A New Kind of Trust

A Career in the Children’s, Women’s & Diagnostics Division
The UK’s most modern facilities and committed teams make UHNM a great place to work.

University Hospitals of North Midlands NHS Trust (UHNM) is one of the largest and most modern in the country.

We serve around three million people and we’re highly regarded for our facilities, teaching and research.

The Trust has around 1,450 inpatient beds across sites in Stoke-on-Trent and Stafford.

Our 11,700 strong workforce provide emergency treatment, planned operations and medical care from the Royal Stoke University Hospital and the County Hospital at Stafford.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research.

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Employing WORLD-CLASS people will help deliver our HEALTH CARE VISION
We are a fast-paced, dynamic and evolving organisation who can offer a wealth of opportunities to clinical and non-clinical staff interested in a rewarding and varied career.

Excellent and safe patient care requires commitment, compassion and competence.

Colleagues throughout UHNM have these attributes in abundance and we are always on the look-out for new talent to help us provide and develop world class services. Our friendly staff will guarantee you a warm welcome.

We are proud to care not only for our local populations in Stoke and Stafford, but for those from further afield who are prepared to travel to our hospitals so that they can benefit from the high quality specialist surgery, research, treatment and facilities available here. We are the specialist centre for major trauma for the North Midlands and North Wales.

Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Further improvements and investment are due at both our major sites including new wards, renal dialysis and chemotherapy units and orthopaedic theatre at County Hospital and a fifth MRI scanner and two new theatres at Stoke.

UHNM have now taken on responsibility for a number of beds at community hospitals in Bradwell and Cheadle, offering further opportunities for those wishing to work in a community setting as well as the acute sector, or across both.

Colleagues living locally enjoy the benefits of the beautiful Staffordshire countryside, access to the Peak District, fantastic transport links to major cities, excellent schools and lower than average housing costs.

If we sound like your kind of trust, we’d love to hear from you.
Opportunity for all Trust employees to upskill

UHNM provides staff with opportunities to learn and develop their role. As well as updating skills to do their jobs with statutory and mandatory learning, staff can see UHNM mentors who encourage colleagues to learn more with courses in the workplace or in local colleges or training providers.

The Trust’s Healthcare Careers and Skills Academy is the home of the Organisational Development Team who offer a wide range of services to support teams to achieve their aims and ambitions.

These opportunities start from day 1. Comprehensive career support is on offer with a number of available routes into UHNM including apprenticeships, work experience, Prince’s Trust programmes and a multitude of NVQs including Business Administration, Healthcare Support, Management and Pharmacy.

Staff are fully supported through these programmes as the team offer advice and skills aimed at equipping talent for the future.

It doesn’t stop there! As an employee of UHNM you can expect on-going learning and development, including Leadership Development, Mentoring and Coaching, Customer Care for patients and a number of other courses to boost skills and create exciting development opportunities for all.

HEALTH PROFESSIONALS OF THE FUTURE

learn at centres in North Midlands

We work closely with Staffordshire and Keele Universities to provide excellent placements for students here at the University Hospitals of North Midlands.

Purpose-built, modern facilities at the University of Keele, Staffordshire University and UHNM sites attract the next generations of doctors, nurses, radiographers, pharmacists, scientists and technologists to train and work at the hospital.

The university’s medical school trains more than 130 students in each of the five years of its undergraduate programme. All third years study at UHNM, many spend years four and five at the hospital, with some working in Shropshire.

Meanwhile, hundreds of midwives, radiographers, nurses, biomedical scientists, pharmacists, technicians and nursing assistants across a range of clinical specialties train at the university and go on to work at the hospitals.

Modern innovative curriculums for all students make the most of purpose-built facilities at both the university campus and the hospitals. It’s part of a learning and training package which aims to develop the very best clinicians, nursing and clinical staff and encourage them to stay and work here.

There are lots of unique opportunities while training at UHNM. A student-led volunteer scheme, Med-Path, has been developed in partnership with the University Hospitals of North Midlands Skills Academy, whereby medical students are involved in delivering activities and developing opportunities within local schools and colleges. UHNM has seen year on year growth in clinical placements offered at the hospital, with an amazing 41,000 days completed and 200 qualified nurses and midwives welcomed in 2014/15.

For our registered staff we continue to offer a preceptorship programme and we supported 347 staff to undertake a degree or masters level study to ensure we develop our workforce to meet the changes in service delivery.

There are also well-subscribed courses for qualifications in pharmacy, radiography and biomedical sciences.
Research programme shapes the development of new care

Thousands of patients sign up to take part in ground-breaking research projects that put UHNM at the heart of developing health technologies of the future.

Our thriving Research and Development department strives to provide high quality, pioneering research at every stage of patient care. A core part of the NHS is creating a culture of innovation and giving patients the opportunity to get involved in all aspects of research.

More than 3,500 patients per year are recruited into studies lead by internationally renowned researchers at the UHN M to aid in a variety of areas including stroke, cancer, neurology, imaging and respiratory medicine.

Within the department, research nurses, radiographers, pharmacists and midwives work alongside clinicians, multidisciplinary teams and support services to identify potential research participants, discuss trials with patients and provide care throughout the studies.

