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| Grade | Consultant  |
| Location  | NHS Lanarkshire – Multiple Posts. |
| Hours / PA’s | 10PAs per week (Less than full time will be considered) |
| Salary Scale | £96,963 to £128,841 per annum |
| Interview Date | 15/04/2024 |

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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:-  |
| Mr M. Downey | Associate Medical Director | Secretary: 01698 366176 |
| Dr J. Harper | Clinical Lead, UH Wishaw | 01698 366878 |
| Dr J. Guse | Clinical Lead, UH Monklands | 01236 712175 |
| Dr F. Lau | Clinical Lead, UH Hairmyres | 01355 585787 |
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| Date when the posts are Vacant  | A start date will be agreed with the successful candidate(s).  |
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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  | Multiple posts are available to fill existing posts within NHS Lanarkshire.Within this, NHS Lanarkshire wishes in particular to expand its radiology workforce to support the Gynaecology, Orthopaedic / MSK and Interventional Radiology services. 1. Gynaecology Radiology interest – based at University Hospital Wishaw:

Obstetrics and Gynaecology for NHS Lanarkshire is centralised at UWH where the Health Board’s in-patient beds are situated. Lanarkshire has a very busy Gynaecology oncology service and is almost always one of the two main contributors to the weekly regional West of Scotland MDT. The applicant would be strongly encouraged to be involved in all aspects of the Gynaecology oncology imaging service and MDT. They would also be integral to supporting the investigation of benign Gynaecological disease. It would be desirable if the applicant could perform image guided biopsies in support of Gynaecology and as well as other oncology clinical pathways. Should an applicant have interests in other areas of imaging within or outside Women’s Health, we would be very happy to explore options around these with the individual.1. Musculoskeletal Radiology interest – based at University Hospital Wishaw:

Organisational structure: UHW is the very busy acute Trauma and Orthopaedic hub for NHS Lanarkshire. It is also a satellite trauma unit to the regional Major Trauma Centre in Glasgow (at Queen Elizabeth University Hospital). UHW also has the NHSL Paediatric in-patient beds. All the out-patient imaging is shared across the health board though a large number of the Orthopaedic Clinics are also held at UHW.The successful applicant will contribute to the investigation and imaging of an interesting mixture of acute and elective Orthopaedic presentations. The applicant would be integral to supporting and developing the Orthopaedic Imaging services and hence this is a very exciting opportunity to shape the future of MSK Radiology in Wishaw and Lanarkshire.The applicant would be encouraged to become part of the Trauma and Orthopaedic clinical meetings including the new Orthopaedic diabetic foot meeting as well as other general Orthopaedic clinical meetings. Time will be provided for subspecialty reporting steered towards supporting an MSK interest as well subspecialty USS and other investigations depending on the applicant’s interests. Currently there is no arthrography service and we would be supportive anyone wishing to start this. 1. Interventional Radiology interest – based at University Hospital Hairmyres.

It is the Regional Center for both the South West Scotland Vascular Network and Primary Percutaneous Coronary Intervention services, for 3 health boards (Ayrshire & Arran, Dumfries & Galloway, Lanarkshire) with a total population of 1.2 million. The new IR and Hybrid theatres were completed in 2022. Cardiac CT Angiograms are performed at Hairmyres and reported by NHSL Radiologists across site. Elective Orthopaedic surgery and Vascular surgery are sited at Hairmyres. While based primarily at Hairmyres, the successful candidate will work across sites in Lanarkshire to help deliver the interventional radiology services. The candidate will help provide IR services including Hickman / Haemodialysis TCVC, Urology intervention at Monklands. PTC, Biliary, RIG, Dialysis fistuloplasty, Difficult Dialysis TCVC at Hairmyres. It is preferred but not essential for the candidate to share the workload for the Endovascular IR service, including assisting vascular surgeons in EVAR and Hybrid cases. 1. General and other subspecialty interests – posts at each site within NHS Lanarkshire:

