

**We are**  
caring  
one team  
listening to understand  
open and honest  
always improving  
inclusive



**University Hospitals Dorset**  
NHS Foundation Trust



# Consultant Radiologist

Candidate briefing pack

February 2025

# Welcome

## **Thank you for your interest in this post and for your interest in joining the radiology department at University Hospitals Dorset.**

The UHD Radiology department provides diagnostic and interventional radiology services to the primary and secondary healthcare communities serving Dorset, the New Forest and south Wiltshire areas. We receive tertiary referrals from Dorset County Hospital (Dorchester), Salisbury Hospital and the Channel Islands. The service is based across two main sites, The Royal Bournemouth Hospital and Poole Hospital, with outreach services to Christchurch Hospital and Wimborne Hospital.

All sites are linked with a single Soliton RIS and Carestream PACS. There are 35 diagnostic radiologists, facilitating a high degree of subspecialisation across the group. There are a further 8 Interventional Radiologists, providing a comprehensive Interventional Service at The Royal Bournemouth Hospital and an outreach IR service to Salisbury District Hospital. The service also covers Vascular Network service provision for Dorchester, Salisbury and The Channel Islands.

There are 266 radiographers, nurses and healthcare scientists plus over 130 support staff.

UHD has recently become a training hub for the Wessex training scheme, now hosting trainees from ST1 to ST6. UHD currently hosts nine radiology trainees, who partake in the on-call rota. Both sites achieve excellent feedback on the GMC training survey and the radiology rotations at the Trust are often ranked highest by trainees in the scheme. The Wessex scheme is part of the South East Training Academy. All radiologists are expected to participate in teaching of trainees. We welcome participation in trainee supervision and post holders will have the opportunity to contribute to the academy lecture programme.

The on-call diagnostic radiology service is based on rota system and includes weekend work 1 in 12 weeks plus weekday evening 1 in 3 weeks, with 'outsourcing' of emergency CT/MR imaging after 9pm on weekdays although there is still expected availability for major incidents and IT failures. Weekend working sessions Saturday and Sunday are reimbursed with time off in lieu.

For interventional radiology, the on-call service is provided at a 1 in 7 rota, with out of hours support via two IR nurses and one radiographer.

At Royal Bournemouth Hospital there are 5 CTs, 4 MRs, 6 US rooms, 9 X-Ray rooms, 2 fluoroscopy suites, 2 interventional suites (Siemens Artis Zee). At Poole there are 2 Nuclear Medicine scanners, 7 X-Ray Rooms, 3 CTs, 3 MRs, 1 PET CT, 4 US rooms and 1 fluoroscopy suite.

UHD is a UK and European reference and development site for Canon CT and a reference site for Siemens MRI. This partnership ensures that we benefit from latest scanner hardware and software upgrades.

UHD radiology participates in national and international clinical trials, including GI/HPB and oncology trials, involving both diagnostic and interventional radiologists. Our partner HEI, Bournemouth University, hosts the Institute of Medical Imaging and Visualisation which benefits from state of the art research imaging facilities, including 3T MRI, and a growing reputation for imaging research and education.

The opening of the Dorset Clinical Trials Unit has also provided an opportunity for investigator led trials with local sponsorship, fuelling research potential at UHD for those passionate about innovation and trial initiatives.

We are delivering an exciting transformation agenda across the sites with major investment in the Radiology department and wider hospitals and this makes for a very exciting time to join a dynamic and friendly department.

If this sounds like you and you would like to learn more, please contact Brendan Davies at our recruitment partners Hunter Healthcare on 07585 356985 or by email: [bdavies@hunter-healthcare.com](mailto:bdavies@hunter-healthcare.com)

**Dr Mandy Turner**  
Clinical Director of Radiology

**Dr Andrew Leonard**  
Deputy Clinical Director of Radiology


# About University Hospitals Dorset NHS Foundation Trust

**University Hospitals Dorset (UHD) comprises three hospitals: the Royal Bournemouth, Poole and Christchurch Hospitals which provide services to around 750,000 people across Bournemouth, Poole, Christchurch, east Dorset, Purbeck and parts of the New Forest.**

Beyond the walls of the hospitals we provide specialist services such as oncology, neurology and cardiac across the whole of Dorset, South Wiltshire and parts of Hampshire and we also provide services in many community settings, including patients' homes. Our population is one of the oldest in the UK and there are some very significant health inequalities.

**250,000**  
people who receive  
our health and  
care services

**75.2%**  
(including Minor Injuries  
Units) of A&E patients  
seen within four hours



Over  
**9,700**  
staff




**57,000**  
Day Case  
Treatments



Rated as one  
of the best Trusts  
in the National  
Inpatient Survey

**524,000**  
outpatient  
attendances



**90+%**  
average satisfaction with  
our services on the Friends  
and Family Test

Rated 'Good'  
by the CQC



# Living in Dorset

Home to the stunning Jurassic Coast World Heritage Site, 7,000 hectares of heathland, a magnet for fossil hunters and setting for the hit TV series Broadchurch. Also famous for a 57-mile stretch of coastline, including our sandy award-winning beaches, and the hustle and bustle of vibrant towns, Dorset is simply one of the most stunning coastal areas in the country. It's not hard to see why many make the move here each year and never leave.

