both for out-patients and in-patients as well as support multidisciplinary team meetings for an increasing number of clinical pathways.  **The three acute hospital sites within NHS Lanarkshire:**  All three sites work as a network offering various complementary specialties. Each has an Intensive Therapy Unit , Emergency Department, acute general medicine, surgery and stroke services.  **University Hospital Hairmyres UHH** provides the South-West Scotland Regional Vascular and Percutaneous Coronary Intervention services, treating patients from Lanarkshire and two neighboring Health Boards (Ayrshire & Arran, Dumfries & Galloway). UHH provides the in-patient capacity for acute vascular patients from Lanarkshire, Ayrshire and Dumfries. It is a busy district general hospital providing general medical (Cardiology, Stroke, Endocrine, Gastroenterology, Care of Elderly) and surgical specialties (Vascular, Colorectal, Upper GI, Biliary, Ophthalmology). It provides all complex Interventional Radiology procedures, outpatient Cardiac CT service for Lanarkshire and Endovascular services including FEVAR for South West Scotland Vascular network. Spyglass and advanced ERCP procedures are performed here by gastroenterologists.  **University Hospital Wishaw UHW** is a Regional trauma hub. All acute Trauma and Orthopaedics (T+O) are admitted here. It has the busiest Surgical admission in NHS Lanarkshire. UHW provides the in-patient capacity for Gynaecology, Obstetrics and Paediatrics for NHS Lanarkshire.  **University Hospital Monklands** is the main cancer care site in Lanarkshire. It has a satellite unit for the Regional Beatson cancer centre on site. It provides inpatient capacity for Infectious Diseases (regional isolation unit), Renal Medicine, Urology, Haematology, Transfusion, Maxillofacial Surgery and ENT.  **The Monklands Replacement Project team welcome approval of Wester Moffat as preferred site for new hospital**  The Monklands Replacement Project (MRP) team are delighted that Wester Moffat has been selected as the preferred site for the new, state-of-the-art University Hospital Monklands. This will be Scotland’s first digital hospital and through the use of available technologies, will enhance the patient journey and staff experience. The project team look forward to working with all stakeholders and will share our exciting plans in the coming months to ensure the public and our staff are fully aware of developments and can continue to provide input.  Exciting plans to replace University Hospital Monklands with a new landmark facility have taken a giant leap forward following Scottish Government approval of the outline business case.  The approval gives NHS Lanarkshire and the people of Lanarkshire an extra special reason to celebrate the NHS’s 75th Anniversary as they look to a future with a trailblazing fully-digital hospital.  The new hospital is a hugely significant capital project with massive benefits for healthcare, the economy and local community across Lanarkshire and West of Scotland.  Job Plans  The post is full-time, offered at 10 PAs. However, we would welcome applications from those who would wish to work less than full time. The precise details of the job plan will be dependent on the successful candidate’s subspecialty training and interests. If full-time, up to 2 EPA’s may be available to undertake additional outpatient and/or procedure sessions or management activity.  Flexible working is encouraged, with, for example, several radiologists choosing to undertake some reporting sessions in the evening. The presence of a single Lanarkshire-wide PACS/RIS also allows radiologists to undertake some reporting at a different site from their base hospital when required or preferred. A home reporting solution is currently being pursued with the anticipation that when this option is available it will be offered to all colleagues to suit the needs of the individual and service.  Regular cancer and non-cancer multi-disciplinary team meetings are held and involvement in at least one of these meetings is required. Multi-disciplinary audit is encouraged and supported.  All new substantive Consultants are offered a minimum of 2 SPA for a full time post (pro rata where post is offered less than 10 PA’s), subject to confirmation and approval of the final Job Plan. NHS Lanarkshire is supportive of applications from individuals with well-developed ideas for improving services who are able to demonstrate a commitment to quality improvement, patient safety (including human factors training), Medical Education and Research & Development. If individuals do not wish to undertake more than one SPA initially then this will be reviewed within 3 months (or earlier if required) of appointment.  The Board has a well-established, bespoke Medical Education and Training Centre with simulation facilities and is developing a faculty for Human Factors training. We have a strong commitment to Patient Safety and Quality Improvement with an increasing number of consultants who are trained Patient Safety Fellows.  