JOB DESCRIPTION & PERSON SPECIFICATION

Consultant General Radiologist

at

MILTON KEYNES UNIVERSITY HOSPITAL
NHS FOUNDATION TRUST
October 2017

Dear Colleague

Thank you very much for expressing an interest to join our team here at Milton Keynes University Hospital.

Milton Keynes is a vibrant and self-confident town, growing at an unrivalled rate. The town offers much to its residents, with outstanding leisure facilities and easy reach of both the picturesque Buckinghamshire countryside and the many attractions of London.

Milton Keynes University Hospital shares this vibrancy and self-confidence with the town, with a young and dynamic consultant body which has expanded significantly over the last few years. Our Associate Specialists, Specialty Doctors and postgraduate trainees make an energetic and positive contribution to all aspects of the life of the hospital and its wider community.

The University of Buckingham has established the UK’s first non-for-profit Medical School and we are the key NHS partner in this enterprise. The development of this fresh approach to undergraduate education leads to a period of change, excitement and professional opportunity on the campus.

We hope that you will choose to develop your career here with us, and help us in our goal of providing high quality care to the population of Milton Keynes, achieving professional and personal fulfilment on the way.

I look forward to meeting you if you plan to visit the hospital and commitments allow.

Kind regards

Dr Ian Reckless
Medical Director
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</tbody>
</table>
1. About Milton Keynes Hospital and the City

Milton Keynes University Hospital NHS Foundation Trust is a university teaching hospital. We achieved university status in April 2015 which reflects the huge expansion of teaching taking place, most prominently in its partnership with the University of Buckingham to create the UK’s first independent medical school. This exciting new phase will include enhanced research facilities and a brand new on-site Academic Centre. In the near future, a Cancer Centre will be opened and there are many ongoing site developments to accommodate our rapidly expanding patient population.

We are a medium sized hospital, serving Milton Keynes and surrounding areas. The hospital has approximately 450 inpatient beds, and provides a broad range of general medical and surgical services. We have a busy A&E department that manages all medical, surgical and child health emergency admissions. As our local population grows, we continue to develop our facilities. In addition to providing general acute services, Milton Keynes University Hospital increasingly provides more specialist services, including cancer care, cardiology and oral surgery.

Some quick facts:

- The Trust employs 3,000 staff.
- We have 450 inpatient beds.
- 80,000 people attend our Accident and Emergency Department every year with a further 55,000 attending the Urgent Care Centre.
- We treat approximately 20,000 elective patients, 200,000 outpatients, and deliver over 4,000 babies every year.

Foundation Trust Status

In October 2007 we became a NHS Foundation Trust. This means that patients, the public and staff have a greater say in the future of the hospital, and in planning and developing services. For more information about NHS Foundation Trusts, visit Monitor’s website.

Our origins

Prior to the building of a hospital in Milton Keynes, and before the development of the city, all hospital services were provided by Stoke Mandeville Hospital and Northampton General Hospital. A satellite outpatients department at Bletchley supported the Stoke Mandeville service, with Northampton and Stony Stratford also providing outpatient services.

Development of the new city started at the end of the 1960s, but by the middle of the 1970s there was still no local hospital. A campaign under the banner 'Milton Keynes is 'Dying for a Hospital' was started. This resulted in the commitment to build a hospital on the current Eaglestone site.

Shortage of resources meant that the main hospital with acute services would not be built until the early 1980s. A stop-gap community hospital was built, opening in 1979. This consisted of four wards, including one for acute mental illness care. There was also a rehabilitation department, along with a small x-ray department, and a few other supporting services. This community hospital was built next to the Eaglestone Health Centre, which had become the first healthcare building on site, in 1978.

Phase 2 of the Hospital opened in 1991 and further developments have opened since then, with new developments such as the Academic Centre (due to open in 2017) and the Cancer Centre coming shortly.
Location
The hospital is situated in a very rapidly growing city in the beautiful Buckinghamshire countryside. The city lies midway between Northampton and Aylesbury and is traversed by the M1. It is on the West Coast Mainline (fast train to Euston currently 30 minutes). The city provides a wide variety of housing, excellent schools and also various shopping and entertainment facilities. The city itself has a theatre district, an indoor ski slope, an entertainment hub, and other modern facilities. Sporting facilities are exceptional including the David Lloyd Fitness Centre; in addition there is a large water sports facility and the National Badminton Centre.