Ranked in the top 15 per cent of research active trusts, UHNM works in partnership with Keele University to deliver studies that can help patients all over the world.

Keele’s position as a leading university for cutting-edge research has been confirmed by the UK-wide Research Excellence Framework (REF), which assesses the quality of studies in higher education institutions in the UK.

The REF results revealed that 97 per cent of the University’s research is classified as world leading and of international importance and with further academic investment, the UHNM aims to become a nationally recognised Centre of Excellence for health-related research by 2018.

The Children’s, Women’s and Diagnostics Division (CWD) has a medical research lead underpinned by a group of enthusiastic research leads to progress our strategy.
Chief Nurse Liz Rix explained that nurses were at the heart of the Trust’s ambition to become a world class provider of health services.

She said: “The nursing profession will always face challenges both locally and nationally. By working as a team and through consistent delivery of strong nursing leadership at every level of the organisation, we are confident that we will succeed in becoming a top performing Trust.

“We are passionate about making lives better. We are dedicated to clinical excellence, inspiring and supporting our nurses and putting our patients at the heart of everything we do. We would love you to be part of our team. If you are passionate, caring and enthusiastic, come and join us.”

Nurse bank
The nurse bank offers the opportunity for people to work flexibly in services across the Trust.
ABOUT ALLIED HEALTH PROFESSION

Nutrition and Dietetics

Nutrition and Dietetics is a well-established service at the University Hospital of North Midlands. There are over 45 dietitians working for the hospitals which include Royal Stoke University Hospital and County Hospital. We also have a service level agreement with the local Mental Health Trust and we support a variety of Outpatient Clinics, domiciliary visits, dialysis centres and outreach work for some dietetic specialities.

The dietetics team here is forward thinking, vibrant and hard working with an ethos of doing our best for people using our services. Speciality teams include paediatrics, acute medicine and surgery, community for General practice clinics, Mental Health, Learning disabilities, nutrition support, trauma, bariatrics and renal dietetics. Each of these teams also has specialities within them developing a high level of expertise.

The department trains student dietitians, taking students form Coventry University for A, B and C placements and enjoys a high rate of student satisfaction.

The dietetic teams working here are keen to be involved in any aspect of nutrition and embed the nutrition infrastructure of the Trust including nutrition support initiatives, Hospital food initiatives and Staff well-being. There is a continual drive with a range of colleagues from other professions to improve nutrition standards in our hospitals; our aim is to be the best and staff are encouraged to develop their potential with support of colleagues.

The Trust has busy research and audit departments supporting AHP’s to gain a better understanding of the processes involved and helping these to be translated into practice and there are opportunities to present nationally/internationally as well as inputting in to NICE Guidance and British Dietetic publications.

Physiotherapy and Occupational Therapy

UHNM Therapies comprising both Physiotherapy and Occupational Therapy are the second and third largest AHP professional groups respectively with over 200 staff currently working across the Royal Stoke and County sites.

We cover the full range of specialities making us one of the most attractive employers of therapy staff, in particular newly qualified. We offer experience in the general areas of respiratory, musculoskeletal and neurology and offer a wide range of speciality rotations. We are able to offer opportunities for staff to grow and develop their careers in a stimulating and forward thinking service. This gives them the foundations to enable them to take on more senior roles in and outside of the service and organisation.

Our Therapists have a major contribution to make in delivering quality health care. Their role is invaluable in achieving rapid and best outcomes for patients and therapists are recognised within the Trust as invaluable and key members of the multidisciplinary team.

We are the local clinical education provider for both Physiotherapy and Occupational Therapy undergraduates and have a productive partnership with Keele, Coventry and Derby Universities. We have gained national and international recognition for service improvement and for being front runners in leading transformational change and our staff have presented at conferences and good practice workshops.

Our therapists at UHNM are innovative, committed and hardworking.
At the Royal Stoke site eight major development projects are underway costing £35 million.

A new 28 bedded ward with 12 single bed side rooms has already been created, a new-build extension has given the Critical Care Unit 12 more beds, the Springfield building has undergone a major refurbishment and offices have been moved to give the Pathology labs more space following centralisation.

We are planning to deliver more inpatient beds for oncology, two new wards and two modular theatres, another 28 bedded ward with 12 single side rooms and a new two storey extension for two MRI scanners.

County Hospital in Stafford is benefitting from an investment of £25 million on 16 projects with a scheduled completion date of March 2017.

Already delivered at County Hospital are new ultrasound facilities and midwife-led birthing rooms in the Midwifery Unit, a children’s assessment and emergency centre, an MRI scanner and an ultraclean theatre with lay up room.

The remaining projects are due on stream during the next 18 months and include essential fire safety work, phase one of a 12 station renal dialysis unit and phased improvements to the emergency department and outpatients.

2016 will see work start on a catering initiative, phase two of the 12 station renal dialysis unit, the creation of a dedicated chemotherapy unit, theatre refurbishment and endoscopy improvements.

Work starts in 2016 on a revamp of five wards which will continue into 2017 when the second phase of essential fire safety work takes place.

