



NHS HIGHLAND JOB PACK

CONSULTANT RADIOLOGIST LORN & ISLANDS HOSPITAL, OBAN



APPOINTMENT OF CONSULTANT RADIOLOGIST LORN & ISLANDS

INFORMATION PACK

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Section 1 – Welcome

Introduction

Thank you for your interest in joining NHS Highland. This information package contains details relating to the local area, this post and the Terms and Conditions of Service.

NHS Highland is committed to becoming a learning organisation, recognising that staff require access to opportunities to learn, maintain and develop skills and knowledge, and we recognise the importance of valuing and supporting our staff throughout their time here.

We offer:

- Policies to help balance commitments at work and home and flexible family friendly working arrangements
- Excellent training and development opportunities.
- On-site library service
- Access to NHS staff benefits/staff discounts
- Cycle to Work Scheme
- Excellent student support
- Access to NHS Pension scheme

NHS Scotland is committed to encouraging equality and diversity among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative and for each employee to feel respected and able to give their best. To this end, NHS Scotland welcomes applications from all sections of society.

Recruitment Process

Applicants are expected to make contact with the department before applying and we would **strongly** encourage those that are shortlisted to ensure they have spoken to the informal contacts and other relevant senior colleagues. You can ask for a Teams meeting to be set up through the department contact.

Contacts:

Dr Emma Beveridge, Consultant Radiologist, Lorn & Islands Hospital. emma.beveridge@nhs.scot

How to Apply

- Applicants should complete an Application Form on the NHS Scotland National Recruitment portal. <https://apply.jobs.scot.nhs.uk/>. Please note we do not accept CVs.
- All candidates and employees are afforded equal opportunities in the recruitment and selection process and in employment irrespective of their age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.
- Your personal information will not be sent with the application for shortlisting. The application form will be identified by the candidate number only to ensure that no applicant will be unfairly discriminated against.
- NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003. As part of any offer of employment in regulated work candidates will be subject to Protection of Vulnerable Groups Scheme membership.

Job reference: 245316

Closing date: Midnight Sunday 31st May 2026

For further information on NHS Highland, please visit our website on www.nhshighland.scot.nhs.uk

PLEASE NOTE - You should apply for this post by completing the application process on Job Train. We suggest you use Internet Browser "Google Chrome" or "Microsoft Edge"

DO NOT upload a CV as this will not be used for short listing purposes.

Once you have submitted your application form you will be unable to make any amendments.

For help to complete an application on Job Train please click [here](#).

Please contact nhshighland.recruitment@nhs.scot for any queries regarding submitting your application to the NHS Scotland National Recruitment website.

Section 2 – Advert

**NHS HIGHLAND
LORN & ISLANDS HOSPITAL, OBAN
CONSULTANT DIAGNOSTIC RADIOLOGISTS
WHOLE TIME (10 Programmed Activities) OR PART TIME
£111,430 - £148,064 per annum pro rata**

Are you looking for a refreshing change in your career? We have a Consultant Radiologist post available at Lorn and Islands Hospital in Oban on the west coast of Scotland, where there is an excellent opportunity to personally make a difference to local health care in a small but busy Rural General Hospital, which has a well-equipped Radiology department.

The successful applicant will have excellent radiology skills and a wide experience of general radiology and must be comfortable working independently. A sub-specialty interest may be accommodated; expertise in basic biopsy and drainage procedures would be advantageous but not essential. There is no out of hours commitment - CT reporting is outsourced from 5pm weekdays and all weekend. Skill mix within the department has been embraced, and advanced CT eg Coronary arteriography and CT colonography are performed by experienced radiographers. Our two sonographers provide a comprehensive ultrasound service to Oban and the surrounding area, and we have a Reporting radiographer in the department.

Lorn & Islands Hospital in Oban is the main hospital within the Argyll & Bute area with 46 beds and sits within the wider Health Board area of NHS Highland, with links to the larger Raigmore Hospital in Inverness. Due to historical and geographical factors, clinical links with specialist units are largely in Glasgow, to which most tertiary referrals are made. The Radiology Department in Lorn & Islands provides support remotely to seven community radiography sites from Dunoon to the island of Islay.

You will encounter a wide range of clinical conditions. Consultant Physicians, Surgeons, Anaesthetists and Rural Emergency Practitioners provide 24/7 cover, and you will be directly involved in discussions regarding patient management with them in addition to our full complement of resident staff.

An added bonus is working in one of the most beautiful areas of the UK - a centre for holidays and outdoor pursuits of all kinds, and only 2 hours from Glasgow International Airport.