Applicants who are able to demonstrate a commitment to any of the above areas and wishing to commence on more than 1 PA for SPA duties should discuss proposals with the identified Lead contact and Service Medical Manager (Associate Medical Director or Divisional Medical Director).  The Radiology Service  NHS Lanarkshire has three Radiology Departments - University Hospital Hairmyres , Wishaw and Monkland. While each is responsible for its own inpatient clinical care, sub-specialty expertise is shared across site, including patient transfers when required.  The three radiology departments collaborate to provide radiology services, with centralized out-patient booking for all imaging modalities. They are managed under the Associate Medical Director for Diagnostics. Each hospital has a Site Clinical Lead for Radiology. The NHSL Diagnostic Services Manager is Mrs Elaine Connelly who works closely with the Deputy Diagnostic Services Manager, Mrs Lesley Sharp. The deputy Radiology Service Manager at Hairmyres is Mrs Lisa Turki, Wishaw is Mrs Sara Riddell, Monklands is Mrs Claire Robertson.  Each department is accredited by The Royal College of Radiologists for professional training and are affiliated to the West of Scotland Radiology Training Scheme. This training scheme has been awarded a commendation for innovation in training recently by NHS Education for Scotland (NES). We host specialty trainees in Diagnostic Radiology of varying seniority from the West of Scotland training scheme.  The radiology departments are formally associated with Glasgow Caledonian University for the practical training of B.Sc. Radiography students.  Microsoft TEAMS has been successfully integrated into all MDTs and also widely used for other clinical and management meetings. An onsite radiology department video-conferencing seminar room is available. IMAGING FACILITIES The departments provide a wide range of imaging modalities. We have fully digital diagnostic radiography, fluoroscopy and mammography. There is an MRI scanner, 5 ultrasound rooms and 2 CT scanners in each hospital.  The Wishaw MRI scanner was replaced in July 2023 with a Siemens 1.5T Sola system. Bone densitometry is performed at University Hospital Wishaw.  Hairmyres has a Philips Azurion IR theatre and a Philips Azurion FlexArm in the Hybrid theatre next door, with a joint control room installed in 2022. The fluoro room has a Siemens Artis Zee with PURE unit installed in December 2024. NHS Lanarkshire outpatient Cardiac CT angiograms are performed here on a Philips Ingenuity scanner. Cone Beam CT at University Hospital Hairmyres.  Monklands’ fluoro room has a Siemens Artis Zee with PURE unit installed in February 2024. A Canon CT scanner was installed in 2023. Nuclear Medicine imaging is at University Hospital Monklands where there is a GE double headed gamma camera with full SPECT capability  PACS  Reporting is done using VUE PACS which integrates with the Scotland wide PACS. Tender for a new RIS is ongoing, with planned installation in 2025. SECTRA PACS is due to replace the current Carestream PACS in 2026, as part of the National Scottish PACS network. OFFICE ACCOMMODATION Office accommodation is provided for each Consultant Radiologist either in a single or shared office. Each consultant has access to:   * a lap top with RIS, email and Internet access * a PACS Diagnostic Workstation with embedded voice recognition software. Current RIS is due to be replaced imminently. |
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| General Provisions | You will report to the local Site Lead Clinician with whom you will agree your job plan. |
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| Health and Safety | You are required to comply with NHS Lanarkshire Health and Safety Policies. |
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| Resident Medical Staff and others | The departments are accredited by The Royal College of Radiologists for professional training. They are in the West of Scotland Radiology Training Scheme to train specialty trainees in Diagnostic and Interventional Radiology of varying seniority.  The West of Scotland Radiology Training scheme was awarded a commendation for Innovation in Training at the recent NES Awards  Each department regularly receives very positive feedback with respect to the training offered. Each site offers a variety of sub-specialty training blocks and your involvement would be encouraged. If agreed with the radiology lead, you may be the named Clinical Supervisor or Educational Supervisor for Radiology specialty trainees, including for advice and counseling.  You will share responsibility for training and supervising various groups including medical, nursing, radiography students, Resident Medical staff, Radiology taster weeks as part of your SPA. |

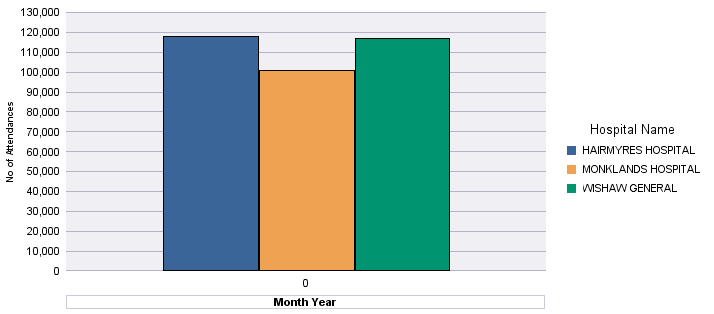