£60 million commitment to invest in FACILITIES ACROSS HOSPITALS
Artist’s impressions of some of the new facilities to be provided at the Trust.

Additional bed space has been provided at UHNM.
Potteries area has so many great attractions

NORTH Staffordshire is home to world-famous producers of the most beautiful china, and is widely-known as one of the friendliest cities in the country.

It boasts award-winning parks, museums, five theatres, mainstream and special interest shopping centres and a vibrant night life.

Staffordshire Moorlands market towns and beautiful villages are a short drive away, as is the Peak District National Park – a mecca for walkers. For thrillseekers, the popular Alton Towers theme park is a 30 minute drive away.

Housing across the area is plentiful and affordable while road and rail links including the M6 and the West Coast Main Line mean Manchester and Birmingham are less than an hour away.

The main line service to London links the area with the capital in 90 minutes.

With three international airports within a 50 mile radius, travelling abroad could not be easier.

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Working life improved by

PACKAGE OF BENEFITS

As a forward thinking and progressive employer we aim to make sure you get the rewards your hard work deserves to make your working life easier and your personal life more rewarding.

We don’t just give you a salary and paid holidays – we also have an extensive support network and offer training to help you maintain your professional registration while improving your skills as you look to advance.

When you join us, your package will include:

**Pension:** the NHS is one of very few employers still offering a retirement package based on either your final salary or a percentage of your pay over your whole career.

**Holidays:** at least 27 days’ holiday a year, rising when employment milestones are reached. Holiday minimums exclude Bank Holidays which are given over and above.

**Pay:** incremental scales subject to annual review and based on your responsibilities and skills.

**Childcare Support:** flexible working patterns.

**Flexibility:** scope for part-time working, job sharing, term-time working as well as evening, weekend work and career breaks.

**Carer Support:** flexible working and special leave policies.

**Training:** full or part-time learning opportunities to help you realise your potential.

**Equality and Diversity:** we make positive efforts to recruit from the many diverse sections of society to ensure all staff are treated fairly.

**NHS Discounts:** from local and national companies.

Supporting and promoting good health and wellbeing

The Royal Stoke choir and orchestra welcome people of all abilities to join up and sing or play along. The orchestra plays a minimum of five concerts per year including Christmas Carol events and summer cabarets. They rehearse every Thursday from 7pm until 9pm at the Newcastle Baptist Church. Choir rehearsals take place every Tuesday from 8pm until 8pm at the Healthcare Careers and Skills Academy.

TO deliver high quality patient care, the NHS needs staff that are healthy, well and at work. Looking after the health and wellbeing of our staff directly contributes to the delivery of quality patient care.

We have a range of wellbeing initiatives to support our staff including a health and wellbeing programme, wellbeing courses, staff support services and health promotion activities.

WHY CHOOSE UHNMM?
The Children’s, Women’s & Diagnostics Division consists of eight directorates:

- Imaging
- Pathology
- Pharmacy
- Obstetrics and Gynaecology
- Child Health
- Outpatients
- Bereavement Services
- Clinical Technology

With more than 2,300 staff and a budget of more than £130 million the Division has state-of-the-art equipment and is highly-accredited with a record of achievement at various national awards. Our clinical services are supported by a strong management team who co-ordinate, support and develop our clinical service development. CWD is supported by specialists in finance, human resources, strategy, planning and clinical excellence.

A range of careers are available within the Division as we seek enthusiastic, caring individuals who want to be part of a great team.

Divisional Chair Melissa Hubbard said: “We are a diverse Division and close team pursuing the Trust’s vision to become a world class provider of health services.

“Our ethos is to recruit excellent team members who put the patient first in everything that they do.”

### Child Health Directorate

The Children’s Centre – Cheethams – has been providing healthcare for North Staffordshire’s children for generations and is now based inside the new Royal Stoke University Hospital main building. The Neonatal Unit, also part of the Directorate, is based in the Maternity centre.

Children’s care is also provided at the County Hospital, Stafford, which houses a Children’s Outpatient Department and Assessment Unit within the Children’s Emergency Centre. At Stoke there is an Intensive Care Unit, wards and a dedicated Children’s Outpatient area and Community Paediatrics.

A team of over 450 staff, including doctors, nurses, clinical support and administration staff, work together to ensure that the young patients and their families have everything they need to feel as welcome and comfortable as possible.

With its Children’s Assessment Unit and A&E, as well as wards and an outpatients area, the Centre has a reputation for providing first-class health services for a common childhood injuries and conditions. Care is delivered in the following areas:

- **Children’s Intensive Care Unit**
- **Neonatal Unit**
- **Children’s Assessment Unit**

Specialist treatment is provided in a number of areas including allergy, gastro, cystic fibrosis, oncology, diabetes, renal and respiratory medicine. We have ambitions to develop a Children’s Hospital within a Hospital to align the Royal Stoke with others such as Great Ormond Street and Alder Hey in Liverpool. We also aspire to develop a Ronald McDonald House in the foreseeable future.