NHSL Lanarkshire is a particularly busy Health Board due to its size, location and demographics. There have been changes to and an expansion within many areas of clinical care to accommodate this as well the adoption of a number of national clinical pathways and changing practices 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 via unscheduled routes with many patients presenting in a poorer clinical state and suffering greater comorbidities. This is reflected in the growing imaging requirements and complexity within many subspecialty areas of radiology. 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 to our clinical colleagues. It has been recognized by the Health Board that we need to expand the Radiology service both for out-patient and in-patient imaging as well as to support the clinical meetings required by so many clinical pathways. **The three acute sites within NHS Lanarkshire:****University Hospital Wishaw** is a Regional trauma hub and particularly busy Emergency Department. All acute Trauma and Orthopaedics (T+O) are admitted to Wishaw. It also has the busiest Surgical admission in NHS Lanarkshire. As well T+O, general surgery and general medicine, UHW provides the in-patient capacity for Gynaecology, Obstetrics and Paediatrics for NHS Lanarkshire.**University Hospital Monklands** is and will continue to be the main cancer care site in Lanarkshire. It currently has a satellite unit for the Regional Beatson cancer centre co-located on its site. It is also the main Lanarkshire acute hospital for Infectious Diseases (plus the regional isolation unit), Renal Medicine & Transfusion, Urology, Haematology, Maxillofacial Surgery and ENT. **University Hospital Hairmyres** provides the South-West Scotland Regional Vascular and Percutaneous Coronary Intervention services, treating patients from Lanarkshire and 2 neighboring Health Boards (Ayrshire & Arran, Dumfries & Galloway). It is a busy district general hospital providing general medical and surgical specialties (Colorectal, Upper GI, Biliary, Ophthalmology).Job PlansAll the posts are 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, further 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 these meetings is encouraged. Multi-disciplinary audit is encouraged and supported. Up to 2 SPA should be available for each successful applicant. As such NHSL is strongly 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. This can be discussed during or following interview and such discussions are strongly supported. Additional SPA time (up to 2.5 PA’s in total) can be incorporated into the job plan depending on the time required to support the successful candidate’s other professional activities. For example, 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 trained as Patient Safety Fellows.The DepartmentNHS Lanarkshire has three Radiology Departments - University Hospital Wishaw, Monkland and Hairmyres. Each is responsible for its own in patient clinical care though sub-specialty expertise is often shared across site, including patient transfers when required. The three departments also collaborate to provide out-patient radiology services, with centralized booking for all imaging modalities. They are collectively the responsibility of Associate Medical Director for Access. Each hospital radiology department currently has a Site Clinical Lead for Radiology. The 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 Wishaw is Mrs Sara Riddell; Monklands is Mrs Claire Robertson and Hairmyres is Mrs Lisa Turki.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 introduced into all the cancer MDTs and is widely used for other clinical and management meetings. An alternative video-conferencing link is available if needed. IMAGING FACILITIESThe departments provide a wide range of diagnostic techniques. 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 is being replaced by a Siemens Artis Zee with PURE unit in early 2024. Monklands’ fluoro room is currently being replaced by a Siemens Artis Zee with PURE unit due completion in February 2024. A new Canons CT scanner was installed in 2023. *PACS**Reporting is done using VUE PACS which integrates with the Scotland wide PACS.*OFFICE ACCOMMODATIONOffice accommodation is provided for each Consultant, with:* a lap top with email and Internet access
* a PACS Diagnostic Workstation with embedded voice recognition software. We currently use a separate RIS which is to be replaced.
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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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| Junior Medical Staff | The departments are accredited by The Royal College of Radiologists for professional training. They are affiliated to the West of Scotland Radiology Training Scheme providing training to specialty trainees in Diagnostic Radiology of varying seniority. The West of Scotland Radiology Training scheme was awarded a commendation for Innovation in Training at the recent NES AwardsYou will be responsible for the training and supervision of Junior Medical staff who work with you and you will be expected to devote time to this on a regular basis. In addition, you will be expected to ensure that staff have access to advice and counseling. If appropriate, you will be named in the contracts of Doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such Doctors on their career.Each department has Radiology Specialty trainees rotating from the West of Scotland training scheme and regularly receives very positive feedback with respect to the training offered. Each site offers a variety of sub-specialty training blocks and involvement in the delivery of these would be encouraged.Each department also hosts many junior doctors doing Taster weeks in Radiology and also Medical students for Radiology teaching.  |