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| **Department Consultant Radiologist Staffing** | | | | |
|  | **Consultants**  **Wishaw** | **Consultants**  **Hairmyres (Most also work at other sites in NHSL)** | | **Consultants**  **Monklands** |
| Dr J Guse  Interim Clinical Lead | Dr F Lau (Also at UHM)  Clinical Lead | | Dr J Guse  Clinical Lead |
|  |  | |  |
| Dr M Mohan | Dr J Ballantyne (Also at UHM) | | Dr K Nwafor |
| Dr A Shenoy | Dr K Gray (AMD for Access) | | Dr S Khan |
| Dr J Addison | Dr N Mathias (Also at UHM) | | Dr A Paddon |
| Dr D Steele | Prof C Chew | | Dr E Owens |
| Dr C Cadman | Dr A Kamalasanan (Also at UHW) | | Dr L Smart |
| Dr L Hinksman | Dr M C Chin | | Dr U Nachtrab |
| Dr F Harries | Dr R Munir | | Dr P Garnett |
| Dr A Kovacs | Dr M Ismail | | Dr A McGhee |
| Dr J Angus | Dr S Hasan (Also at UHM) | | Dr M Ahmad |
| Dr S Babar | Dr G Sundar (Also at UHM) | | Dr K Mitchell |
| Dr K Chang | Dr D Fraser (Also at UHM) | | Dr A Vohra |
| Dr G Magro | Dr B Hamilton | | Dr R Rueben |
|  | Dr C Primrose (Starts in 2026) | | Dr J Dreisbach |
|  | Dr A Forrester (Locum) | | Dr S Patek |
|  | Dr M Strauss (Locum) (Also at UHW) | | Dr M Rymazewska (Locum) |
|  | Dr S Sethumadhavan (Locum) (Also at UHW) | |  |
|  | Dr I Cameron  (Visiting part-time IR) | |  |
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| Radiology Specialist Trainees on rotation from the West of Scotland Training Scheme. | | 1-5 per site | |
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| **Secretarial Support:** | | | |
| WTE Secretaries | | 2 WTE per site | |

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| **DUTIES AND RESPONSIBILITIES** | |
| Main Duties | The main duties and responsibilities of the posts include:   * Provisions of a general radiology service dependent on the needs of the hospital and primary care division. * Provision of cover for colleagues during annual, study or short-term sickness leave (currently 2 weeks). * Participation in the supervision, training and management of resident medical staff. * Management responsibility where appropriate as agreed with the site clinical director. * Participation in staff appraisal process. * Participation in internal or external quality assurance programmes. * Participation in clinical audit. * Participation in undergraduate and postgraduate teaching programmes, SPA allocation is provided for this. * Compliance with Royal College of Radiologists’ recommendations on continuing Medical Education. * Work on behalf of NHSL or services provided by other agencies, e.g. Scottish Prison Service.   ***Radiology*** is a consultant-based service. Some functions have been delegated to other staff but the overall responsibility for all services remains with the consultants. The managerial head of each department is a consultant radiologist who has responsibility for the operational management of the department and its services.  Clinical duties are rostered to balance the specialty interests of individual consultants and the needs of the service. This may require working across sites within Lanarkshire to deliver clinical care for a subspecialty interest. This activity may be carried out remotely or in person depending on the nature of the activity, the needs of the service and preferences of the individual.  A Rota details the day-to-day responsibilities of consultants. This will be as stable as possible and provides the basis for individual consultant job plans but is sufficiently flexible to support the needs of the department and maintain a safe service in NHS Lanarkshire as a whole.  Out of necessity it is altered to prospectively cover the absence of colleagues from displaced rest period post on call, annual leave, study leave, short periods of medical or other unplanned leave (currently 2 weeks).  The ‘core’ Rota will include all direct clinical care and supporting professional activities of the consultant staff. Individual weekly rotas will also include any extra-programmed activities as contracted separately.  Consultants will be available within the radiology department during most of the programmed activities that involve direct clinical care. Home working is being implemented and once established will be offered to consultant radiologists who wishes to do this as part of their job plan. There is some flexibility with respect to the location for supporting professional activities (SPA) with this being governed by the nature of the activity. This will be agreed between the individual and their Clinical Lead.  ***Working Hours -*** The routine working hours of the departments are Monday - Friday, 9am – 5pm, when a comprehensive in and out patient service is provided. Some radiologists choose, with the agreement of their site clinical lead to undertake some of their reporting sessions in the evening, rather than during the normal working day.  