As well as a dedicated team of paediatric doctors and nurses, support is provided by dieticians, physiotherapists, play specialists and a schoolteacher. A suite of rooms sleeping two each with en-suite facilities is centrally located to allow parents to stay close to their children while they are being cared for in the Children’s Intensive Care and Neonatal Units.
Imaging Directorate

The Imaging Directorate at UHNM is the fourth largest service in the country, employing more than 500 staff including 48 consultants, 20 specialist registrars, 20 members of nursing staff and 170 radiographers.

Using state-of-the-art imaging equipment it provides a comprehensive diagnostic and interventional radiological service to all specialities within the Trust and tertiary catchment, completing more than 500,000 examinations in 2014 and achieving Imaging Services Accreditation Scheme standards.

The imaging facilities are almost all based within the main hospital complex on the Royal Stoke University Hospital site and at the County Hospital in Stafford, with smaller departments situated within the Potteries conurbation.

The department at the Royal Stoke includes inpatient and outpatient accommodation for imaging, while five community hospitals contribute to plain film and ultrasound services linked by electronic image transfer (PACS) to the main departments.

The services include:

- Plain radiography
- Ultrasound
- Interventional procedures including Biliary
- Neurovascular Intervention
- Mammography – screening and symptomatic
- Angiography
- Computerised Tomography
- Magnetic Resonance Imaging
- PET/CT
- Nuclear Medicine

The Directorate undertakes several examinations as a specialist centre within the region, including Cardiac MRI, CTC and Endoanal Ultrasound, as well as being the hub for complex Vascular Interventional procedures.

Outpatient Directorate

The Outpatient Directorate is responsible for the management, administration and provision of nursing care in all medical and surgical clinics at the Royal Stoke and County Hospitals.

With 109 consulting, 47 specialist, nine treatment and seven counselling rooms all situated on the ground and first floors of the main building, the Royal Stoke sees more than 600,000 patients each year.

In addition to these rooms, there are two other areas of Neurophysiology and the Emergency Eye Clinic.

County Hospital sees 150,000 patients per year and currently has 34 outpatient clinic rooms, which will soon be undergoing a full refurbishment.

The Directorate employs a total of 130 administrative staff and 58 nurses and nursing assistants who deliver high quality care to patients.

A range of training and development opportunities are available for staff, including NVQ and aspiring programmes, degree pathways and customer care training.
With more than 450 staff the Obstetrics & Gynaecology Directorate provides elective and emergency inpatient, outpatient, and ambulatory care for women of North Staffordshire and surrounding areas across both hospital sites.

22 Consultants are supported by Junior Doctors in training, Advanced Nurse Practitioners and Clinical Nurse Specialists Administrative and Clerical staff.

Our Gynaecology department provides a range of sub-specialties including Gynaecological Oncology, Urodynamics and we are an accredited Severe Endometriosis Centre.

All major and complex surgery takes place at Royal Stoke where women are cared for on a refurbished surgical ward.

Outpatients diagnostic and day case surgery are offered on both hospital sites providing women with the option of having their care provided closer to home.

We have opened community gynaecology 'one stop' clinics which has reduced the need for women to attend main hospital sites.

Maternity service moved into the Maternity Centre at Royal Stoke in April 2009 and from here we provide a full range of obstetric and midwife care.

At the County Hospital we offer outpatient and day case surgery, and provide the option to deliver in a free standing midwife birth centre.

Our Maternity services in North Staffordshire & surrounding areas deliver 7,000 deliveries babies per annum. We are one of the largest maternity units in the UK which means staff can specialise in a range of tertiary services not available at smaller units.

The service achieved CNST level 3 in 2013 and achieved 49 of the 50 standards making it one of the highest assessed maternity services in the country.

Clinical Technology Directorate

The Directorate of Clinical Technology provides a comprehensive medical equipment management and maintenance service to the University Hospitals of North Midlands and external healthcare bodies. Based at both the Royal Stoke University Hospital and County Hospital sites, multidisciplinary teams provide services across the organisation and to other local healthcare providers.

With 44 highly skilled engineers and technologists, the Directorate operates from workshops and offices at both sites, some of which are located alongside key clinical services such as theatres, renal and intensive care. Staff are employed in both support and technical roles, including administration, data quality, team managers and various grades of healthcare scientists.

More than 60,000 jobs are undertaken by the Directorate each year, providing a comprehensive equipment management service, ensuring that medical equipment owned by the Trust is safe and available for use.

The Directorate consists of the following teams operating across both UHNM sites and in the local and wider healthcare economy:

**Medical:** provides support to general medical equipment across all areas and specialities.

**Critical Care:** specialist technicians are embedded in Intensive Care Unit areas.

**Renal:** a dedicated team supporting the renal unit and home-patients.

**Imaging:** supporting Trust-wide imaging services.

**Medical Gas and Mechanical Workshops:** support oxygen therapy equipment and provide mechanical engineering service to the department and the Trust.

There are opportunities to develop by undertaking a part-time foundation degree alongside a work-based competency programme in order to achieve practitioner level Healthcare Scientist status.
The role of the Pharmacy Directorate is to support the safe and effective use of medicines for all our patients. The Directorate, which has facilities at both the Royal Stoke and County sites, employs around 250 staff in roles including pharmacists, technicians, pharmacy support workers, porters and clerical and administrative staff.

