

DCHFT

Job Description

Job title	Consultant Radiologist General with a Specialist Interest
Grade	Consultant
Professionally accountable to	Clinical Lead/Medical Director
Managerially accountable to	Radiology Services Manager
Base Hospital	Dorset County Hospital



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JOB DETAILS

The Radiology Department at Dorset County Hospital is a progressive, patient focused department and is highly regarded by the clinical teams that use our services. The department is a busy district general hospital department providing CT, MRI, ultrasound, fluoroscopy, interventional radiology, symptomatic breast services and plain film and is also a friendly place to work with an excellent working relationship between all staff within the department regardless of position. The post holder will join a cohesive group of 14 substantive consultant radiologists.

The new post holder will be expected to contribute to the general workload of the department whilst developing or providing a sub-specialist interest that complements existing expertise within the department such as thoracic radiology or sub-specialist cross-sectional imaging.

Having recently joined the Targeted Lung Health Check Programme and with new ED and CCU developments in progress this an exciting time to join our expanding services.

Elective reporting is carried out via an allocated worklist with the number and type of studies depending on the length of the reporting session and area of expertise. The ideal candidate will have a broad range of abilities across CT/MRI/ultrasound and the job plan will be varied and will aim to encompass the individual's complete skill set.

MDT involvement will be encouraged according to departmental need and area of interest, and time will be provided for MDT preparation.

We have outsourced all out of hours CT (20:00 – 09:00 weekdays and 17:00-09:00 weekends) to an external reporting company. However, the post holder will be expected to cover non IR emergencies and report elective cross sectional cases until 20:00 weekdays when on-call and between 09:00-17:00 when on-call at the weekend as part of the on-call rota which is currently a 1:9 with internal cover.

The post attracts 10 PAs in total, which includes on-call and 1.5 SPAs for research, CPD, audit and appraisal/revalidation preparation.

The department has an essential role in the Trusts strategic direction and is part of the Dorset Imaging Clinical Network. The department holds Quality Standard for Imaging Accreditation (QSI).



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THE LOCALITY

West Dorset with its outstanding scenery and rugged coastline is a most enjoyable part of the country and covers a large geographical area (670 square miles), characterised by a number of small towns, each with a distinct identity. The coastline is protected by World Heritage as a site of outstanding natural beauty. The majority of people live in the south of the area in and around Weymouth, Portland and Dorchester and the remainder of the population lives in the centres of Lyme Regis, Bridport, Sherborne, Blandford, Sturminster Newton and Shaftesbury.

West Dorset is a prime holiday centre with the population doubling in the summer months since both the coastline and the countryside offer a wide range of interests for people to pursue. There are excellent watersport facilities in Weymouth & Portland, and this will be the venue for Olympics Watersports in 2012. Weymouth is host to the International Kite Festival, Blandford holds the National Steam Fair and the Dorset County Show is one of the best agricultural and craft shows in the country. Dorset County Museum in Dorchester holds a huge archive of materials for Hardy and archaeology enthusiasts and regularly holds workshops on findings from the local area. Sherborne House to the north of the county was recently featured on BBC's Restoration programme and is fast becoming a popular centre for modern art, including a collection of work by Elizabeth Frink.

The main employers include the County Council (Dorchester being the County town), armed forces, tourism, light and service industries, New Look (fashion retailers), Sun Seekers (Luxury yachts) and the Health Service. Yeovil, 30 minutes drive away, is home to Westlands, the aerospace manufacturer.

Dorset has very good state schools at all levels, and there are a number of private schools in Sherborne, Blandford, Poole and Bournemouth.



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The Trust

Dorset County NHS Foundation Trust (DCHFT) is located close to the centre of the county town of Dorchester and is a modern, 400-bed hospital. It provides the full range of general, acute hospital services, including an emergency department.

The hospital serves a population of approximately 220,000 people who reside within the west of the county of Dorset (Blandford, Shaftsbury, Sherborne, Lyme Regis, Weymouth and Dorchester boundaries). A county-wide renal service is provided to the whole of Dorset (750,000) and into Somerset.

Dorset is a medium-sized county with a smaller than average, sparsely distributed, mainly rural population. Over a quarter of the population is of retirement age (in the whole of England, this figure is less than a fifth). The population of Dorset has been growing faster than the national average, particularly in the older age groups. Long-term illness is more common as people get older.