More than half of Dorset is a designated area of outstanding natural beauty (AONB), reflecting our breathtaking landscapes, panoramic views, rich wildlife habitats and historical landmarks such as earthworks and ancient monuments.

We host some of the south's biggest outdoor events, from the hugely popular Camp Bestival and Great Dorset Steam Fair to the high-flying Bournemouth Air Festival and Dorset Seafood Festival in Weymouth. And then there's our unique Dorset Knob Throwing event!

Famous landmarks include Brownsea Island, birthplace of the scouting movement; Corfe Castle; the Cerne Abbas Giant; Gold Hill in Shaftesbury; Durdle Door; the Cobb at Lyme Regis, and the former homes of Thomas Hardy, run by the National Trust.

We have great road and rail links to London, while Bournemouth International Airport offers flights to a host of top holiday destinations. The New Forest, Salisbury Plain, Dartmoor, Southampton and the Isle of Wight are all within easy travelling distance.

We have a range of high-performing schools and colleges, the constantly growing Bournemouth University, specialist centres such as Kingston Maurward agricultural college and four exciting outdoor education centres. Farming, fishing and tourism are key parts of our economy, but Dorset is also a thriving centre for creative, engineering and financial services.



# Vision, Mission, Values and Strategy

## Our Vision

To transform our health and care services positively as part of the Dorset Integrated Care System.

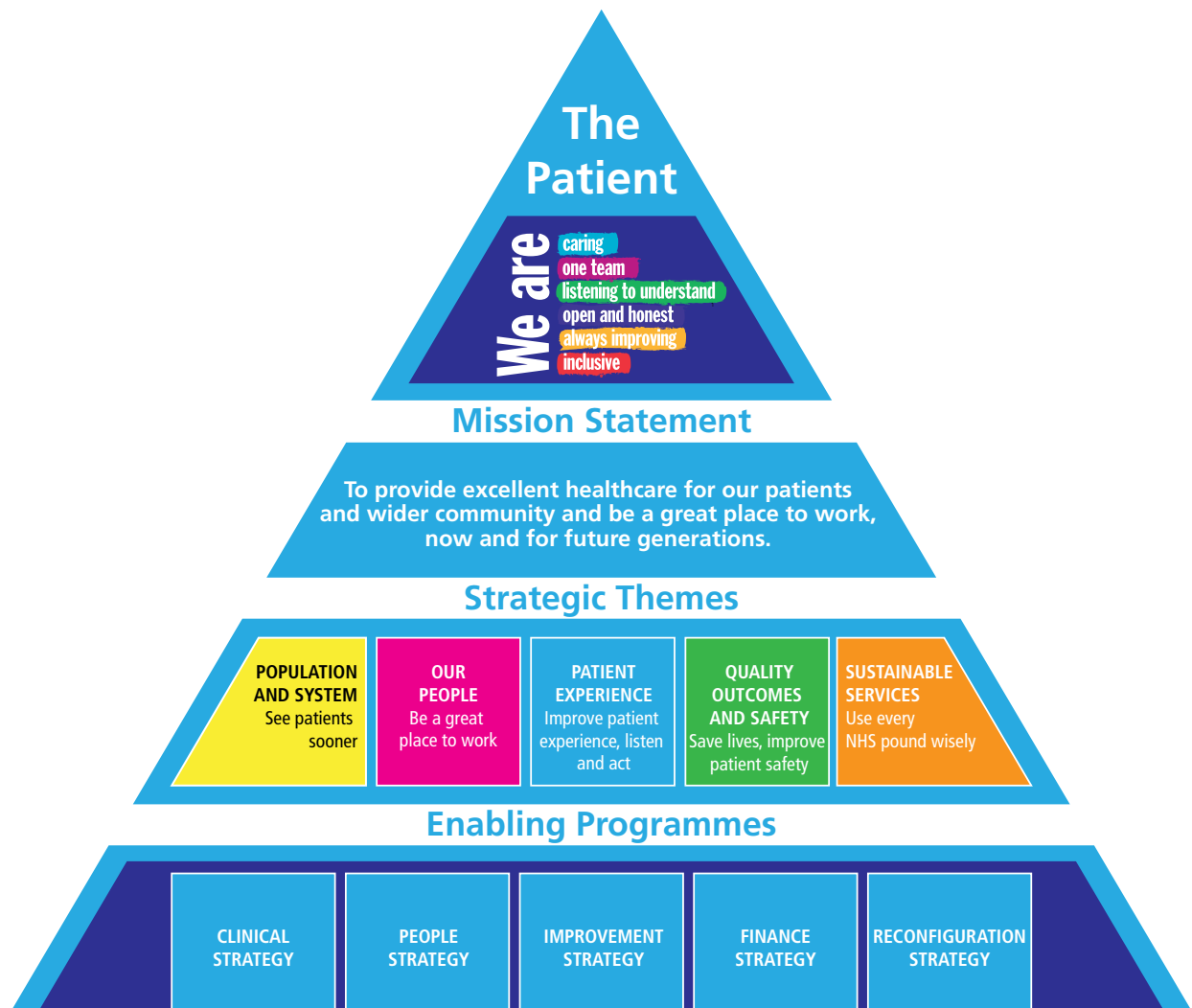
## Our Mission

To provide excellent healthcare for our patients and wider community and be a great place to work, now and for future generations.