The Directorate is comprised of the following departments:

- Clinical Services
- Clinical Information and Procurement Services
- Patient Services and Distribution
- Technical Services and Clinical Trials
- Medicines Information, Clinical Governance and Medicines Safety

The Directorate also hosts a team responsible for the roll out of the Electronic Prescribing and Administration (ePMA) system in the Trust.

Each year, over 700,000 items are dispensed to patients and the Pharmacy Procurement team purchase drugs to the value of more than £30 million. The dispensary at the Royal Stoke site has a state-of-the-art robotic dispensing system and a licensed aseptic manufacturing unit that produces highly specialised medicines, including cytotoxic (chemotherapy) infusions and parenteral nutrition feeds.

For the last two years, teams from the directorate have been finalists in the Health Service Journal awards in the Workforce Efficiency and Outsourcing categories.

Each year, the Directorate take on pre-registration pharmacists and technicians, and a range of training and development opportunities are available – including a Step Training programme for junior pharmacists as well as e-Learning training packages.

To find out more watch our video at https://vimeo.com/102345970

Pathology Directorate

With a dedicated workforce of around 440 staff including 20 Consultant Pathologists, Chemical Pathologists and Microbiologists, the Directorate of Pathology provides a comprehensive diagnostic and treatment monitoring service throughout the West Midlands.

Cutting-edge technology is used to support and deliver services to its users and results are reported via secure electronic links. The Directorate analyses more than three million samples per year, which equates to 20 million tests, making it one of the largest Pathology providers in the country.

The new facilities based at the Royal Stoke University Hospital include an excellent purpose built laboratory which sits alongside other clinical services, multidisciplinary meeting rooms and a new mortuary.

The Directorate comprises of the following departments:

- Cytology
- Haematology and Blood Transfusion
- Clinical Biochemistry
- Histopathology
- Microbiology (Bacteriology and Virology)
- Immunology
- Mortuary

Haematology, Immunology and Clinical Biochemistry operate as a combined Blood Sciences laboratory, with around 110 technical, clerical and medical staff working together to process more than 2.5 million samples per year. Incidentally the Blood Sciences laboratory was only the second in the UK to install a Siemens Aptio automation track.

All departments hold Clinical Pathology Accreditation (CPA) and are working towards United Kingdom Accreditation Service (UKAS) accreditation. Pathology undertakes active research under the leadership and direction of Professor Tony Fryer.

The Directorate undertakes and operates patient facing services, examples of which include Phlebotomy, and Anti-coagulant Management.

Pharmacy Directorate

Bereavement Services

There is a dedicated team of Bereavement Officers on both Royal Stoke and County Hospital sites. Sadly some patients are at the end of their lives, and all our staff do their very best to make them as comfortable as possible, and provide emotional support at a difficult time. But our work doesn’t end there.

When a patient dies, our Bereavement Services Team steps in to support and offer guidance to families and friends with the inevitable practical issues surrounding a death.
If you are interested in joining the team at the University Hospitals of North Midlands see our **NHS Jobs pages** for our latest job opportunities.

**TO FIND OUT MORE VISIT** www.uhnm.nhs.uk

@UHNM_NHS or like us UniversityHospitalsofNorthMidlandsNHSTrust
JOB DESCRIPTION

Job title: Full Time Consultant Uro-Radiologist
Grade: Consultant
Accountable to: Clinical Director
Responsible to: Imaging Directorate Manager and Imaging Professional Head
Programmed activities: See work programme below
Directorate: Imaging
Work base: University Hospitals of North Midlands NHS Trust

Key Relationships:
Clinical Director/Imaging Directorate Manager/Imaging Professional Head/Associate Directorate Manager
Modality Leads
Advanced Practitioners
Radiologists
Radiographers
Nursing, clerical staff and other staff working in the Imaging Directorate
Referring Clinicians and Nursing staff throughout UHNM
Divisional Management Team
Urological Imaging Services/Urology Surgical team

Other Relationships:
Medical Physics
Finance
Human Resources
Keele University Staff
Equipment Manufacturers
Independent sector service providers
Regulatory and Inspection bodies
ISAS - UKAS

Job Purpose
To actively engage and provide clinical leadership in supporting and enhancing Uro-radiology services. Deliver high quality responsive radiology support as per job plan.
The Post

Full-time, Permanent Consultant Radiologist with an interest in Urological imaging at the University Hospital of North Midlands NHS Trust

UHNM are looking for a Consultant Radiologist with an interest in Uro-radiology to enhance a team of three radiologists with an interest in Urological imaging within a department of 40 wte Consultant Radiologists.

At UHNM the cross sectional radiologists work closely with their colleagues in the Surgical and Medical Directorates through cancer MDTs and joint clinico-radiological meetings. The successful applicant will share responsibilities covering elements of Uro-Radiology on a rota for providing MDT cover. Other MDTs and clinic-radiological meetings would be according to further sub-specialty interests.

