

## Recruitment Person Specification

Specification	Essential	Desirable	Assessment
Qualifications & Training	GMC Registration FRCR CCT Diagnostic Radiology	Higher degree	A
Training and Experience	Formal training and significant experience in CT,MRI & U/S  Formal training and experience in imaging  General Radiology experience sufficient to provide emergency care  Recent experience working within the NHS, including out of hours cover	Formal training and experience in non-vascular intervention	A, I, R
Teaching & Education	Clinical supervision of doctors in training Experience in postgraduate and undergraduate medical education	Educational supervision of postgraduate doctors	A, I
Research & Innovation	Active interest in research with evidence of peer-review publications in cardiac and/or thoracic imaging	Experience in peer review of thoracic imaging research  Editorial experience relevant to thoracic imaging  Presentations at regional and national conferences relevant to imaging  Supervision of trainees  Experience leading research projects and demonstration of success in major grant applications	A, I, R
Clinical Audit & Risk Management	Experience and participation in clinical audit and evidence based practice  Understanding of key principles of Clinical Governance and Data Protection	Understanding of risk management and patient safety initiatives	A, I
Human Factors	Excellent team working skills and effective MDT working		I
Communication Skills	Excellent written and verbal English skills  Excellent presentation skills		A, I, R
Understanding of GMC Requirements	Knowledge and understanding of GMC standards in Good Medical Practice	Understanding of revalidation	I

Understanding of the NWTC Board Objectives	Commitment to developing a centre of excellence		I
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**A: Application/CV; I: Interview; R: References**

The candidate must be fully registered with the General Medical Council, hold the Fellowship of the Royal College of Radiologists (or equivalent radiological qualification).
Evidence of ongoing educational and personal development. Evidence of commitment to professional issues and/or interests.
Effective use of initiative, and the ability to accept responsibility beyond that of job requirement
Organisational and supervisory skills
Specialist register at the time of commencing the appointment or be within 6 months of obtaining (CCT) Specialist Registration
Significant clinical experience, some of which should be at a senior / supervisory level.

## Job Identification

**Job Title:** Consultant Radiologist

**Responsible to:** Associate Medical Director, Heart, Lung & Diagnostics Directorate

**Accountable to:** Chief Executive

**Division:** Heart, Lung & Diagnostics Directorate

## The Golden Jubilee National Hospital

This is an opportunity for Consultant Radiologist(s) with extensive experience of all aspects of general radiology. Some sub specialist interests can be supported especially, cardio-thoracic, cardiology, MSK and colorectal. There is ample opportunity participate in research projects for new techniques and equipment. A recent example is the MAKO and ROSA orthopaedic developments.

The post is full time offered at 10 PAs, however applications for flexible working or joint appointments with other health boards may be considered. On call is provided by 4 ways Healthcare, although all Consultants are required to participate in rotational weekend 9-5 and public holiday duties. The precise details of the job plan would be dependent upon the successful candidate's sub specialist training and interests.

NHS Golden Jubilee has supported the pilot of the Scottish National Radiology Reporting Service (SNRRS). This has led to a greater opportunity for radiologists to work flexibly and access reporting of exams which may not currently offered within this site. The full potential of this has still to be explored when the service transfers to Business as Usual later this year. This is an exciting opportunity which can be investigated further with the successful candidate.

The hospital is a National Health Board and is part of NHS Scotland. Built recently in the 1990s, it is a very modern hospital with 300 beds overall and all wards having single or two bedded rooms with en-suite facilities. The estate is one of a high specification and has the unusual feature of a hotel and conference centre as an integral unit alongside the hospital. From a research and development standpoint it has the Golden Jubilee Centre for Health Science, and the Scottish Innovation Centre, facilities which provide educational and research capabilities. Overall, the hospital is regarded by the staff as a very pleasing and attractive working environment and desirable patient experience.

The main clinical services provided are heart and lung, elective major orthopaedics, ophthalmology, general surgery, plastic surgery and endoscopy services, with further projects currently being scoped.

In 19/20 Radiology delivered over 80.000 exams. This consisted of waiting times examinations as well as activity generated from the specialist Regional & National Services delivered on site. The department consists of CT, MRI, Cath Labs, U/S, Fluoroscopy, Dexa, Plain Film. Radiology has 24 hour on call for services and is working towards 7 day working.

### 1. Scope & Range of Duties

As a senior employee of the GJNH you will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare.