## Our Strategy

Patient First is the overarching strategy for UHD. It is our guiding principle at the heart of everything that we do. It's also the long term approach we take to transforming health services.

It sets out that our 'True North' is the 'patient first and foremost'. This is supported by our values of compassion, teamwork, communication, respect, continuous improvement and inclusion.



# Enabling Future Success

**UHD has an exciting future ahead and we have a number of enabling strategies planned for the immediate future to help us achieve our 'True North' mission of excellent care and a great place to work.**

These include:

- Creation of the largest planned care hospital in England by 2026.
  - Creation of the major emergency care hospital, starting with the opening of the BEACH building in 2025.
  - A digital future, including an integrated electronic health record across Dorset and Somerset by 2026.
  - A green and sustainable future, including 80% decarbonisation by 2030 and other targets set out in our Green UHD Strategy, including significant energy reduction investment last year.
- A workforce strategy, which has seen significant achievements already, including cutting our vacancies from 9% to 6%, and improvements across the board in our staff survey.
  - A patient experience strategy agreed in 2024 which maps out improving our partnership with patients and listening to improve.
  - Our clinical strategy, based upon the Clinical Services Review and creation of planned / emergency separation. This will be updated in 2024/2025 as part of our work to set our ambitions, by service, for the next ten years.



# Job Description

## About the role

UHD is seeking to appoint a full-time Consultant Radiologist with an interest in developing a subspecialty to complement our dynamic and expanding Radiology department. The successful candidate will be supported to develop expertise in their chosen subspecialty, with opportunities available across a wide range of areas, including neuroradiology, breast, paediatric, musculoskeletal, nuclear medicine, cardiac, thoracic, abdominal, oncological, or vascular imaging.

The post holder will join a cohesive and supportive team, working across all UHD sites (RBH, PGH, and XCH) with potential sessions at associated community hospitals. Participation in the diagnostic radiology on-call rota is required (currently 1:12, with outsourcing of overnight work. We have a separate rota for interventional radiology.

The Radiology department at UHD provides a comprehensive range of diagnostic and interventional services to support the Trust's acute and elective care pathways. With cutting-edge imaging facilities, including advanced CT, MRI, ultrasound, and fluoroscopy equipment, the department delivers high-quality imaging for both inpatients and outpatients across multiple specialties.

As part of a merged Trust, the department is benefiting from service reconfiguration and investment, with the RBH site becoming the regional trauma unit and other sites serving as key hubs for elective and community imaging.

## Clinical Commitments

Post holders will be expected to provide general inpatient CT and emergency MRI both in normal working hours and on call. Outpatient US, CT and MRI commitments will be according to subspecialty interest and expertise. Job planned time to prepare and participate in MDTs will be provided. Other commitments could include diagnostic fluoroscopy and an opportunity to perform US and CT guided procedures, if desired.

## Requirements / Qualifications

Applicants must have completed specialist training prior to taking up the appointment. The expected date of the award of the Certificate of Completion of Training should be no later than six months after the date of AAC interview for this post.

The applicant should also be entered on, or within six months of entry to, the GMC Specialist Register at the time of acceptance of an offer of employment.

## Job Plans

The timetable includes 10 Direct Care PAs including 1.5 Supporting Activity Pas. For new consultants this is expected to include 1.5 PAs for appraisal/job planning/revalidation and on the understanding of taking on departmental/managerial/leadership roles. Within this sessional time adequate provision will be made for attending and preparing for multi-disciplinary meetings, audit, continuing education and clinical governance.

All consultants are required to have a job plan setting out their main duties and responsibilities, including a work programme specifying their weekly timetable. Job plans may be subject to change depending on the departmental needs or the subspecialty interests and requirements of the successful candidates, after discussion with the Clinical Director. The job description is not intended to be exhaustive but provide an indication of the range and complexity of the work to be undertaken.

Annual and study leave arrangements must be co-ordinated within the department to ensure there is an acceptable level of consultant cover for the department and Trust.