The Imaging Services are based on a strong ethos of Quality assurance, Audit, Evidence and Research. Successful applicants would be expected to actively engage in Governance and Audit and specifically contribute to the Department’s on-going ISAS accreditation. UHNM is a research active organisation. There is a large number of active oncology trials, many of which require radiology support. The Imaging Department is also building up a portfolio of imaging-based research aligning to the Trust priority to become a major clinical research centre and developing a research interest will be actively encouraged. Areas of recent service improvements include GP direct access for CT KUB, contrast enhanced ultrasound and pre biopsy MRI for prostate.

The Body Radiologists provide a full on-call service, currently on a 1 in 16 weekdays and 1:10 Saturday or Sunday rota, with SpRs providing the first level of cover. Separate on-call cover is provided by neuroradiology and vascular radiology colleagues.

The appointed radiologist would be expected to engage with the Imaging Department 2017 service improvement programme developing:

- On call
- Cross-site working at the County Hospital
- A “Radiologist of the Day” service for USS and CT guided drains

The successful candidate would be expected to provide;
2 sessions of CT supervision/in-patient and out-patient reporting
1.5 session of MRI
1 session of diagnostic US
1 session of interventional US
1 sessions of Plain film reporting
0.5 session of Fluoroscopy
1 session of Urology MDT prep and delivery on a rotational basis
1.0 SPA Trust business
1.0 SPA CME
0.5 PA On call

10.5 SESSIONS Total
ABOUT THE ROLE ON OFFER

Scheduling of sessions is by mutual agreement. Opportunities exist for flexible working, extended working day and expanding weekend working. We are trialling the use of Intelerad for home reporting and this may be expanded later to consultants who wish to contribute with flexible working.

General Provisions

The appointee will be expected to work with local managers and professional colleagues in the efficient running of the Imaging Service and will share with consultant colleagues in the medical professionals contribution of management. Subject to the provisions of the Terms and Conditions of Service, the appointee will be expected to observe the Unit’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust.

In particular, where the appointee is involved in the management of employees of the Trust, he/she will be expected to follow the local and national employment and personnel policies and procedures. The appointee will be expected to make sure there are adequate arrangements for hospital staff involved in the care of his/her patients to be able to contact him or her when necessary.

All medical and dental staff employed by the Trust are expected to comply with regional and appropriate Trust Health and Safety policies. The appointee will have responsibility for the training and supervision of junior medical staff who work with him/her and will be expected to devote time to this activity on a regular basis.

If appropriate, the appointee 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 careers.

Resources

Clinical and non-clinical staff as described earlier.

The Directorate Management Team: The Directorate Management team comprises of a Clinical Director, Directorate Manager and Imaging Professional Head; Associate Directorate Manager as well as Modality Lead Superintendents.

The Imaging Directorate Manager takes the lead in operational activities and is responsible to the Clinical Director. The Imaging Professional Head is responsible for the governance, quality, health and safety within the Imaging Directorate and is also responsible to the Clinical Director.

The current Clinical Director for Imaging, Dr Hefin Jones, is responsible for the clinical management of Imaging.
Duties and Responsibilities

Clinical Duties
The appointee will provide appropriate management support and clinical direction for the Imaging Service and will be supporting uro-radiology services. In particular you will provide a responsive inpatient and emergency service Uro-rad service.

Development of the Uro-Radiology Service and improvement of standards wherever possible. Clinical Colleagues in other specialities must be kept informed of the role of imaging in diagnosis, management and treatment.

Diagnosis and treatment of patients occupying accommodation made available under section 58, 65, and 66 of the National Health Act 1977, insofar as such patients have not made private arrangements for such treatment under section 65(2) of the Act.

Participation in professional audit and continuing professional development

It is a requirement of the post that post-holders comply with Trust policies and procedures, have (and maintain) GMC registration / licensing and participate in a formal CPD programme (The Trust supports the requirements for Continuing Medical Education and is committed to providing time and financial support for these activities).

Initiate and participate in research and audit programmes in accordance with Trust policies and procedures.

Manage own programme of continuing professional development to meet own needs within the requirements of the Royal College.

Discrepancy meetings are held on a two-monthly basis for discussion of diagnostic discrepancies. The post holder is required to attend these meetings.

Appraisal and Revalidation

The post-holders must also participate in job planning, regular medical audit and in annual appraisal with one of the trained appraisers within the Trust. Job planning will take place on an annual basis and it is the responsibility of the clinical director and directorate manager to ensure that job planning takes place.

IQA and EQA
To participate in internal and external quality assurance programmes as appropriate.

Clinical governance
To have responsibility for a commitment to maintaining a high quality service to patients by continual development of practice in the light of research evidence and by audit based against clinical relevant standards. In addition individual staff have a major role in suggesting and implementing improvement to services and in exercising professional responsibility for both themselves and their peers within an open ‘no blame’ culture.
Managerial Duties
Opportunities for a higher managerial role within Imaging may be available to an interested candidate. A clinical lead for Urological Imaging is in place, however, lead positions are usually 3 year tenures and are reviewed as part of the consultant appraisal process.