Overall, health for people living in Dorset is good and premature death rates are low, but there is still variation that needs to be addressed. The worst health outcomes are seen in Weymouth and Portland.

The major causes of premature death in the population are coronary heart disease, cancer and stroke. Road traffic accidents kill or seriously injure up to 300 people per year, many of them children and young people. Overall, smoking levels are low, but are high amongst younger people. Rates of obesity in school age children are high and, if not addressed, will lead to significant increases in diseases in later life such as diabetes and heart disease.

Life expectancy in Dorset, as a whole, is rising and is the third highest in England, at 79.9 years for men and 83.8 years for women respectively, compared to 76.9 and 81.1 nationally. There is a degree of local variation, with a difference of eight years life expectancy for men in the most deprived areas in Weymouth and Portland and the least deprived in East Dorset.

Dorset also has an average prison population of 2,200, which presents its own particular health needs.



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Services core to our operation as a provider of acute care are:

- Full accident and emergency services for major and minor illnesses and injuries including a fracture clinic.
- Emergency assessment and treatment services, including critical care (the hospital is a trauma unit).
- Elective (planned) surgery and medical treatments, including day surgery.
- A wide range of medical and outpatient services.
- Maternity services, including a midwife-led birthing unit community midwifery support, antenatal care, postnatal care and home births. There is a Special Care Baby Unit.
- Children's services, including emergency assessment, inpatient and outpatient services.
- Diagnostic services, including fully accredited pathology, liquid-based cytology, CT scanning, MRI scanning, ultrasound, cardiac angiography and interventional radiology.
- Renal services to all of Dorset and parts of Somerset.
- A wide range of therapy services, including physiotherapy, occupational therapy and dietetics.
- Service for older people, including an acute stroke unit.
- Teaching, training and research.

The hospital is expanding with a major expansion of the Emergency Department currently underway together with construction of a multistorey carpark. In addition, plans are in advanced stages for a further major expansion of emergency care, ITU and the Radiology department as part of the New Hospitals Project.



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Management Structure

Chief Executive (Interim)	Matthew Bryant
Deputy CEO and Director for Strategy and Transformation	Nicholas Johnson
Interim Chief Nursing Officer	Joanne Howarth
Chief Operating Officer	Anita Thomas
Chief Financial Officer	Christopher Hearn
Chief People Officer	Nicola Plumb
Chief Medical Officer	Alastair Hutchison
Divisional Director	Mr Audrey Ryan
Divisional Manager	Stuart Coalwood
Radiology Services Manager	Julia Morris
Radiology Clinical Lead	Dr Josph Illes

The Trust has 2 Clinical Divisions: Urgent and Integrated Care Division, and Surgical and Family Division. Each Division is headed by a Divisional Director, a Divisional Manager, and a Head of Nursing. Each Division is responsible for delivering high quality patient treatment and care within the resources allocated to it. All medical staff within the division are expected to take an active part in its affairs.

The successful candidate will be professionally accountable to the Divisional Director and managerially accountable to the Divisional Manager. Senior medical staff undergo annual appraisals, at which objectives are set and reviewed.

Postgraduate Education

The Thomas Sydenham Education Centre is located at Dorset County Hospital.

Director of Medical Education	Dr Paul Murray
Foundation Programme Directors	Dr Lucy Pearce
Royal College Tutor	Dr Jo Taylor
Head of Education	Mrs E Hartley



The successful candidate will be offered the opportunity of continuing professional development, including training in non-clinical aspects of the post. He/she will take responsibility for the educational supervision of (advising, counselling, and agreeing training and development plans for) junior medical staff and non-career grade medical staff. He/she will be expected to participate in the clinical supervision and training of junior medical staff as laid down in the Trust Education Contract.

All staff involved in interviewing will be required to participate in Equal Opportunities training within 18 months from appointment. Equal Opportunities training for Consultants are being provided from within the Trust. All staff shall undergo annual basic life support, fire, and manual handling training.

Objectives and Appraisals

The Clinical Director will set a number of objectives in liaison with the Executive team and in consultation with the post holder, which should be achieved over the following 12 months, with a review at the end of this period. These will be set within the context of the Trust's annual appraisal process. Consultant appraisals are a professional process of constructive dialogue, in which the doctor being appraised has a formal structured opportunity to reflect on his/her work and to consider how his/her effectiveness might be improved.