Integral to these responsibilities is the following: -

- The provision of a first class clinical service
- Effective leadership to all staff engaged in the specialty
- Sustaining and developing teaching and research
- Undertaking all work in accordance with the Health Board's procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Health Board's service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Division or the Health Board

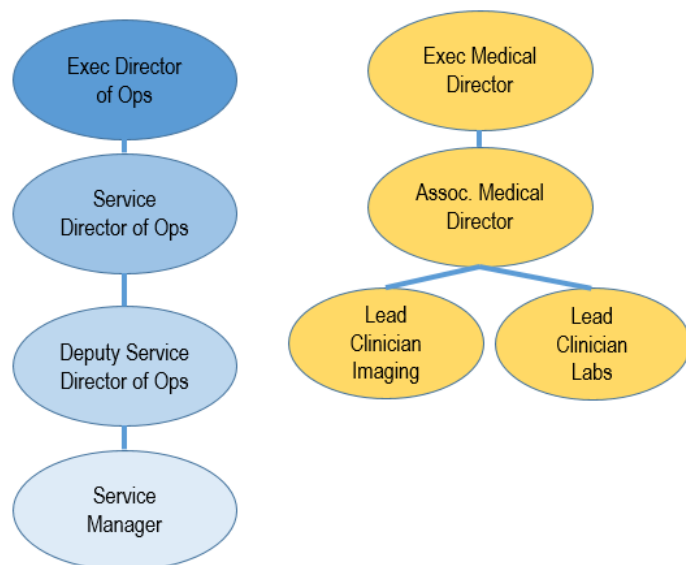
The main duties and responsibilities of the post include:

- Provisions of specialist and general radiology service dependent on the needs of the hospitals services.
- Provision of cover for colleagues during annual, study or short-term sickness leave.
- Participation in the supervision, training and management of junior medical staff.
- Management responsibility where appropriate as agreed with the site clinical or medical 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
- Compliance with Royal College of Radiologists' recommendations on continuing Medical Education.

## 2. Organisation Structure

### NHS Golden Jubilee

NHS Golden Jubilee is one of eight National Health Boards of Scotland. It reports directly to the Scottish Government. The hospital has recently undergone a process of organisational change, restructuring of services into Divisions. Radiology is part of the Heart Lung and Diagnostic division.



The Associate Medical Director takes lead responsibility for professional governance of doctors and shares quality management and governance with the Head of Nursing and Director of Operations. The Director of Operations is responsible for operational and financial governance. The structure in other departments will mirror the same overall framework within the Division and responsible leads

will contribute to ensuring the service is delivered in a clinical, cost effective, and patient centred manner.

### 3. Radiology Department Structure – NHS Golden Jubilee

As well as a substantive cardio-thoracic radiologist and split site joint health board cardiac radiologist, there is a bank of 21 Consultant Radiologists who provide essential on-site cover Monday to Friday, additional reporting sessions, and daytime weekend cover. This equates to 1.8 WTE Radiologists. Overnight on call cover is provided remotely by 4ways Healthcare. Daytime weekend cover is shared with the pool of bank radiologists.

The GJNH hosts the Scottish National Radiology Reporting Service (SNRRS).

The Clinical Lead Radiologist is Dr Desmond Alcorn.

### 4. Imaging Equipment

#### CT – 2 scanners

- Canon Aquilion One PRISM
- Siemens MP28989 SOMATO GO TOP

#### MRI – 4 Scanners

- |           |   |            |                                 |
|-----------|---|------------|---------------------------------|
| • MP20110 | - | GE MEDICAL | MRI SCANNER 1.5T 450WIDE        |
| • MP27179 | - | SIEMENS    | MRI SCANNER MAGNETOM AERA       |
| • MP27180 | - | SIEMENS    | MRI SCANNER MAGNETOM AMIRA      |
| • MP29368 | - | SIEMENS    | MRI SCANNER MAGNETOM AVANTO FIT |

#### CARDIAC LABS

- 5 cardiac catheterisation laboratories (one dedicated EP, one biplane, pressure wire, IVUS, rotablation, OCT, IVL)

#### GENERAL DEPARTMENT

- 4 DR Plain Film Rooms
- 4 DR Mobile units
- 3 Image Intensifiers
- 3 Ultrasound Rooms
- 1 DEXA Scanner
- 1 Fluoroscopy room

Where appropriate the post holder will aid in the procurement and planning of new equipment installations.