Work with colleagues to manage the daily business of the Directorate and to develop the service in accordance with the Trust's strategic direction. Taking part in meetings and other activities as agreed with the Clinical Directorate. Managerial duties will include managing resources, preparation of business plans, service re-design as required.

Financial Management
You will operate value for money measures within the constraints of the departmental budget ensuring quality and patient care is not compromised. Follow due process when implementing new services or altered pathways to ensure any financial implications are considered. The Imaging Directorate budget is £30.0 million.

Teaching Duties
To be actively involved, along with consultant colleagues, in the training of junior medical staff and Radiography staff.

Work Programme
As required under Paragraphs 30a of the Terms and Conditions of Service, the list of duties must be supported by a work programme, including a weekly timetable of fixed commitments.

Work with colleagues to provide cover in the absence of others in accordance with Directorate arrangements.

The Radiology Department delivers a 6 day service. The applicant will be expected to contribute to this rota as a 6 hour shift on a 1:6.

We are working towards 7 day services and the post holder will be expected to actively engage in developing this.

Review of the Job Plan
This Job Plan is subject to review once a year by you and the Clinical Director, and ultimately, the Medical Director. For this purpose, both you and the Clinical Director should have a copy of the current job plan including an up to-date work programme, and relevant departmental statistical information (preferably over a 12 month period), together with note(s) - provided by either side - of any new or proposed service or other developments.

Local procedures must be followed if it is not possible to agree a job plan, either immediately or at an annual review. These procedures may culminate in an appeal to the Trust Board.

Work with colleagues to provide cover in the absence of others in accordance with Directorate arrangements.
Education
UHNM is proud to be an institution that delivers high quality education and supervision of medical undergraduate students and postgraduate trainees. It is expected that consultants and other permanent members of staff will contribute to education in the normal course of their duties. If this contribution exceeds the norm then it is anticipated this will be acknowledged by appropriate changes in job planning and honorary contract status with Keele.

Research
It is anticipated that consultants will engage in and support research and enrolment of patients into clinical trials with professional development in these areas being reflected in job plans as appropriate.

Personal/Professional Development
To take every reasonable opportunity to maintain and improve your professional knowledge and competence. To participate in personal objective setting and review, including the creation of a personal development plan and the Trust’s appraisal process. Participation in a CPD accrual scheme is expected.

Health and Safety
To take reasonable care for your own health and safety and that of any other person who may be affected by your acts or omissions at work. To co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to.

Confidentiality
To ensure that confidentiality is maintained at all times and that data belonging to the Trust is protected.

Equality and Diversity
To promote equality and diversity in your working life ensuring that all the staff you work with feel valued and treated in a fair and equitable manner.

Statutory and Mandatory training
To ensure that you keep fully up to date with the UHNM statutory and mandatory training schedule.

Infection Control
Infection Control is everyone’s responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts’ Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of healthcare associated infections including MRSA. All staff employed by the UHNM Trust have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and between each patient contact.
ABOUT THE ROLE ON OFFER

- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.
- Staff members who develop recurrent skin and soft tissue infections and other infections that may be transmittable to patients have a duty to contact Occupational Health.

Safeguarding Children and Young People

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines. All health professionals who come into contact with children, parents and carers in the course of their work have a responsibility to safeguard and promote the welfare of children and young people up to the age of 18 years of age as directed by the Children's Act 1989/2004. Health professionals also have a responsibility even when the health professional does not work directly with a child but may be seeing their parent, carer or other significant adult. All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role.
## PERSONAL SPECIFICATION

<table>
<thead>
<tr>
<th>CRITERIA FOR SELECTION</th>
<th>ESSENTIAL REQUIREMENTS</th>
<th>DESIRABLE ADDITIONAL REQUIREMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Qualifications:</td>
<td>• Full registration with the GMC and on/eligible for entry on the specialist register within 6 months.</td>
<td>Higher Degree</td>
</tr>
<tr>
<td>Clinical Experience:</td>
<td>• Level 1 Urological training, 2010 RCR curriculum</td>
<td>Experience in clinical audit</td>
</tr>
<tr>
<td>Professional and Multi-disciplinary Team Working:</td>
<td>• Ability to work effectively with colleagues and within a team.</td>
<td>Management Experience</td>
</tr>
</tbody>
</table>
| Management and Administrative Experience: | • Ability to organise and prioritise workload effectively.  
• Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures.  
• Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.  
• Able to support the Clinical Director of Imaging | Management Experience |
| Clinical Effectiveness: | • Experience of conducting clinical audit.  
• Ability to use the evidence base and clinical audit to support decision-making. | | |
| Teaching and Training Experience: | • Ability to teach clinical skills to medical staff and students, and other disciplines | • The ability to appraise junior doctors and other staff  
• Training in medical education |
| Research, Innovation and Service Improvement Experience: | • Ability to apply research outcomes to clinical problems.  
• An awareness of current speciality specific developments, initiatives and issues. | • Publications in relevant peer-reviewed journals in the last five years.  
• Evidence of having undertaken original research |
### Personal Attributes:
- Energy and enthusiasm and the ability to work under pressure.
- An enquiring and critical approach to work.
- Caring attitude to patients.
- Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other staff and agencies.
- Commitment to Continuing Medical Education and Professional Development.
- Ability to liaise tactfully with clinical referrers.