Terms and Conditions of Service

Salary

The successful applicant will receive a salary based on the pay scale in the Consultant Contract (2003) and will be agreed on appointment £93, 666 - £126, 281.

Pension

There is the option of joining the NHS Superannuation scheme. Employee's contributions are dependent on salary. Employer contributions are 14% of salary.



Annual Leave

Entitlement to annual leave is at the following rates per year, exclusive of public holidays and extra statutory days:

Number of Years of Completed Service as a Consultant	
Up to Seven Years	Seven or More Years
Six Weeks	Six Weeks + two days

Public Holidays

Entitlement to ten days public holidays (including the two statutory days) to be taken in accordance with Section 2 of the General Council Conditions of Service or days in lieu thereof.

Sick Pay

There is a sick pay scheme; the period of payment is made depending on the length of NHS service. The minimum is 1 months' full pay and 2 months' half pay; the maximum is 6 months' full pay and 6 months' half pay.

Appraisal

It is a contractual requirement that all consultant staff participate in the Trust's appraisal process based on the nationally agreed model set out in Advance Letters (MD) 6/00 and (MD) 5/01. These have been incorporated within the Trust's agreed policy on consultant appraisal.



Outside Employment and Financial Interest

In accordance with the Trust's Standards of Business Conduct and Employment Law (supported by the BMA), it is a contractual requirement that a consultant must seek permission from his/her main employer before working for another employer and in particular working for another employer providing services to NHS patients. The person appointed must also declare any financial interests or relationships that may affect the Trust's policies or decisions.

Hours of Work

The post is full time covering 10 PA's (40 hours) including on call commitment if appropriate. A request to move from full-time to part-time will be considered in accordance with the Trusts Flexible Working Procedure.

Location

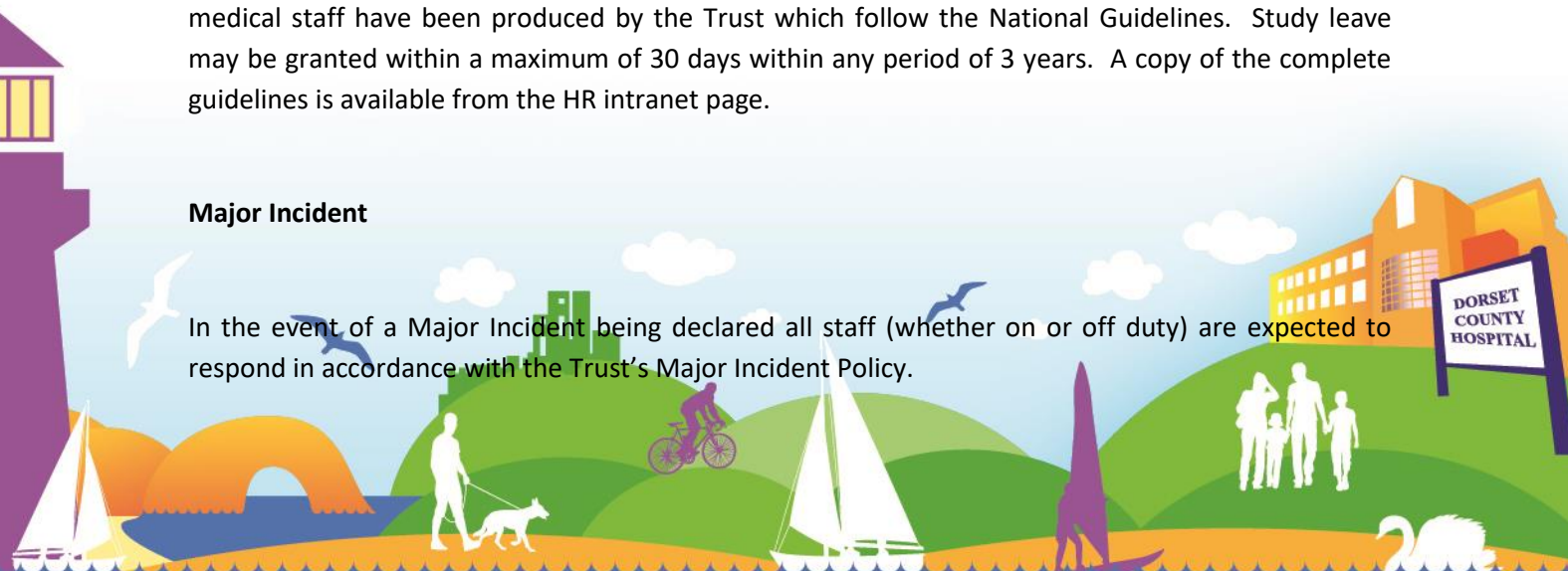
The post is based at Dorset County Hospital, Dorchester, but the appointee may be required to undertake some sessions at the Community Hospitals within West Dorset.