This post is offered on the basis of 10 Programmed Activities per week (8 DCC and 2 SPA). There is no out-of-hours or weekend commitment. Those wishing to work less than part time are welcome to apply; working practices can be flexible - we are open to exploring different ways of working.

We understand the constraints you can face when moving jobs, which is why we offer a substantial Relocation Package for new permanent members of the team.

We would strongly encourage applicants to get in touch with contacts if shortlisted.

For further information/informal enquiries please contact:

Dr Emma Beveridge, Consultant Radiologist and Clinical Lead for Lorn & Islands Hospital
emma.beveridge@nhs.scot

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Closing date: Midnight Sunday 31st May 2026

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Section 3 – Job Information

We are a small but busy department - approximately 29,000 patient examinations are performed per annum across Argyll and Bute.

Staffing:

Consultant Radiologists: Dr Emma Beveridge and vacant post

Lead Radiographer: Karran Speakman

RIS/PACS manager: William Ramsay

Radiographers: 8 WTE, including 2 sonographers and 1 reporting radiographer

HCA: 1

Clerical: 3 staff

Equipment:

- CT: Siemens Go Top installed 2019 (CT fluoroscopy included)
- Ultrasound: Philips 2025 and Siemens Acuson Freestyle
- General radiography room.
- Fluoroscopy: Canon Ultimax

Summary of duties/responsibilities:

Clinical:

You will be expected to share the CT and plain film reporting. The range of CTs expected in a DGH are performed locally and there is the option of reporting CT colonography/coronary angiography for those trained in these areas. The successful applicant would also be expected to take a share of the Duty Radiologist cover, which is an important part of the role and entails liaising with junior and senior medical staff, ANP/ENPs and Allied Health Professionals within the hospital, with whom we have close working relationships. An Ultrasound list can be provided if desired. The ability to perform biopsies and drainages would be welcome, but not essential.

We also provide clinical support (remotely) to Radiographers and General Practitioners throughout the hospital's catchment area of Argyll & Bute including the Community Hospitals at Dunoon, Rothesay, Campbeltown, Lochgilphead, Islay and Mull. Remote support from Raigmore and tertiary centres (Glasgow) as required.

Our wider responsibilities include regular teaching of 4th year medical students from Dundee University, plus trainees in medicine, surgery and general practice. Recently a link with the West of Scotland Radiology Training Scheme has been established with two ST4s having successful placements here – we would hope to continue this. There is also scope to be involved in organising postgraduate teaching, departmental/hospital and locality management, and supporting Nurse Practitioners and other Professions Allied to Medicine with extended clinical responsibilities. The ability to work both independently and cohesively with the wider Radiology team is essential, as is a flexible approach.

Lorn & Islands Hospital is located on the southern outskirts of Oban and forms a hub for both acute and community services within the area. The population served is approximately 40,000 but this number can treble in the holiday season. Purpose-built in 1995 to provide facilities previously delivered by a number of small hospitals throughout the district, the hospital houses the full range of facilities expected in a Rural General Hospital.

The hospital has a 24-hour Accident & Emergency Department and 3 wards, with a Consultant establishment of 4 Physicians, 3 Surgeons, 2 Radiologists, and 3 Anaesthetists. Our busy Outpatient Department also accommodates visiting consultants in specialties based in NHS Greater Glasgow & Clyde including Oncology, Respiratory Medicine, Gynaecology, Haematology, Ophthalmology, Orthopaedics, ENT & Maxillo-facial Surgery.

This is an area of outstanding natural beauty and wildlife. As a port, Oban is the gateway to the isles with ferry links to the islands of Mull, Iona, Coll, Tiree, Colonsay and Lismore. There is plenty of opportunity for leisure pursuits locally including sailing, kayaking, walking, climbing, cycling and fishing.

Oban provides the advantage of a high quality of life in a rural setting while the cities of Inverness, Glasgow, Stirling and Perth are all within 2 ½ hours travel time by road. There are also good train/bus services to these cities.



Applicants are encouraged to visit the hospital and meet the staff. Informal enquiries are welcome and may be made to Dr Emma Beveridge, Consultant Radiologist, emma.beveridge@nhs.scot.



ELIGIBILITY SUBSTANTIVE NHS CONSULTANT

Appointment to a substantive consultant post in the UK National Health Service requires the applicant to be listed on the General Medical Council (GMC) Specialist Register.