## The Radiology Directorates

The Radiology departments provide a broad range of diagnostic and interventional services. A Philips Carestream hospital-wide PACS (across Bournemouth and Poole Hospitals) and Soliton radiology information system (RIS) were installed in 2013 and all radiologists have access to full 3D functionality on all workstations throughout the department, in their offices/reporting hub and in CT/MR reporting rooms. Reporting is via voice recognition on the RIS, which will then populate PACS. Imminent upgrades to the Soliton RIS will facilitate reporting of all cases from any site at either RBH or PGH. Home/remote reporting is supported.

There is now a fully rolled out Ordercomms (ICE) across primary and secondary care sites.

### Poole Hospital

In the main x-ray department, there are seven x-ray rooms, two of which are in the Accident and Emergency department and have been recently replaced. There is one Phillips digital screening room with C arm. The Radiology department has three further DR plain film rooms in the main department. Adjacent to the main department there are three CT scanners including two top of the range Canon Aquilion One Prism edition scanners with 16cm detectors, deep learning reconstruction technology and spectral imaging capabilities. Both were installed in 2021, and a thin client server based post-processing system was installed in January 2022 for cardiac and dual energy CT imaging. The third CT scanner (Canon Aquilion Prime) was funded for Dorset lung optimisation pathway.

Adjacent to CT and x-ray is a recently refurbished ultrasound with four ultrasound rooms, two with GE Ultrasound machines. There are additional ultrasound machines in the Obstetric and Neonatal units across the road from the main hospital.

Nuclear Medicine was redeveloped in 2021 with the installation of 2 x Siemens Intevo Bold SPECTCT systems with thin client Symbia.net and Syngo.via systems. A CT contrast injector formed part of the installation. Both scanners are equipped with metal artefact reduction software and collimators (including cardiac-IQ) to do a full range of imaging including technetium, iodine and gallium-67. The department intends to develop the SPECTCT imaging services, including the addition of CT contrast to the services.

The department is the Nuclear Medicine centre for Dorset having recently added the patients from the west of the county to its cohort. The department intends to support the development of molecular radiotherapy over the coming years, including upcoming PSMA labelled therapies.

The PETCT service is situated within the hospital adjacent to the nuclear medicine department with a shared admin area. The service is currently run under the national PETCT contract by Alliance Medical. The machine is a GE MI digital ready system. There are three Alliance PETCT reporting workstations on the Poole site and one on the Bournemouth site.

There is a separate MRI suite containing three MRI scanners. One MRI scanner is a Siemens Avanto-Fit 1.5T which was upgraded last year. The second scanner is a Philips Ingenia X Helium Free operations scanner which is the first scanner of its type in the UK. The third scanner is a Philips 3T scanner.

### Royal Bournemouth Hospital

Bournemouth was the first site in the UK to install a Canon Aquilion One Insight CT Scanner and also a Canon Aquilion Serve SP CT Scanner. A third CT scanner has been installed (Aquilion Genesis One) allowing for optimisation of workstreams for both ED and cardiac cases. Plans for the Emergency Hub at Royal Bournemouth site incorporate 2 further CT scanners within a self-contained diagnostic hub for the Emergency centre.

The department also has two high-end cardiac-optimised Siemens 1.5T MRI scanners (one Avanto (32 channel, high performance SQ gradients) and one new Siemens Sola (48 channel, ultra-high performance gradients). There is also a third MRI scanner (Siemens Sola 1.5T), which is used mainly for outpatient studies (MSK/neuro).

The hospital charity has completed its fundraising target for the purpose of purchasing an extremity 0.3T MRI (Esaote 'O' scan) to further enhance the imaging facilities available within the department.

The Royal Bournemouth Hospital is a UK/European reference and development site for Canon (formerly Toshiba) (CT) and a reference site for Siemens (MRI, angiography and cardiac angiography).

There is currently a 2-3 x weekly PET-CT service provided by In Health at Poole (with all RBCH cases being reported locally every week). The plan is for this to become a static scanner in the near future.



## Facilities

### Royal Bournemouth:

- 5 CT (2 x Canon Aquilion One Insight, 2 x Aquilion Serve SP, 1 x Aquilion ONE Genesis).
- 4 MRIs (Siemens Sola Fit 1.5T, Siemens Avanto 1.5T, Siemens Sola 1.5T). 0.3T Esaote 'O' scan.
- 8 Ultrasound rooms (GE Logiq E10 x 6 , Canon Aplio i700 x 2).
- 2 Siemens interventional suites.
- 2 screening rooms (1 Canon and 1 Siemens multipurpose C-arms).
- 8 rooms for plain films - 6 DR Inpatient/ Outpatient rooms.
- 2 Digital X-Ray rooms in ED.
- Mammography room – Siemens Digital Mammomat Inspiration.

### Christchurch Hospital:

- 2 general rooms - 2 DR.
- 2 Ultrasound room – Canon Aplio i700 and Canon Aplio i800.
- GE Dexa room.

Philips Carestream PACS has been installed throughout the Royal Bournemouth, Christchurch and Poole Hospitals. 3D thin client workstation facilities are available in every radiologist's office. Soliton (RIS) voice recognition software used for all reporting. Workloads for the Radiology directorate have been increasing at 5-7% per year over the last five years. The department has recently been audited by the local District Audit group and takes part in the Clinical Benchmarking surveys. The department has gained full accreditation by Quality Standards in Imaging (QSI).