### 5. Continuing Education and Research and Development

The post holder will participate in continuing education activities to maintain and develop expertise.

Research is a very important component of your role within NHS Golden Jubilee and is supported by a R&D steering group and dedicated manager.

The majority of the active research projects hosted by the Board in the recruitment of patients from within the Heart and Lung Directorate.

Contract (commercial) research is encouraged and staff use income generated from this source to maintain research support staff such as Clinical Research Fellows and Research Nurses.

Academic research is a requirement of this post and the new appointment will be strongly encouraged to take an active role in this activity.

There are established links with all three Glasgow Universities and NHS GG&C under the administrative structure of Glasgow Biomedicine.

The appointee will be expected to support local and national collaborative projects that are relevant to his/her activity. The Board is committed to the development of innovative clinical programmes and activity.

You will work in conjunction with the Research and Development Director.

## **6. Governance and Risk management**

The Board has a comprehensive programme that covers both clinical and research governance domains and all medical staff are expected to uphold clinical and non-clinical policies and be exemplar role models for all other medical and non-medical staff.

Participate in quality improvement activities including discussions of areas where risk of error is high.

Patient safety underpins clinical practice and initiatives following the guidance of the SPSP and subsequent programmes apply to all staff.

The appointee will be required to participate in regular directorate clinical governance meetings and provide clinical input to complaints / investigations.

Medical staff are required to undergo annual appraisal meeting the requirements for revalidation that will be directed by the GMC.

The Medical Director is the Responsible Officer for the Board and he/she will ensure that an appropriate appraisal process and a nominated appraiser are in place.

The appointee will be accountable to the Associate Medical Director for matters related to the GMC's guidance on Good Medical Practice and the Duties of the Doctor. Any concerns raised relating to GMC guidance are referred to the Associate Medical Director.

## **7. Education and Training**

It is the responsibility of the individual to keep up to date with mandatory training on an annual basis.

Corporate Infection control and hand hygiene policies must be adhered to at all times. A smart dress code must be adhered to at all times.

The appointee will fully support sub-specialty trainees undertake modular training at NHS Golden Jubilee.

The appointee will have responsibility for the training and supervision of junior medical staff who work with him/her and will devote time to this on a regular basis. If appropriate he/she will be named in the contracts of junior doctors in training grades as the person responsible for overseeing their training and as a main source of advice to such doctors on their careers.

The Board is committed to developing a strong educational ethos within the department and the new appointee will be expected to provide education and support to these staff members d

Responsibility for developing the key educational skills to be an effective clinical supervisor. There are close links with the West of Scotland Deanery and the Faculty of Medicine at Glasgow University.

The post holder will participate in MDT/ educational meetings in accordance with the established job plan.

There will be commitment to the education of undergraduate Medical students from Glasgow University and to work with the Director of Medical Education for NHS Golden Jubilee

#### **8. Illustrative Job Plan is based on a 10 PA contract using the 8:2 SPA formula**

The indicative Job Plan is based on a 10 PA contract with EPAs to be discussed according to clinical need, service growth (including medical workforce) and subspecialty interest.

This is an 8 Direct Clinical Care (DCC) with up to 2 Supporting Professional Activity (SPA). 1 SPA, to include non-clinical administration, audit, committee work, teaching, continuing medical education and in-house training.

EPAs (Extra Programme Activities, DCC or SPA) may be agreed following agreement in objective setting to undertake other duties (e.g. Education supervisor, teaching, management, specific projects for service improvement and patient safety and operating lists etc.).

Should the successful candidate wish not to take on the teaching activities or other specified non clinical activities the additional SPA would be taken on by other colleagues and a 9 DCC: 1 SPA contract offered.

It is subject to the Terms and Conditions for medical consultant grade staff.

Activity	Associated PAs
Delivered at NHS GJNH	
CT or General Reporting (Inc. urgent in patients)	2.75
MRI (Inc. urgent in patients)	1.75
Intensive care / Thoracic MDT	0.5
Duty, Ultrasound or Fluoroscopy guided procedures	2
DPCA	1.0
SPA (1 personal, 1 to be agreed with successful candidate)	2
Total	10



## Workload Flexibility

In line with Service Requirements Job plans are reviewed on an annual basis by the Associate Medical Director or Lead Clinician on behalf of the Medical Director.