### Other Requirements:
- Appropriate Immigration Status (where appropriate).
- An understanding of the current NHS environment, particularly in relation to reforms, initiatives and issues.

### Personal Circumstances
- Ability and means to travel Residence within 10 miles or 30 minutes of base (*upon appointment to post*).
- To be accessible by public telephone for on call duties.
## WORK PROGRAMME – JOB PLAN

*Indicative only*

<table>
<thead>
<tr>
<th>Day and Session</th>
<th>Activity</th>
<th>Category/Location</th>
<th>Number of Programmed Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Day and Session</strong></td>
<td><strong>Activity</strong></td>
<td><strong>Category/Location</strong></td>
<td><strong>DCC</strong></td>
</tr>
<tr>
<td><strong>Monday</strong></td>
<td>09.00 – 13:00 SPA</td>
<td>UHNM</td>
<td>1.0</td>
</tr>
<tr>
<td>AM</td>
<td>13:00 – 17:00 Fluoroscopy and MRI reporting</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PM</td>
<td>09.00-13.00 CT reporting</td>
<td>UHNM</td>
<td>1.0</td>
</tr>
<tr>
<td>PM</td>
<td>13.00-17.00 US</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td><strong>Wednesday</strong></td>
<td>09.00-13.00 CT Reporting</td>
<td>UHNM</td>
<td>1.0</td>
</tr>
<tr>
<td>AM</td>
<td>13.00-17.00 SPA</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td>PM</td>
<td>09.00-13.00 MRI Reporting</td>
<td>UHNM</td>
<td>1.0</td>
</tr>
<tr>
<td>PM</td>
<td>13.00-17.00 Interventional US</td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td><strong>Thursday</strong></td>
<td>09.00-13.00 MDT Prep and plain film reporting</td>
<td>UHNM</td>
<td>1.0</td>
</tr>
<tr>
<td>AM</td>
<td>13.00-17.00 Urology MDT (rotation with other colleagues)</td>
<td>UHNM</td>
<td>1.0</td>
</tr>
<tr>
<td>PM</td>
<td></td>
<td></td>
<td>1.0</td>
</tr>
<tr>
<td><strong>Predictable Emergency Work</strong></td>
<td>1:16 weekday on call and 1:10 weekend either Saturday or Sunday</td>
<td>RSUH</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Travel</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>On-call Arrangements and Category</strong></td>
<td>1:16 weekday on call and 1:10 weekend either Saturday or Sunday equating to 0.5PA</td>
<td>At 3% supplement</td>
<td></td>
</tr>
</tbody>
</table>
MAIN TERMS AND CONDITIONS OF SERVICE

The successful appointee will be employed by the University Hospital of North Midlands NHS Trust, subject to national terms and conditions as per the Consultant Contract 2003 as amended from time to time. Any changes to national terms and conditions determined at a local level are subject to the Trust’s collective bargaining arrangements which include the Trust’s Local Negotiating Committee for medical staffing issues.

Tenure
The appointment is a substantive, whole time/part time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the Terms & Conditions.

Salary
The salary scale is as per the Terms & Conditions of Service as set out in the Consultant Contract 2003. The current scale is £76,761 rising to £103,490 per annum, for 10 programmed activities per week. Any agreed extra programmed activities, and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which they feel should be taken into account in determining the starting salary, this will be considered following the offer of appointment by the AAC.

Annual Leave
Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks’ notice is required before taking annual leave. Numbers of Years of Completed Service as a Consultant:

Superannuation
This post is superannuable under the Health Service Superannuation Scheme.

Registration
You will be required to have full and specialist registration with a licence to practise with the GMC and to provide a valid certificate annually.

Conditions of Employment
The following conditions must be met before the Trust will confirm an offer of employment:
**Verification of ID and Right to Work**

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:  
- UK Passport  
- UK Birth Certificate (if passport is unavailable)  
- National Insurance evidence (P60 / recent payslip / P45)  
- EEA (European Economic Area) Passport  
- Residence permit issued by the Home Office or UKBA  
- Driving Licence (ID card + counterpart)  
- 2 addressed bills or statements (Bank / utility bill / phone bill)

Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

**Disclosure and Barring Check: Protection of Children & Vulnerable Adults**

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Disclosure and Barring service (DBS) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

**References**

It is a condition of employment that references are provided which are acceptable to the Trust.

**Health Screening**

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

**Professional Registration**

The successful candidate is required to be registered with the GMC with a licence to practise. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advisable.

**Applications process**

Formal applications should be made through our website www.jobs.nhs.uk
If there are any problems / queries please contact the recruitment department: 01782 671697 or email consultantrecruitment@uhns.nhs.uk

**Further information and visiting the Trust**

The division welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

Dr Hefin Jones, Clinical Director of Imaging, on 01782 675861, e-mail hefin.jones@uhn.nhs.uk

Or Dr Cherian George, Lead for Uro-radiology, on 01782 675858, e-mail cherian.george@uhn.nhs.uk