Each radiologist is provided with office space and secretarial support. Each secretary supports five or six consultants.

## Visiting

Enquiry and visits from candidates seeking further information relevant to the post are encouraged.

The relevant people to speak to in the first instance are as follows.

- **Dr Mandy Turner**  
Clinical Director – Radiology  
Mandy.Turner@uhd.nhs.uk
- **Mr James Knowles**  
Head of Imaging Services  
james.knowles@uhd.nhs.uk  
0300 0194491

Please note that the Trust will reimburse expenses, from within the UK or point of entry to the UK, for up to two pre-interview visits in respect of shortlisted candidates only.

## Bournemouth University Partnership

University Hospitals Dorset NHS Foundation Trust received university hospital status in 2020 in recognition of the depth of research, education and practice that exists between UHD and Bournemouth University. Both organisations are committed to helping people live better, for longer, with UHD actively engaged in supporting the learning of Bournemouth University (BU) students through a series of clinical placements for nursing, midwifery and students on allied health courses. In addition, a number of research projects are taking place in fields such as orthopedics and medical imaging, while BU also provides training and professional development opportunities for UHD staff. Drawing on this collective expertise creates opportunities for students and university and hospital staff and, crucially, promotes better patient outcomes.

## Transforming Hospital Services in Dorset

This is a very exciting time to join University Hospitals Dorset NHS Foundation Trust as we are transforming our services and redeveloping our hospitals in Bournemouth, Christchurch and Poole. This follows the merger of Poole Hospital NHS Foundation Trust and The Royal Bournemouth and Christchurch Hospitals NHS Foundation Trust in October 2020. We are working in alignment with our partners in the Our Dorset Integrated Care System (ICS), which will see over £400m investment in local services across Dorset.

## Clinical services review

Bournemouth Hospital will be the major emergency care hospital for east Dorset, with Poole Hospital becoming the major planned care hospital. This entails a substantial capital development programme with a review and design process for those services affected.

Christchurch Hospital will continue to act as a community hub with a new in-patient palliative care unit and an enhanced range of outpatient services.

The scale of the changes is huge and will take at least five years to implement, including:

- £201m investment in new hospital services in east Dorset
- New emergency department and critical care unit at Royal Bournemouth Hospital (RBH)
- Major redevelopment of operating theatres at Poole Hospital, including a new extension incorporating eight new theatres plus internal refurbishment work
- A new purpose-built women's and children's unit at RBH
- Innovative new community hub at Poole Hospital
- New community hospital beds at RBH and relocation of some services to Christchurch Hospital and community localities

Our vision is to join up our services so they can be delivered in a more integrated way, improving outcomes for patients, make better use of all our resources, and ensuring that services can be provided on a sustainable basis.

Our aim is to develop our workforce, establishing modern, well-equipped centres of excellence, with standardisation of education and training that attracts and retains skilled clinical and non-clinical staff to Dorset.

## Further information

### Royal Bournemouth Hospital

The fluctuating population, three times greater growth than the average for England and Wales, and the high proportion of elderly present special issues for health care in the area.

On this site are specialised services including the Dorset Heart Centre, a first class specialised adult cardiac services for a population of one million, including much of Dorset and parts of Wiltshire and Hampshire as well as general cardiology for the local population, elective orthopaedics, one of the largest hip and knee replacement centres in Europe, focusing exclusively on elective surgery, providing high quality comprehensive care for patients with painful bone and joint conditions. Our Eye Unit, a purpose built unit, with eye theatres, outpatient department, a one stop cataract clinic and glaucoma clinics, as well as urgent or emergency treatment.

Interventional radiology is well equipped, with CT / MRI suite (four scanners) two dedicated digital imaging labs for interventional radiology and state of the art PACs implementation. There is also a busy imaging service located at Christchurch Hospital. The Jigsaw Building, officially opened by Her Royal Highness, The Princess Royal in 2016, houses a multi-million-pound centre with facilities for the treatment of cancer and blood disorders and a Women's Health Unit on the first floor. There is a 24-hour Emergency Department with over 99,000 attendances annually – facilities include an upgraded emergency helicopter landing area.

As Royal Bournemouth Hospital becomes the major emergency care centre for east Dorset, we are building a new centre in front of the hospital which will house:

- The new Emergency Department will be larger than both the existing Emergency Departments at Poole and Royal Bournemouth put together.
- The new Maternity Unit will be a brand-new purpose-built department. The delivery ward will have 16 birthing rooms, including seven rooms with pools, four standard rooms, two rooms for twin births, one higher dependency room and two specialist bereavement rooms. There will also be two obstetric theatres.
- The Children's Unit will include two higher dependency beds, an assessment unit and an adolescent area. Being close to the Neonatal and Maternity Unit enables faster patient response times and better cohesion of the team as they are consolidated in one area.