In addition, all Lanarkshire acute hospitals provide a 7-day radiology service. At weekends and on public holidays, the designated OOH radiologist prioritises acute work and when possible, less urgent in-patient and A&E activities within individual consultant’s competencies (e.g. plain x-rays, ultrasound and CT) during 0800-1800 hours. This allows urgent requests to be kept up to date and improves patient flow through A&E and in-patient wards. The OOH service is under constant review to best serve the current needs of the service.  Daytime weekend working whilst on-call is compensated by means of displaced time off the following week. This arrangement has proved successful in providing 7-day access to Radiology for the hospitals while maintaining radiologists’ wellbeing. This is in addition to the statutory leave entitlement.  ***Out-of-Hours (OOH) Rota*** –  The overnight OOH diagnostic radiology service is outsourced (currently Night Hawk – Medica). A local Consultant Radiologist covers as a second on call for major incidents or during IT connection failure to the outsourcing company. Weekend daytime OOH diagnostic radiology service is covered by Consultants on the OOH rota, with displaced time off given. There is additional on-call availability supplement, determined according to OOH Rota frequency. |

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| Work Programme | As required under Section 3 of the Terms and Conditions of Service, the duties and responsibilities are supported by a job plan and work programme detailed as follows:  **Job Planning/Programmed Activities**  The job plan will be dependent on the successful candidate’s subspecialty training and interests. 2 SPA will be included in the job plan for a full time post but please refer to the guidance above under the general description of the post.  On taking up post a Job Plan will be agreed between the person appointed and the Clinical Director/Associate Medical Director. This job plan is subject to review at least once a year by the post holder and the Clinical Director/Clinical Lead as noted in the terms and conditions. The procedures set out in the ‘Terms & Conditions of Service’ must be followed if it is not possible to agree a job plan, either initially or at an annual review.  The timetable is indicative and subject to negotiation with the Clinical Director / Associate Medical Director. The core 10 PA working week will be based on 9 PA’s of Direct Clinical Care (DCC) duties and 1 PA of SPA time or 8 PA’s of Direct Clinical Care (DCC) duties and 2 PA of SPA for a full-time post-holder subject to final Job Plan confirmation approval from the Clinical Director/Associate Medical Director.  An indicative weekly timetable for Consultant with a 10PA (9 DCC + 1 SPA) contract is provided beneath. | | | |
| Fixed Commitments | **Days** | **Hours** | **Type of Work** | **Location** |
| Monday | AM | In-patient CT/MRI | Hairmyres |
|  | PM | MDT Prep / US | Hairmyres |
| Tuesday | AM | SPA | Lanarkshire |
|  | PM | Respiratory MDT / Specialist interest | Lanarkshire |
| Wednesday | AM | Duty Interventional Radiology | Hairmyres |
|  | PM | Duty Diagnostic | Hairmyres |
| Thursday | AM | Fluoroscopy | Hairmyres |
|  | PM | Outpatient CT/MRI / Plain xrays | Hairmyres |
| Friday | AM | Outpatient CT/MRI / Plain xrays | Wishaw |
|  | PM | General reporting / Duty diagnostic | Wishaw |
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| In addition, other activities not occurring at fixed times. | * MDT preparation * Discussing management/investigation of patients with colleagues in primary and secondary care services. * Vetting electronic referrals (daily). | | | |
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| Audit and research | The successful candidate will be expected to participate in audit processes and there is an active clinical audit department available to assist. NHS Lanarkshire is ambitious to build a portfolio of research projects backed by enthusiastic and dynamic individuals. It has an active Research and Development department and would welcome discussion regarding a potential research interest. | | | |
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| Continuing Professional Development | Study leave is available within the terms and conditions of service with the approval of the Site Radiology Lead. The appointee will be required to fulfill such demands for continuing professional development as the Royal College of Radiologists (or other relevant bodies) may decide. | | | |
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| Honorary Academic Status | The University of Glasgow enjoys close links with NHS Lanarkshire, and our medical students benefit greatly from the excellent educational opportunities provided by the board in both primary and secondary care. Those who are or who will be involved in teaching our students, or in any other activity which involves a contribution to teaching, research or scholarship within the University are eligible for honorary status at the University of Glasgow.  Applications can be made via the Hospital Sub-dean and then to the appropriate academic department within the University. | | | |