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| **Department Consultant Staffing** |
|  | **Consultants** **Wishaw** | **Consultants****Hairmyres (Most work at other sites in NHSL)** | **Consultants** **Monklands**  |
| Dr J Harper Clinical Lead | Dr F Lau (Also at UHM)Clinical Lead | Dr J GuseClinical Lead |
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| Dr M Mohan | Dr J Ballantyne (Also at UHM) | Dr K Nwafor |
| Dr A Shenoy | Dr K Gray | 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 B Macpherson  | 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 M Strauss (Locum) (Also at UHW) | Dr A Vohra |
|  | Dr A Forrester (Locum) | Dr R Rueben |
|  | Dr C Murch (Locum) | Dr J Dreisbach |
|  | Dr B Hamilton |  |
|  | Dr S Sethumadhavan (Locum Specialty Doctor) (Also at UHW) |  |
|  | Dr I Cameron (Visiting part-time IR) |  |
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| Specialist Registrars on rotation from the West of Scotland Training Scheme. | 1-4 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 junior medical staff.
* Management responsibility where appropriate as agreed with the site clinical director.
* Participation in staff appraisal process.
* Participation in appropriate internal or external quality assurance programmes.
* Participation in clinical audit.
* Participation in both undergraduate and postgraduate teaching programmes, if 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 achieve a balance between the special interests of individual consultants and the needs of the service. This may require involvement with activities at other sites within Lanarkshire in support of clinical care or as a consequence of 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 flexible to support the needs of the department so allowing it provide the best service to the hospital and NHS Lanarkshire as a whole. Out of necessity it is altered to take into account the absence of colleagues due to compensatory time off post on call, annual leave, study leave and short periods of sick 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 explored 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 undertakes routine in-patient and A&E work (plain x-rays, ultrasound and CT) during the daytime. This allows all most reporting to kept up to date and optimises management of A&E and in-patient flows.Daytime weekend working whilst on-call is compensated by means of time off the following week. This arrangement has proved highly successful in providing routine 7-day access to imaging for the hospitals and, due to the compensatory time off provided, is very popular with the radiologists. This is in addition to the statutory leave entitlement.***Out-of-Hours (OOH) Rota*** – The weeknight OOH rota is outsourced Night Hawk – Medica) with a local Consultant Radiologist available as a second on call back-up to cover during IT connection failure to the outsourcing company. For this, an additional on-call availability supplement is due, determined according to frequency. Weekend work is covered by the Consultants on a rota with “*days off*” given.  |