Changes will be discussed and agreed with the post holder in line with service needs and objectives set for the consultant.

The Radiology Directorate has a good record of innovation, both in terms of working practices and adoption of new technology. There is active encouragement of opportunities for role development of staff, where this will provide an enhanced service to patients. For example, two Radiographers are trained in Plain Film reporting and the ultrasound service is Sonographer led.

The successful candidate will have secretarial support, office accommodation and access to a personal computer. The appointee will be expected to work flexibly on the basis of the needs of the Radiology service.

Regular cancer multi-disciplinary team meetings are held with appropriate specialties, and there are less formal film review meetings with clinicians in a wide range of specialties.

Multi-disciplinary audit is encouraged and supported at each site.

## 9. Terms & Conditions of Service

- National terms and conditions of service (Consultants (Scotland) 2004) cover the post.
- The post is subject to pre-employment checks such as Disclosure Scotland, Occupational Health, Visa clearance (where applicable) and satisfactory references.
- You are required to be registered with the General Medical Council/General Dental Council throughout the duration of your employment and to comply with and abide by the relevant code of professional practice, as appropriate.
- Salary scale: National Salary Scales per annum
- The appointee will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues the medical contribution to management.
- The appointee will be expected to follow the local and national employment and personnel policies and procedures.
- All medical and dental staff employed by the Centre are expected to comply with the agreed health and safety policies.
- The Terms and Conditions of Service state that the "removal expenses shall be reimbursed, and grants paid only when the employing authority is satisfied that the removal of the practitioner's home is required, and the arrangements proposed are reasonable". Therefore, successful candidates are advised not to enter into contractual arrangements for the removal of their home until such a time as the formal approval of the Centre is confirmed in writing.

### Disclosure (PVG):

This post is considered to be in the category of "Regulated Work" and therefore requires a Disclosure Scotland Protection of Vulnerable Groups Scheme (PVG) Membership which currently

costs £59.00. The cost of the PVG Membership will be paid by NHS Golden Jubilee.

**Medical negligence:**

In terms of NHS Circular 1989 (PCS) 32 dealing with Medical Negligence the Health Board does not require you to subscribe to a Medical Defence Organisation. Health Board indemnity will cover only Health Board responsibilities. It may, however, be in your interest to subscribe to a defence organisation in order to ensure you are covered for any work, which does not fall within the scope of the indemnity scheme.

**10. JOB DESCRIPTION AGREEMENT**

A separate job description will need to be signed off by each jobholder to whom the job description applies.

**Job Holder's Signature:**

**Date:**

**Head of Department Signature:**

**Date:**

# Delivering care through collaboration

## NHS Golden Jubilee

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Chair: Susan Douglas-Scott CBE  
Chief Executive: Jann Gardner

Recruitment line: 0800 0283 666

Dear Candidate

### **POST: Consultant Radiologist**

**HOURS: Full Time and Part Time appointments will be considered**

**CLOSING DATE: 28<sup>th</sup> May 2021**

The Golden Jubilee Foundation welcomes your enquiry in connection with the above post. Please find enclosed an information pack.

Should you wish to submit an application for the above post, please ensure you do so in advance of the closing date. Late applications will not be forwarded for short listing.

When providing referees on the application form, please be aware that we require a minimum of two references to cover at least **two years** of previous employment/training history. If there is insufficient space on the application form to list all of your referees, please provide on an additional page. Where possible, please provide us with e-mail addresses for contact. Additionally, you should note that as part of the pre-employment checks a PVG or Disclosure Scotland check will be completed. **It is an offence for barred individuals to apply for regulated work.**

Should you contact the recruitment team to discuss any queries regarding your application it is advisable that you retain the job reference number as you will be asked to quote this when you call.

In the meantime, I wish you success with your application and should you require any further information please do not hesitate to contact the recruitment team on the contact telephone number shown above.