Study Leave

The Trust wishes all medical staff to keep fully up to date within their specialty and encourage doctors to take study leave on this basis. Guidelines for study leave for Consultants and other medical staff have been produced by the Trust which follow the National Guidelines. Study leave may be granted within a maximum of 30 days within any period of 3 years. A copy of the complete guidelines is available from the HR intranet page.

Major Incident

In the event of a Major Incident being declared all staff (whether on or off duty) are expected to respond in accordance with the Trust's Major Incident Policy.



Non-Pay Benefits

The trust has developed a staff benefit scheme that covers entertainment, travel, shopping and house conveyancing discounts and child care benefits. Further information is available from the Human Resources Department.

Other Terms and Conditions of Service

All other current terms and conditions of service offered by the Trust are identical to the National Conditions of Service for Hospital Medical Staff.

It is the Trust's policy to implement pay awards as per the national agreements for staff holding Trust contracts.

Removal Expenses

A package of expenses is available to cover the reasonable cost of removal. The amount of reimbursement will depend on individual circumstances and is paid in two instalments. Details of the provisions are contained within the Trust's removal expenses policy.

It is important that the successful candidate agrees the level of reimbursement of removal expenses with the Deputy Director of Human Resources before committing any expenditure

Domicile

Consultants are required to reside within a distance of 30 minutes, or ten miles by road, from their principal place of work, unless their employing organisation agrees that they may reside at a greater distance. Where such permission is granted, and where a consultant is required to participate in an on-call commitment, they will make provision to be at 30 minutes notice to return to the hospital during such periods of on-call. This will be at the individual's own expense.



Commencement of Duties

The appointee will be required to take up the post no later than three months from the date of the offer of an appointment unless a special agreement has been made between the appointee and the Trust. Candidates who are unable to take up the post within the specified period should indicate this on their application.

The post is subject to an Exemption Order under the Provisions of Section 4 (2) of the Rehabilitation of Offenders Act.

Confidentiality

Confidential and personal information related to staff, patients and Dorset County Hospital NHS Foundation Trust must not be disclosed within or outside the place of work, except in the proper discharge of duties.

Health and Safety

Under the Health and Safety at Work Act 1974, as an employee, you must take reasonable care for the health and safety of yourself and for other persons who may be affected by your acts or omissions at work. The Act states that you must not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.

You are also required to make yourself aware of the Trust's health and safety policies and to report any accidents/ incidents.



Equal Opportunities

Dorset County Hospital NHS Foundation Trust is committed to the development of positive policies to promote equal opportunities in employment. All employees have a responsibility to ensure that they understand the standards expected and that they promote and adhere to the equal opportunity measures adopted by the Trust.