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| Lanarkshire and Surrounding area | Lanarkshire is a large county of more than 650 000 people located in the west of Scotland, to the east, south and south-west of Glasgow. It includes industrial and post-industrial areas as well as picturesque rural areas and countryside. Housing is comparatively inexpensive. New build and older housing is readily available. There are excellent recreational, leisure and sporting facilities within Lanarkshire. Its proximity to Glasgow, Scotland’s largest city, allows easy access to a wide variety of cultural and leisure activities including theatres, concert halls, restaurants, museums. World-class facilities were installed for the 2014 Commonwealth Games (including the Chris Hoy Velodrome, Emirates Arena, kayaking centre and mountain-biking courses). Some of these will again be venues for the forthcoming Commonwealth games in Glasgow 2026. Excellent schools, both State and fee-paying public schools, are available in Lanarkshire and Glasgow. There are also world renowned higher-education institutions in the West of Scotland, including Glasgow University which has an award winning Medical and Dental School.  The beautiful Clyde Valley in Lanarkshire, the attractive beaches and islands off Ayrshire and the mountains in Trossachs National Park are within easy reach. Edinburgh and Stirling are within an hour away by car. Skiing (weather permitting) is only a few hour’s drive away. Three international airports namely Glasgow, Prestwick and Edinburgh Airports are easily reached. There are good rail connections to the rest of Scotland and to England.  Lanarkshire is a diverse county with areas of affluence and also high socioeconomic deprivation. As a consequence, there are comparatively high rates of poor-health. Many conditions are managed via West of Scotland Clinical networks working alongside colleagues from Glasgow and other neighboring health boards. | | | |
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| Working within Radiology in Lanarkshire | This Consultant post will be based at University Hospital Hairmyres. The successful applicant will work closely with their local and Lanarkshire-wide radiology colleagues. This allows each colleague to be part of a smaller local team while accessing a large variety of regional cases to develop their subspecialty interest. Though site based, each colleague is appointed as an NHS Lanarkshire Consultant and cross-site working is integral to our role to deliver subspecialty expertise across the health board and regional network.  As a result, a position in Lanarkshire allows an interesting and challenging clinical practice with ample opportunity to develop one’s professional interests. Close working relationships within and between departments allows us to support each other and when developing a subspecialty interest, colleagues are available to support this. Study leave is readily available and reasonable expenses paid.  The relatively small local hospital site encourages close working relationships across specialties through day-to-day work and also when you join multidisciplinary clinical teams.  In conclusion a position within any one of the three University Hospital sites in Lanarkshire will be a particularly rewarding one, allowing you to develop professionally as well as the opportunity to make a genuine difference to the care of our patients. | | | |

**Illustrative Workload figures from 2022**

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|  | **HAIRMYRES HOSPITAL** | | **MONKLANDS HOSPITAL** | | **WISHAW GENERAL** | | **Total Attend** | **Total Exams** |
|  | **Att** | **Exam** | **Att** | **Exam** | **Att** | **Exam** |
| **Arthro** | 11 | 11 |  |  |  |  | **11** | **11** |
| **Cardiac** | 3060 | 6394 |  |  |  |  | **3060** | **6394** |
| **CT** | 19156 | 30846 | 12319 | 19629 | 23159 | 37936 | **54634** | **88411** |
| **DENTAL** | 795 | 863 | 1424 | 1455 | 545 | 580 | **2764** | **2898** |
| **DEXA** |  |  |  |  | 2315 | 2413 | **2315** | **2413** |
| **Fluoro** | 466 | 477 | 834 | 839 | 235 | 236 | **1535** | **1552** |
| **General** | 62920 | 74206 | 59900 | 69034 | 64168 | 77937 | **186988** | **221177** |
| **Inter** | 1038 | 1209 | 931 | 978 | 4 | 5 | **1973** | **2192** |
| **Mammo** | 2931 | 5248 | 1350 | 2299 | 2615 | 4270 | **6896** | **11817** |
| **Mobiles** | 3642 | 3656 | 3537 | 3575 | 4891 | 5317 | **12070** | **12548** |
| **MR** | 4906 | 5452 | 3959 | 4455 | 2953 | 3474 | **11818** | **13381** |
| **NM** |  |  | 1332 | 1332 |  |  | **1332** | **1332** |
| **Theatre** | 643 | 655 | 565 | 575 | 2210 | 2245 | **3418** | **3475** |
| **US** | 18548 | 22398 | 14811 | 17424 | 13594 | 17201 | **46953** | **57023** |