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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 reflect the successful candidate’s subspecialty training and interests. The job is offered as a full-time post on a 10 PA basis (including up to 2 non-DCC).On taking up post a Job Plan will be agreed between the person appointed and the Clinical Lead / Associate Medical Director. This job plan is subject to review at least once a year by the post holder and the Clinical Lead / Associate Medical Director 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 Lead / Associate Medical Director. The job plan will be based a core 10 PA working week with this being adapted as required in discussion with the Clinical Lead Radiologist. The example weekly timetable for Consultant with a 10PA (9+1) contract is provided beneath. Depending upon a colleague’s interests, this may be tailored to greater time performing specialist interests (for example involvement in MDT or Breast Clinics). |
| Fixed Commitments | **Days** | **Hours** | **Type of Work** | **Location** |
| Monday  | AM | In-patient CT/MRI | Lanarkshire |
|  | PM | Specialist interest / MDT Prep  | Lanarkshire |
| Tuesday  | AM | SPA | Lanarkshire |
|  | PM | General reporting / Duty diagnostic | Lanarkshire |
| Wednesday | AM | Specialist interest / MDT attendance  | Lanarkshire |
|  | PM | Specialist interest  | Lanarkshire |
| Thursday | AM |  | Lanarkshire |
|  | PM | In patient CT/MRI  | Lanarkshire |
| Friday  | AM | Specialist interest | Lanarkshire |
|  | PM | General reporting / Duty diagnostic | Lanarkshire |
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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 Clinical Director/Clinical 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 make.   |
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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 an even wider variety of cultural and leisure activities including theatres, concert halls, restaurants, museums and facilities installed for the 2014 Commonwealth Games (including the Chris Hoy Velodrome, Emirates Arena, kayaking centre and mountain-biking courses). Excellent schools, both State and fee-paying public schools are available in both Lanarkshire and Glasgow. There are also highly regarded and world renowned higher-education opportunities within the West of Scotland, not least of which is Glasgow University which has an award winning Medical and Dental School.The beautiful Clyde Valley lies within Lanarkshire and the attractive coastline and islands off Ayrshire or the Trossachs National Park are all within easy reach. Edinburgh is within easy reach as is Stirling. Skiing (weather permitting) is only a few hour’s drive away. Glasgow has two international airports (Glasgow and Prestwick) with Edinburgh Airport also 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 | These Consultant posts will be based at one of the three University Hospital sites. The successful applicant will work closely with their local colleagues and in turn as part of a larger county-wide radiology department. This allows each colleague to feel part of a smaller team but have access to a wider variety of cases in support of their subspecialty interest. The development of a new state of the art Monklands Hospital is eagerly anticipated and will further expand these opportunities in Lanarkshire. Though site based, each colleague is appointed as an NHS Lanarkshire Consultant and cross-site working is part of our role in order 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 if one is developing a subspecialty interest, colleagues are available to support this process. Study leave is readily available and reasonable expenses paid. The scale of the hospital site is such that it is also possible to have close working relationships across specialties both through day-to-day work and also as one is brought into 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 etcOther 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 establishmentsHuman 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. | Well developed subspecialty interest.Administrative / Management experience.Most subspecialist interests can be supported. An interest in MSK or Gynaecology imaging or Interventional Radiology would be particularly welcome.Previous experience in organising 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 diagnosis and clinical management within the Specialty and encompassing most sub-disciplines.   | 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.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 in stressful situations. | Preference to work in a District General Hospital. |

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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 (required for jobs where 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 J HarperDr F LauDr J Guse | Mr M. Downey |
| Designation | Clinical Leads for Radiology – University Hospital Wishaw University Hospital Hairmyres University Hospital Monklands | Associate Medical Director – Diagnostic services NHSL |
| Date | February 2024 | February 2024 |

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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. On 1st April 2015 a new NHS Pension scheme (NHS 2015) was introduced. If you are joining the NHS Pension Scheme for the first time you will be in the 2015 scheme and your normal pension age (NPA) will be equal to your state pension age (SPA). If you have re-joined the scheme after a break of five years or more, you will be a member of the NHS 2015 scheme. All new employees commencing employment will automatically become a member of the pension scheme. Further information on the scheme, protection and/or members guides are available at www.sppa.gov.uk. Alternatively contact an advisor of The Scottish Public Pensions Agency (SPPA) Tel: 01896 893000.
2. 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.
3. The successful candidate must be contactable throughout any on-call period. NHS Lanarkshire will provide the facility for this.
4. 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.
5. The successful candidate will be required to complete a disclosure Scotland PVG (Protecting Vulnerable Groups Scheme) form.  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 authorization 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.
6. 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.
7. From 1st April 2023 the starting salary for the post is £96, 963 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.
8. 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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