## Poole Hospital

The hospital provides a wide range of acute services to people in Poole, east Dorset and Purbeck with over 600 beds, including 74 for day cases and serves as the major trauma centre for east Dorset.

The hospital was built in 1970 and all the principal specialties are represented including medical, elderly, surgical and child health emergency admissions to include general surgery, trauma, ENT, oral and maxillofacial surgery, obstetrics, gynaecology, paediatrics, general medicine, neurology, rheumatology and dermatology.

As the designated cancer centre for Dorset, the Trust provides cancer services for the whole of Dorset.

Poole Hospital is significantly expanding its operating theatre complex and day-case facilities, and opening 72 community beds. This will help reduce waiting times and prevent cancelled operations for patients requiring planned care. The hospital received planning permission in 2019 for five new operating theatres at the hospital to improve the existing theatres.

Poole Hospital will become the major planned care centre for east Dorset with a major redevelopment, including a new extension incorporating eight new theatres plus internal refurbishment work. This will lead to:

- fewer cancellations due to emergency admissions
- a systemic and predictable workflow with fewer delays
- increased patient safety through reduced variation
- a clear and sustainable pathway for patients
- getting patients to the right place first time/ at the right time

The hospital will also have an expanded 24/7 Urgent Treatment Centre (UTC) treating around 60,000 patients a year.

## Christchurch Hospital

Two miles from the Royal Bournemouth Hospital, Christchurch Hospital is set in attractive grounds, which are listed as a conservation area, providing a pleasant environment for rehabilitation and a range of outpatient services. An all-age rehabilitation service has been developed, particularly in the award-winning Day Hospital. Most patients are elderly, reflecting the local population. There is an excellent infrastructure to support rehabilitation with superb physiotherapy and occupational therapy facilities. Outpatient clinics have expanded over recent years and include gastroenterology, breast, oncology, plastic surgery, ophthalmology, podiatry and medicine for the elderly. Dermatology and rheumatology outpatient services are also provided at Christchurch Hospital together with diagnostic services and palliative care (the Macmillan Unit).

The hospital has completed a multi-million pound investment which will secure NHS services on site and ensure the hospital remains a key part of the community for years to come. Many patient services have been improved, a new entrance and X-ray department has been built and a new GP surgery, a pharmacy and community clinics have been opened. A quality nursing home and senior living accommodation have also opened on site as part of the project. There are now plans to redevelop the site further, including replacing the palliative care Macmillan Unit, and creating a senior living facility.

## Postgraduate medical education

The Royal Bournemouth Hospital has an active postgraduate medical education centre which organises a weekly General Grand Round, core curriculum training for Junior Doctors, Induction, Training Courses for Consultants in Generic Skills and supports weekly general and specialist medical departmental meetings and training programmes.

The successful candidate will be expected to provide teaching for the doctors in training in their department. He/she will be expected to share with consultant colleagues the role of Educational Supervisor. This will involve the provision of supportive formal appraisals to doctors in training at regular intervals, induction at the beginning of their contracts and career advice as appropriate. Advice on the role of Educational Supervisor can be obtained from the Clinical Tutor.

There is an exceptional library based at the Postgraduate Centre and meetings of general and specialist medical content are held regularly during the week. The Trust is fully committed to supporting continuing medical education for consultants (CME) and study leave will be available according to statutory guidelines. Overall this equates to 30 days over three years and funding is available for approved CME and other educational activity through the medical directorate.

### **Consultant appraisal**

All consultants are required to have a job plan setting out their main duties and responsibilities, including a work programme specifying their weekly timetable.

The job description and job plan are subject to review once a year by the post holder and the Clinical Director or other directorate manager on behalf of the Chief Medical Officer.

For this purpose, both the post holder and the Clinical Director will have a copy of the current job description/job plan, including an up-to-date work programme and relevant departmental statistical information, together with notes of any new or proposed service or other developments. Formal appraisal will be undertaken once a year and there is Trust support given.

### **Personal and professional development**

The post holder will be required to keep themselves fully up-to-date with their relevant areas of practice and be able to demonstrate this to the satisfaction of the Trust. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and agreed appropriate personal development needs.

The post holders are required by the Trust to take part in annual appraisal and performance review with a nominated peer. In addition a five year 360-degree appraisal will support the process of revalidation. Attendance at the Trust's induction programme is required, commensurate with the post. Most of the induction topics are now on a three yearly basis although there are a few such as information governance which will require yearly updates.

### **Mentoring**

All newly appointed consultants will be offered a mentor on commencement of their post. This person will be a senior consultant from within the hospital.

### **Clinical governance**

The hospital has an active programme of clinical governance, led by Dr Peter Wilson, Chief Medical Officer. The department has a rolling programme of governance meetings which are compulsory.

### **Conditions of appointments**

This is a full-time post. Applicants wishing to be part time or job share will be considered.