Yours sincerely  
Recruitment Assistant

**Golden Jubilee Foundation**  
**General Information for Candidates**



- This information package has been compiled to provide prospective candidates with details of the post and background information about the Golden Jubilee Foundation (GJF).
- The contents of this package are as follows:-
  - Job Description/person specification
  - Terms and Conditions of Service
  - Application Form
  - Equal Opportunities Monitoring Form
  - Information on Agenda for Change
- The Equal Opportunities Monitoring form is required for monitoring purposes only and will not be made available to the interview panel during any part of the recruitment process.
- Please note, to ensure that we adhere to our current policy on Equal Opportunities; CV's received with Application Forms will be destroyed prior to Application forms being passed for Short listing.
- GJF operates a No Smoking Policy on all Premises and Grounds and in shared vehicles.
- All offers of employment will be subject to the receipt of two year's satisfactory References, Occupational Health screening and Disclosure Scotland clearance. Please note that it is an offence under the act for barred individuals to apply for regulated work.
- Please submit your completed application through the Jobtrain Recruitment System to:-

**recruitment@gjnh.scot.nhs.uk**
- The short listing process will take place shortly after the closing date.
- As a Disability Confident Leader we recognise the contribution that all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities all applicants who are disabled and who meet the minimum criteria expressed in the person specification will be guaranteed an interview.
- The organisation has introduced a set of shared values. These values will be measured during our Values Based Competency Interview. Our values are:
  - Valuing dignity and respect
  - A "can do" attitude
  - Leading commitment to quality
  - Understanding our responsibilities
  - Effectively working together

## **Golden Jubilee Foundation**

### **Terms and Conditions of Service**

The terms and conditions applicable to this post are those of all NHS Scotland Employees.

#### **1. Superannuation**

You have the option to join the NHS Superannuation Scheme, to participate in the State Earnings Related Pension Scheme or to take out a Personal Pension.

Employees contributions to the NHS Scheme range from 5.2% to 14.7% of salary (depending on rate of Pensionable Pay) and the employers' contribution equates to 13.5% of salary. Employees in the NHS Scheme are "Contracted-out" of the State Earnings Related Pension Scheme and pay a lower rate of National Insurance contributions. Employees who choose to participate in the State Earnings Related Pension Scheme pay the higher rate of National Insurance contribution. A Stakeholder Pension is also available.

#### **2. Salary**

£84,984 to £112,925 per annum

#### **3. Grade**

This post is offered at Consultant level.

#### **4. Annual Leave**

The annual leave entitlement in a full year commencing 1st April to 31st March is 27 days, rising to 29 days after 5 years' service and 33 days after 10 years' service. There are 8 Statutory and Public Holidays in each leave year. (Pro rata where applicable)

#### **5. Hours of Duty**

Full Time and Part Time appointments will be considered

#### **6. Tenure of Employment**

This post is offered on a permanent basis

#### **7. Asylum and Immigration Act 1996**

Under the Asylum and Immigration Act 1996, we are required to carry out checks to ensure that all prospective employees are entitled to live and work in the United Kingdom. You will therefore be asked to provide appropriate documentation prior to any appointment being made.

## Benefits

### **NHS Superannuation scheme:**

New entrants to the Golden Jubilee Foundation who are aged sixteen but under seventy-five will be enrolled automatically into membership of the NHS Pension Scheme. Employee contributions vary from 5.2% to 14.7% depending on annual pensionable pay. Benefits include a lump sum and pension when you retire, life assurance of 2 years' pay - while you are working, pension and allowances for your spouse and children in the event of your death, and benefits for ill-health retirement.

Our pension scheme is provided by Scottish Public Pensions Agency. This scheme is a qualifying pension scheme, which means it meets or exceeds the government's new standards. All benefits including life insurance and family benefits are explained on the SPPA website <http://www.sppa.gov.uk/>

### **Annual leave entitlement (including public holidays):**

35 days' annual leave on appointment

37 days' annual leave after 5 years

41 days' annual leave after 10 years

### **Free car parking**

### **Continuing professional development opportunities**

### **Discounts at the Golden Jubilee Conference Hotel**

**Leisure Club membership** – Get fit and healthy at the Centre for Health and Wellbeing with a discounted membership rate of £25 per month.

**Discounted Room Rates** - Rooms rates discounted subject to specific conditions.

**Discounted Dining** - 20% off food and beverage when dining in the hotel.

**Golden Bistro (Hospital Restaurant)** - Discounted food in our award winning hospital restaurant.

### **NHS Staff Benefits**

As a staff member in the Golden Jubilee Foundation, you will have access to a wide variety of offers and discounts from local and national businesses using your NHS ID badge. For more information and to view these discounts, visit [www.nhsstaffbenefits.co.uk](http://www.nhsstaffbenefits.co.uk) - new offers are added on a weekly basis.