Job Description Agreement

Signed by – Post Holder: _____ Date: _____

Signed by – Manager: _____ Date: _____

This job description is subject to regular review

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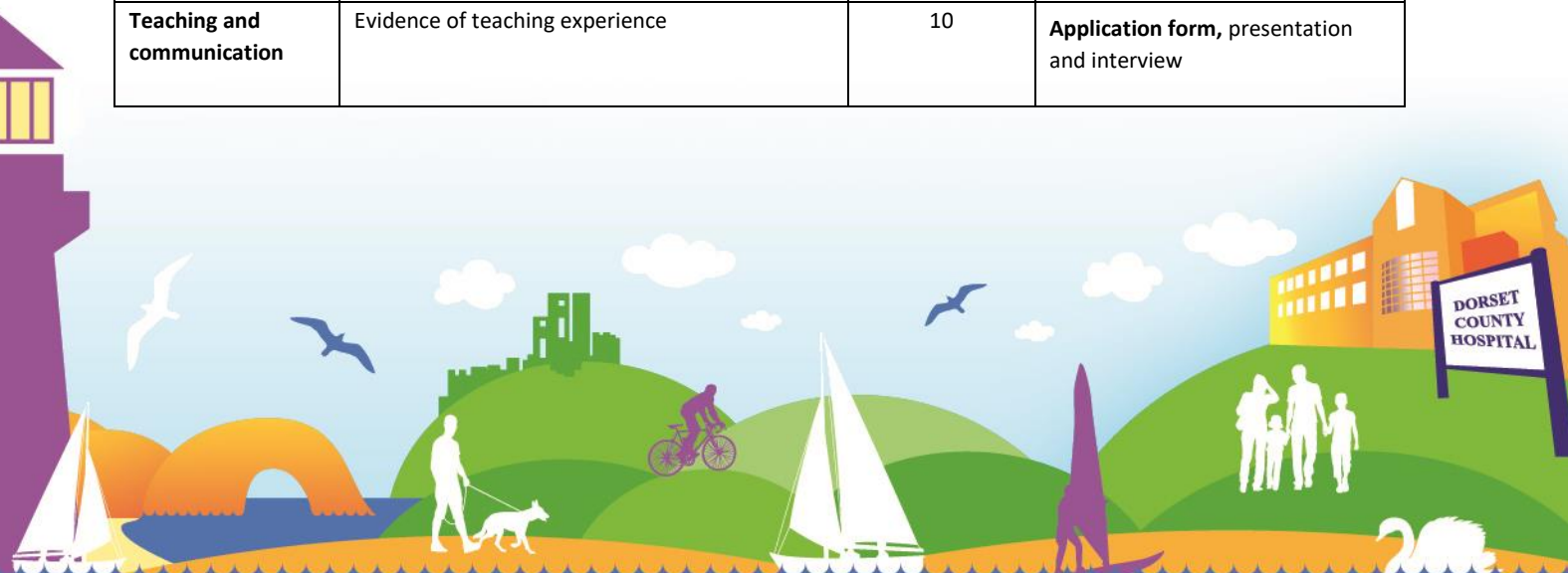
The Trust operates a No Smoking Policy.

ID badges must be worn while on duty.



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Person Specification & Shortlisting Form			
Category	Criteria	Shortlisting score	How Assessed
Education, Qualifications & Training	Full GMC Registration Entry on the GMC Specialist Register via; CCT (proposed CCT date must be within 6mths of interview CESAR or European Community Rights	Y/N (Essential)	Application form and certificates at interview
	An appropriate higher surgical/medical qualification	Y/N (Essential)	Application form and certificates at interview
Experience & Knowledge	Evidence of the ability to manage the demands of being a DGH based consultant radiologist	3	Application form and interview
	Experience of working within the NHS	3	Application form and interview
Current Skills & Abilities	Experience in a broad range of US, CT and MR examinations	10	Application form , technical specification interview and formal interview
	Evidence of the clinical skills required to fulfill the specialty and sub-specialty elements of the job as in the job description and technical specification	10	Application form , technical specification interview and formal interview
Team Working and Service Development	Evidence of recent collaborative working in a service development or improvement	10	Application form , presentation and interview
Understanding and Participation in Clinical Governance	Understanding of the principles of Clinical Governance Evidence of participation in recent relevant audit	10	Application form , presentation and interview
Management Training, Organisational Skills and Strategic Vision	Evidence of management experience	10	Application form, presentation and interview
Teaching and communication	Evidence of teaching experience	10	Application form , presentation and interview



Each candidate will be scored against the person specification and will need to attain a minimum score using the following as a guide:

8-10 points = fully meet or exceeds the criteria
4-7 points = significantly meets criteria although falls short on minor aspects
1-3 points = partially meets criteria but falls short on key aspects
0 points = does not meet criteria

Essential Y/N
Education, Qualification & Training - Fulfillment
Experience - minimum 24/30
Skills, Abilities & Knowledge - minimum 24/20
Team working, clinical governance - minimum 24/30
Management & teaching - 8/10
Total shortlisting score - minimum 80/90

If more than **four** applicants meet or exceed all the requirements only those candidates with the four highest scores will be invited to interview. In a tie situation there will be a process of random selection supervised by the personnel department.

If fewer than four applicants meet the requirements the short listing panel will decide whether any of the other applicants should be shortlisted.

Reviewed: 25/03/2024

Updated: 25/03/2024 By: J Morris



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