Doctors with a Certificate of Completion of Training (CCT) or a Certificate of Eligibility for Specialist Registration via the Combine Programme (CESR)(CP) who have completed an approved training programme in the UK and are eligible for entry onto the Specialist Register. Applicants can be short-listed if they are within six months of obtaining a CCT, CESR (CP) and must have written evidence of the confirmed date.

You may be eligible for direct entry onto the Specialist Register if you are a national of an EEA country (or Switzerland) and you have a specialist medical qualification that is acceptable for mutual recognition.

Section 4 – Job Plan

Example Job Plan

The job plan will be tailored to meet the interests and expertise of any successful candidate and the needs of the service. This will be based on 8 sessions of DCC and 2 SPA or part time equivalent. A contribution to the general workload of the department is essential. An indicative jobs plan is provided below but interested candidates are encouraged to contact the department to discuss potential job plans.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	CT/Duty Radiologist	General reporting/Duty Radiologist	Duty Radiologist	Ultrasound	CT
PM	SPA	CT	General reporting	SPA	General / other interest reporting

Section 5 – Person Specification

Essential Criteria - these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short-listing stage.

Desirable Criteria - these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Requirement	Essential	Desirable
1. Qualifications	<p>Full GMC Registration with a licence to practise.</p> <p>On the Specialist Register with a CCT or CESR in Radiology, or within six months of the anticipated award of a CCT or CESR (CP) at the time of interview for the post.</p>	<p>Other postgraduate qualification e.g. MRCP</p> <p>Valid UK driving licence</p>
2. GMC/Specialist Registration	As above	
3. Clinical Experience	<p>Wide experience of General Radiology. Evidence of training and experience in any stated Sub specialist interest (usually at least 6 months during training or current practice as a Consultant). Comfortable working independently as well as part of the wider department team.</p>	<p>Possession of a sub-speciality interest, or the desire to develop an interest complementary to the department.</p>
4. Teaching & Training	<p>A willingness to support and participate in the training and supervision of doctors in training and students at Undergraduate level.</p>	<p>A willingness to support and develop educational activities at Undergraduate and Postgraduate level.</p>
5. Research & Audit Experience	<p>Evidence of involvement in Audit/Quality Improvement</p>	

	and willingness to undertake and support these within the department.	
6. Staff Management	<p>The appointee must be committed to helping the Radiology Department provide high quality care to the people of the Highlands based on their commitment to clinical excellence.</p> <p>An understanding of management issues within the NHS.</p>	The candidate should participate in the evaluation of the performance of the department as a whole and have a self-critical approach to their own clinical practice.
7. Team Working & Interpersonal Skills	<p>A team player who is comfortable in a multi-disciplinary setting and is likely to function well with the current team within Radiology, and across other specialities.</p> <p>Excellent command of verbal and written English.</p> <p>Excellent interpersonal and communication skills</p> <p>Flexible approach to work and adaptable to new ways of working.</p>	

Section 6 – Terms and Conditions

This appointment is offered on the terms and conditions of service of the Consultant Contract in accordance with the Hospital Medical & Dental Staff (Scotland) and current General Whitley Council. Further information can be found here: <http://www.msg.scot.nhs.uk/pay/medical>