Full GMC Registration with a licence to practice is required. Candidates should have a Certificate of Completion of Training (CCT) or be within six months of CCT in the specialty or Certificate of Eligibility for Specialist Registration (CESR).

This post will be subject to the Terms and Conditions Consultants (England) 2003 and will comprise of a main contract of employment for ten programmed activities and a supplementary annual contract for any temporary additional programmed activities. Temporary additional programmed activities will be reviewed at the same time as the job plan.

Any consultant who is unable, for personal reasons, to work full time will be eligible to be considered for the post. If such a person is appointed, modification of this job plan will be discussed between the consultant and CEO, in conjunction with consultant colleagues, if appropriate.

Removal expenses for the post holder will be paid, in accordance with the Trust conditions.

### **Other facilities**

The library is professionally staffed and there are comprehensive reference, lending and inter-library facilities. Computer aided literature searches are available. The library is available around the clock by means of a key available from the porters' lodge. There are similar facilities at Poole Hospital and there is a specialised library in the Cardiac department. The Postgraduate Medical Centre has a very active education programme to which the medical staff make a major contribution.

There are regular weekly lectures, journal clubs, fortnightly Specialty Registrar Core Curriculum and weekly Physicians Grand Round which supports the excellent specialty training programmes held departmentally. Computer aided literature searches are available. Other on-site facilities include:

- Day Nursery (RBH site)
- Doctors' Mess (with IT facilities)
- IT Learning Centre
- Auto-bank
- Staff car park (subject to charge & availability)

### **DBS/Disclosure and Barring Service (CRB)**

As part of our recruitment procedure this post will be subject to a Criminal Record Disclosure. A disclosure is a document containing information held by the police and government departments. Disclosures provide details of a person's criminal record including convictions, cautions, reprimands and warnings held on the Police National Computer. Where the position involves working with children, disclosures will also contain details from lists held by the Department of Health and the Department for Education and Skills of those considered unsuitable for this type of work.

### **Rehabilitation of Offenders**

This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act (Exceptions Order) 1975. Applicants are, therefore, not entitled to withhold information about convictions and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the exemption order is applied.

### **Medical clearance**

The appointee will be required to complete a health assessment form and may be required to undergo a health assessment.

### **Accommodation**

A single room may be provided in the hospital for which a charge will be made. Married accommodation is limited so early notification of your requirements is advised. Married accommodation is subject to a tenancy agreement and a charge will be made.

### **Health and Safety**

Everybody within the Trust has a legal responsibility for the health, safety and welfare of themselves and others at work. These duties are set out within the Health and Safety at Work etc. Act (HASAWA) 1974, the Management of Health and Safety at Work Regulations (MHSWR) 1999, and in other relevant regulations and guidance notes.

### **All staff**

In accordance with HASAWA and the Trust Health and Safety policy, all staff have legal responsibilities;

- to take reasonable care for themselves and others that may be affected by their acts/ omissions
- to co-operate with their manager/ supervisor to enable them to carry out their legal duties e.g.
  - shall report all hazards and defects to their line manager/ supervisor
  - shall report all accidents, incidents, near-miss events to their manager/ supervisor and via an adverse incident report (AIR) form (Trust policy)
- to use all work equipment, materials and substances in accordance with any training and instruction provided (e.g. medical devices, chemicals, mechanical aids, machinery, plants, vehicles, and personal protective equipment)
- to ensure they attend all annual mandatory training and attend health and safety training as required for the post
- to comply with Trust and department health, safety and risk policies and procedures
- not to interfere with or misuse anything provided to secure health and safety .e.g. wedge fire doors open, remove first aid equipment, break locks off systems

## Smoking

The Trust has a responsibility to provide a safe and healthy environment for everyone who is working, visiting or living on hospital premises. Smoking is NOT allowed on site except for within the designated smoking areas and shelters for staff and patients.

The Trust will not tolerate smoking in undesignated areas and there is a zero tolerance approach to all staff who continue to do so. We will continue to provide support to staff, patients and visitors who want to give up smoking.

In the interests of promoting responsible healthcare all staff should refrain from smoking when off-site in uniform or wearing an identifying NHS badge in any public place.

## Infection prevention and control

The prevention and appropriate management of infection is of paramount importance in the quality and safety of the care of patients, and to the safety of visitors and members of staff. It is the responsibility of all staff to be aware of, assess and minimise these risks and comply fully with Infection Prevention and Control policies.

The Health Act 2008 establishes a Code of Practice for the Prevention and Control of Health Care Associated Infections. It sets out criteria by which NHS managers ensure that patients are cared for in a clean environment, with a safe water supply, where the risk of Healthcare Associated Infections (HCAI) is kept as low as possible.