| **Total** | **118116** | **151415** | **100962** | **121595** | **116689** | **151614** | **335767** | **424624** |



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| **PERSON PROFILE** | | |
| **Demonstrated on Application** | | |
| Attributes | **Essential** | **Useful** |
| Qualifications | MBChB or equivalent.  FRCR (or equivalent)  Current full registration with GMC with a licence to practice.  Inclusion on GMC’s Specialist Register or within 6 months of CCT at interview. CESR route doctors must be awarded CESR at time of interview. | Higher Degree or other Diploma.  Postgraduate exam (or equivalent).  Further educational certificates, diploma etc  Other e.g. ALS Provider. |
| Training | In possession of CCT/awarded CESR at the time of interview or be within 6 months of CCT.  In keeping with completion of Specialist Training or equivalent. | Training at ST/SPR level in communication, teaching or management.  Experience within UK training establishments  Human Factors Training. |
| Experience | Recent and relevant clinical experience and competency in Radiology with wide general experience.  Recent and relevant experience and personal qualities to work in a busy unit dealing with the high turnover of planned and unscheduled admissions.  Ability to supervise the clinical work of doctors in training and relevant staff in other disciplines.  Confident with indirect supervision of varying grades of doctors in training.  Experience of Independently reporting Chest imaging, Presenting at Respiratory MDT and performing Non-Vascular Interventional Radiology are essential. | Well developed subspecialty interest.  Administrative / Management experience.  Previous experience in developing / improving NHS Services or equivalent. |
| Audit/Research | Understanding of the principles of medical audit.  Evidence of contribution to audit at least at local level.  Awareness of principles of research with an ability to critically analyse medical literature. | Experience and interest in audit of radiology practice and experience of design of audit.  Research within Radiology or other clinical specialty.  Involved in design of research relevant to Radiology. |
| Publications | Presentations relevant to the practice of Radiology. | Previous publications relevant to the practice of Radiology.  Presentations at national meetings relevant to the practice of Radiology. |
| Teaching | Previous involvement in the delivery of undergraduate or postgraduate teaching.    Experience of providing supervision and or mentorship | Interest in and commitment to teaching and training.  Experience of providing problem-based teaching.  Experience of organising teaching programmes.  Formal training in educational/clinical supervision. |
| Knowledge and  Skills | Broad based knowledge and skills in general radiology and sub-specialty knowledge in Respiratory Radiology | Further educational certificates, diploma’s, etc |
| Managerial |  | Involvement in service re-design.  Involvement in project delivery.  Involvement in NHS-related meetings. |
| **PERSON PROFILE** | | |
| **Demonstrated at Interview** | | |
| Attributes | **Essential** | **Useful** |
| Knowledge and  Skills |  | Good IT Skills |
| Disposition | Committed to Quality Patient Care.  Able to be understanding of and sensitive to the needs of patients.  Excellent communication skills (verbal and written)  Ability to work under pressure.  Ability to work effectively in a multidisciplinary team.  Having insight and aware of personal limitations. Seeks and values the opinion of others.  Responsive to change and innovation, promoting a culture for organisational development.  A flexible approach to duties, which satisfies the needs of the Service in a changing environment.  Ability to demonstrate reflective practice with evidence of regular appraisal with clear Personal Development Plan relating to Continuing Professional and Personal Development.  Good time management and organisation.  Demonstrates commitment and enthusiasm to service delivery. | Problem solver/diplomat/counsellor.  A natural leader. |
| Managerial | Knowledge of service provision at a local level.  Awareness of the principles and core practices involved in service management, project management and effective meetings. |  |
| Leadership | Awareness of the principles of team leadership and effective people management.  Commitment to the Values of NHS Lanarkshire:- Fairness, Respect, Quality, Working Together. | Evidence of role as leader within groups. |
| Other | Fluent in medical English and evidence of ability to communicate effectively in stressful situations. | Preference to work in a District General Hospital as a general radiologist while helping to deliver a subspecialist Respiratory Radiology service. |

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| **PERSON PROFILE** | | | | |
| **Demonstrated at Pre-Employment Check** | | | | |
| Attributes | **Essential** | | | **Useful** |