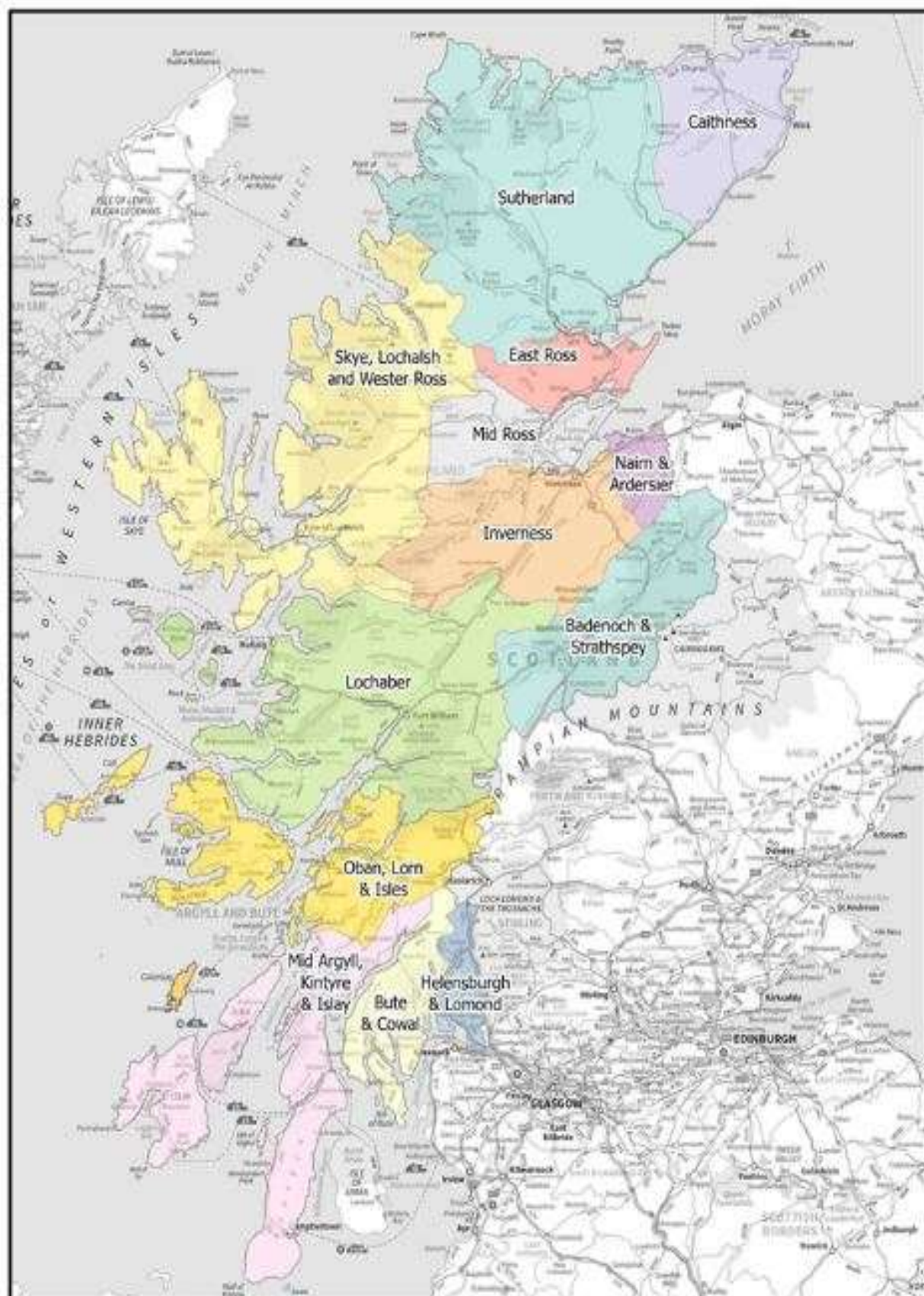
Job Title	Consultant Radiologist, Lorn and Islands / Oban
Type of Contract	Full Time Permanent
Location	Lorn and Islands Hospital
Salary	<p>£111,430 - £148,064 per annum pro rata</p> <p>Placing on the salary scale will be on the minimum point unless the successful applicant has previous experience in a NHS Consultant post or previous non-NHS experience equivalent to that gained in an NHS Consultant post.</p> <p>Your salary will be credited monthly, in arrears, at 1/12th of the annual rate to an account at a bank/building society of your choice on the 27th of each month.</p>
Arrangement of Duties	See separate Job Plan.
Medical Negligence	<p>NHS Highland takes responsibility for expenses and damages arising from medical negligence where they, as the employer, are vicariously liable for the acts and omissions of their medical and dental staff. However, the appointee is strongly advised to maintain separate medical defence or insurance cover for all work which does not fall within the scope of the Board's indemnity scheme, details of which are given in NHS Circular 1989(PCS) 32.</p>
Registration with General Medical Council	<p>Prior to commencement in post, successful candidates must have full registration with the General Medical Council, a licence to practise, and be eligible for inclusion on the GMC Specialist Register.</p> <p>Those trained in the UK should have evidence of higher Specialist Training leading to a CCT or be within six months of confirmed entry from the date of interview or obtained specialist registration through CESR (CP). Non-UK applicants must demonstrate equivalent training.</p>
Disclosure of Criminal Convictions	<p>Appointment to this post will be made subject to satisfactory screening by Disclosure Scotland. This post is considered to require Registration with the Protecting Vulnerable Groups (PVG) Scheme as it involves substantial access to children and / or vulnerable adults. A PVG Scheme Record will contain details of all convictions on record, whether spent or unspent. This means that even minor convictions, no matter when they occurred will be included in the Scheme Record. It may also contain non conviction information held locally by the police, where this is considered relevant to the post.</p>