In accordance with the Trust's Risk Assessment policy and Risk Management strategy, all managers, heads of department and clinical leaders are responsible for ensuring that:

- they and their staff comply with all Trust and department health and safety policies and procedures
- the necessary equipment and mechanisms are in place to support infection prevention
- health care workers are free of and are protected from exposure to communicable infections during the course of their work, and that all staff are suitably educated in the prevention and control of HCAI

## Data Protection

All staff are required to comply with the Data Protection Act and the Trust's Data Protection Policy. Staff are responsible for ensuring that any personal data which they hold is kept securely; that personal information is not disclosed either orally or in writing to any unauthorised third party; that personal data is only accessed where there is a legitimate business need and only where such processing is consistent with the purposes for which the data was collected.

## Equality and Diversity

The Trust is positively committed to the promotion and management of diversity and equality of opportunity. Equality and diversity is related to the actions and responsibilities of everyone – users of services including patients, clients and carers; work colleagues; employees; people in other organisations; the public in general. All employees have a responsibility to ensure that they act in ways that support equality and value diversity and must comply with the responsibilities placed upon them by employment legislation and the equality duties.

## Sustainability

The **UHD Green Plan** is the Trust's Sustainability Strategy and is a board-approved policy document. This plan puts the Trust on a path to having 'Net Zero' carbon emissions by 2040 and an interim target of an 80% reduction by 2030 against a 1990 baseline. The Green Plan also commits the Trust to becoming a "Clean Air Hospital" by 2026, to deliver against the UN Sustainable Development Goals and attain a 100% score by 2030 under the NHS sustainable assessment framework SDAT. The Trust expects all staff to play their part in delivering these goals.

This post is subject to the policies, procedures and rules approved by the Trust and as varied from time to time. All staff are required to familiarise themselves with, and comply with the Trust's policies, procedures, rules or statements of practice. These can be accessed through the Intranet, a department manager, or through Human Resources.

# Person Specification

Essential = Necessary for safe and effective performance in the job;

Desirable = Where available, elements that contribute to improved/ immediate performance in the job

<b>SKILLS, KNOWLEDGE AND APTITUDE</b>
<b>ESSENTIAL REQUIREMENTS</b>
<ul style="list-style-type: none"> <li>• Evidence of knowledge base as shown by FRCR and CCT</li> <li>• Willingness and ability to fulfil the key elements of the job description</li> <li>• Experience and ability to train junior doctors</li> <li>• Ability to work as part of a multidisciplinary team</li> <li>• Computer literate</li> <li>• General ultrasound skills</li> <li>• Knowledge of multidisciplinary clinical audit principles and evidence of direct involvement in audits</li> </ul>
<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Experience with regional PACS systems</li> <li>• Training in teaching</li> </ul>
<b>EXPERIENCE</b>
<b>ESSENTIAL REQUIREMENTS</b>
<ul style="list-style-type: none"> <li>• Broad experience of all aspects of Radiology.</li> <li>• Knowledge and experience in a subspecialty interest area</li> <li>• Knowledge of the NHS plan / modernisation agenda and the implications for service development</li> <li>• Evidence of the ability to contribute to the strategic development of the Trust</li> <li>• Ability to demonstrate effective leadership and management skills</li> </ul>
<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• To have undertaken training in management skills</li> </ul>
<b>INTERPERSONAL SKILLS</b>
<b>ESSENTIAL REQUIREMENTS</b>
<ul style="list-style-type: none"> <li>• Approachable manner</li> <li>• Flexible attitude</li> <li>• Ability to work effectively in multidisciplinary team</li> <li>• Highly motivated individual who demonstrates initiative and enthusiasm</li> </ul>
<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Specific training in communication skills</li> </ul>
<b>QUALIFICATIONS AND TRAINING</b>
<ul style="list-style-type: none"> <li>• Full registration with GMC and license to practice</li> <li>• FRCR or equivalent</li> <li>• Entry on the GMC specialist register via CCST, CESR or European Community Rights</li> <li>• Pre-CCST candidates will be considered if eligible for interview 6 month prior to CCCST date (at date of interview)</li> </ul>
<b>OTHER</b>
<ul style="list-style-type: none"> <li>• Full GMC Registration with Licence to Practice</li> <li>• Able to speak English as necessary for the role</li> </ul>

# How to apply

The closing date for applications is **23 March 2025**.

Applications should include:

- A covering letter explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post.
- A Curriculum Vitae (CV) with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and email addresses. The CV should include names and contact details of three referees. References will not be taken without your permission.
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Monitoring Form**.

Please note that the information you provide will be treated as confidential and is for monitoring purposes only. It will not form part of the application process.

All applications should be sent to: **applications@hunter-healthcare.com**. All applications will be acknowledged.

If you would like to have an initial conversation, please contact Brendan Davies at our recruitment partners Hunter Healthcare on 07585 356985 or by email: **bdavies@hunter-healthcare.com**.

## KEY DATES:

Application Deadline	23 March 2025
Shortlisting	w/c 24 March 2025
Interviews	9 April 2025





**We are** caring  
one team  
listening to understand  
open and honest  
always improving  
inclusive

**NHS**

**University Hospitals Dorset**  
NHS Foundation Trust



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