| Other | Satisfactory medical clearance by NHS Lanarkshire Occupational Health Service.  Satisfactory PVG Check.  Current full driving licence and access to a vehicle (an immediate return to site or travel between sites is required) | | |  |
| If there is any reason why a disabled person should not be considered suitable for this post, please provide details: | | | **The post requires physical dexterity. Uncorrected visual or hearing defect would be incompatible with the nature of the work**. | |
|  | | Prepared By:- | | Approved By:- |
| Name | | Dr F Lau  Dr J Guse | | Dr K Gray |
| Designation | | Clinical Leads for Radiology at University Hospital Hairmyres, University Hospital Wishaw & University Hospital Monklands | | Associate Medical Director – Diagnostic services NHS Lanarkshire |
| Date | | 1 May 2025 | | 1 May 2025 |

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| **TERMS AND CONDITIONS**   1. This appointment is offered on the Terms and Conditions of the Consultant Contract.   Additional NHS Lanarkshire Policies which support the Contract are listed below and are available on request:   * Non-Direct Clinical Care Activities * Fee-Paying Work in the New Consultant Contract * On-Call Availability and Payment of Supplement * Generic Objectives * Resident On-Call Duties * Waiting List/Additional Sessions * Job Plan Review  1. This appointment is superannuable under the NHS Superannuation Scheme. New eligible entrants to NHS Lanarkshire who are not already in a pension scheme will normally be enrolled automatically into membership of the NHS Pension Scheme.   Our pension scheme is provided by Scottish Public Pensions Agency, and all benefits are explained on the SPPA website (http://www.sppa.gov.uk/). Here you can also access an annual statement showing how much service has built up in your pension. If you wish to opt out or have previous NHS Service, you should refer to the SPPA website for further information about any implications for your pension benefits.  Superannuable pay will include basic salary (up to 10 programmed activities, but not any extra programmed activities above this level), on-call availability supplements, discretionary points, distinction awards, and any other pay or allowances agreed by the Scottish Government, to be superannuable. Superannuable pay will be subject to HMRC legislation.   1. The employment is subject to 3 months’ notice on either side subject always to the appeal and other provisions of paragraphs 10.4 & 10.5 of the Terms and Conditions of Service of Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service Consultant Grade. 2. The successful candidate must be contactable throughout any on-call period. NHS Lanarkshire will provide the facility for this. 3. The successful candidate, if not already employed by the NHS Lanarkshire, will be required to complete a medical questionnaire to obtain medical clearance from the Occupational Health Physician. 4. The successful candidate will be required to complete a Disclosure Scotland PVG (Protecting Vulnerable Groups Scheme) form. An e mail link will be sent to the successful candidate for completion. No approach will be made without written permission of the successful applicant who will be asked to sign and complete a disclosure PVG application, giving authorisation for the check to be undertaken. If you are a non EEA National and are currently based out with the UK a Country of Origin check/criminal records certificate will also be required from each country in which you have resided continuously or cumulatively for 12 months or more in the last 10 years. 5. NHS Lanarkshire does not negotiate salary placements. On commencement the salary will be in line with paragraph 5.1 of the terms and conditions of the new consultant contract. Appointees start on the scale minimum except in the circumstances of paragraphs 5.1.2 – 5.1.7 of the terms and conditions of service. 6. From 1st April 2024 the starting salary for the post is £107,144 per annum (based on 10 Programmed Activities per week). The successful candidate’s total salary will be dependent on his/her previous service history. Remuneration for any extra programmed activities will be dependent upon the job plan agreed at the time of appointment. 7. Dependent upon present place of residence, NHS Lanarkshire may require the successful candidate to undertake to move home to a distance acceptable to NHS Lanarkshire, normally within 10 miles of the base Hospital, in which case removal expenses will be payable in accordance with NHS Lanarkshire Policy. In some cases, however, a residence more than 10 miles distant from the base hospital will be acceptable and in this case removal expenses will be subject to the prior approval of the Associate Medical Director for such a residence. The position will be made clear to the successful candidate on application. |

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