	<p>Following the selection interview only the "successful" candidate will be subject to registration with the PVG Scheme. Offers of appointment will be made subject to satisfactory PVG Scheme screening and medical fitness. Please note that a commencement date will only be issued once this clearance has been received.</p>
Rehabilitation of Offenders Act 1974	<p>The Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences the opportunity to have no need to refer to these convictions or the circumstances relating to them in the course of their daily lives. Certain convictions can, therefore, be regarded as "spent" after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying is excluded in the provisions of the Act unless otherwise stated in the job description. If the post is excluded, you are required not to withhold information about convictions which for other purposes are "spent" under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by your employer. Any information given, however, will be completely confidential and will be considered only in relation to the post for which this application form refers.</p>
Medical Fitness	<p>All prospective members of staff are asked to submit a confidential health questionnaire to the Occupational Health Service. On the basis of this, they may be passed fit, or an appointment for further information or screening may be required. All entrants must be certified medically fit and employment is conditional on such certification. All appointees are expected to comply with NHS Highland's Immunisation Policy.</p> <p>Those posts classified as Exposure Prone Procedures appointments are dependent on satisfactory proof of immunity or freedom from Hep B infection prior to appointment.</p>
Right to Work	<p>NHS Highland has a legal obligation to ensure that it's employees, both EEA and non-EEA nationals are legally entitled to work in the United Kingdom. Before any person can commence employment within NHS Highland, they will need to provide documentation to prove that they are eligible to work in the UK. Non-EEA nationals will be required to show evidence that either Entry Clearance or Leave to Remain in the UK has been granted for the work which they are applying to do. Where an individual is subject to immigration control under no circumstances will they be allowed to commence until the right to work in the UK has been verified. You will be required provide appropriate documentation prior to any appointment being made.</p>
Annual Leave & Public Holidays	<p>The leave year shall run from date of taking up appointment and in a full year the postholder will be entitled to 33 days annual leave (pro rata per annum) plus eight statutory and public holidays as agreed by NHS Highland (pro rata per annum).</p>
Superannuation	<p>New entrants to NHS Highland who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Pension Scheme.</p>
Notice	<p>The postholder will be required to give and is entitled to receive a minimum of three months notice of termination of employment.</p>

Removal Expenses	Assistance with Removal expenses will be given in accordance with the NHS Highland Relocation Policy. It is compulsory that you discuss any arrangements relating to your relocation with us before arranging anything. Failure to do so may result in limited or no assistance being given.
Private Residence	If your post includes on-call duties, your private residence shall be maintained in contact with the public telephone service and shall be not more than 10 miles or 30 minutes by road from your hospital base, unless the Board gives specific approval to you residing at a greater distance.
Identity Badge Policy	NHS Highland has a policy that all staff will be issued with and required to wear an Identity Badge at all times when on duty. If your badge needs replacing for any reason you are required to contact the Fire/Security Office, Estates Department to arrange for a replacement. All identity badges are the property of NHS Highland and must be returned when you terminate your employment.
Smoke Free Policy	NHS Highland operates a No Smoking Policy of tobacco products or e-cigarettes in any of our properties, vehicles or grounds. When selecting new staff NHS Highland does not discriminate against applicants who smoke but applicants who accept an offer of employment will in doing so agree to observe and familiarise themselves with NHS Highland's Smokefree policy.
Confidentiality	In the course of your duties, you may have access to confidential material about patients, members of staff or other health service business. On no account must information relating to patients be divulged to anyone other than authorised persons - for example medical, nursing or other professional staff, as appropriate who are concerned directly with the care, diagnosis and/or treatment of the patient. If you are in any doubt whatsoever as to the authority of a person or body asking for information of this nature you must seek advice from your superior officer. Similarly, no information of a personal or confidential nature concerning individual members of staff should be divulged to anyone without the proper authority having first been given. Failure to observe this rule will be regarded by your employers as serious misconduct, which could result in serious disciplinary action being taken against you including dismissal. The unauthorised disclosure of official business under consideration by the Board Management Team or one of its committees by an employee is also regarded as a breach of confidence and may lead to disciplinary action.
Scottish Workforce Information Standard System (SWISS)	The information that staff provide will be used for employment purposes and where necessary to comply with legal obligations. The purpose of holding this information is for administration i.e. employment and pay amendments, superannuation, workforce management/planning and other personnel matters in relation to employment. Any requests for information out with the above will only be processed with individual consent (e.g. building society mortgage applications etc.)

	<p>Staff information will be held securely, and will be accessed at a local, regional and national level to meet the requirements outlined above. Managers may also hold information within your department. There will be no unauthorised access.</p>
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NHS Highland Districts and Localities

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Directorate of Public Health Highland
Public Health Intelligence Team
Larch House, Inverness

Date: May 2023