Board of directors
Made up of executive and non-executive members, the Board of Directors has collective responsibility for the performance of the Trust and exercises power on behalf of the Trust.

The Board of Directors is accountable for setting the strategic direction of the Trust, monitoring performance against objectives, ensuring high standards of corporate governance and helping to promote links between the Trust and the local community.

The roles and responsibilities of the Board of Directors can be found here. More information is also available in the Trust Constitution.

Mission
A hospital committed to learning, to honesty, and to the best possible care and experience for every patient, every time. A sustainable, high-performing university foundation trust hospital, providing excellence in care quality, research, education and training

Vision
To be the healthcare provider of choice to our local population and therefore our endeavours will continue as we move forward to ensure we continue to improve the quality, range and responsiveness of our services.
2. The Post

**Job Purpose**
The purpose of this post is to provide increased capacity in the Imaging Service due to increased demand. The post holder will be expected to have a range of general radiology skills and have an on-call commitment.
The post holder will be welcome to develop other subspecialty interests in line with the departmental needs.

**Job Outline**

**Duties and responsibilities**
The allocation of contractual time will be:
- Reporting and procedural radiology
- Associated Clinical work (consultations, multidisciplinary meetings, etc.)
- Supporting professional activities
- On-call is advised by the Lead Consultant Radiologist but is usually 1 in 11

**Clinical:**
- To work to ensure that the service complies with the national and local patient's charters and meets the Directorate’s standards.
- To assist the Directorate to meet its contractual obligations.
- To maintain accreditation conditions of the RCR through CME.
- To have regular appraisals including multisource feedback exercises
- To maintain revalidation
- To work with the Trust to maintain national targets where applicable

**General:**
To be aware of the Directorates Policies on:
- Ionising Radiation Protection and local rules
- Fire
- Health and Safety
- COSHH
- Control of Infection
- Security

To be aware of Trust policies on:
- Equal Opportunities
- No Smoking
- Disciplinary Procedures
- Working Time Directive
- Undertake any mandatory Health and Safety Training
- Confidentiality/Caldecott as per Trust induction
Further Information

Candidates wishing to discuss more details of the post, please contact:

FURTHER INFORMATION
Candidates wishing to discuss more details of the post, please contact:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
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<tbody>
<tr>
<td>Professor Joe Harrison</td>
<td>Chief Executive</td>
</tr>
<tr>
<td>01908 996226</td>
<td></td>
</tr>
<tr>
<td>Dr S La’Porte</td>
<td>Lead Consultant Radiologist</td>
</tr>
<tr>
<td>01908 995695</td>
<td></td>
</tr>
<tr>
<td>Dr Ian Reckless</td>
<td>Medical Director</td>
</tr>
<tr>
<td>01908 996240</td>
<td></td>
</tr>
<tr>
<td>Dr S Papaioannou</td>
<td>Consultant Radiologist (CD)</td>
</tr>
<tr>
<td>01908 995664</td>
<td></td>
</tr>
<tr>
<td>Dr Angus Molyneux</td>
<td>Divisional Director</td>
</tr>
<tr>
<td>01908 995807</td>
<td></td>
</tr>
<tr>
<td>Ms. Rachel McCarthy</td>
<td>Divisional General Manager</td>
</tr>
<tr>
<td>01908 996202</td>
<td></td>
</tr>
<tr>
<td>Dr Ian Reckless</td>
<td>Medical Director</td>
</tr>
<tr>
<td>01908 996240</td>
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<tr>
<td>Dr Angus Molyneux</td>
<td>Divisional Director</td>
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<tr>
<td>01908 995807</td>
<td></td>
</tr>
<tr>
<td>Mr Keith Marfleet</td>
<td>Imaging Services Lead</td>
</tr>
<tr>
<td>01908 995661</td>
<td></td>
</tr>
</tbody>
</table>

Application Information

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

This job description reflects the present requirements and objectives of the post; it does not form part of your contract of employment. As the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the post holder.

We are moving towards a seven-day working pattern and welcome applications from people of all ages including people over 65.

Applications are to be submitted in the form of an online application through the NHS Jobs Website
Typically the job plan will consist of a split of 7.5:2.5 DCC/SPA. The SPA component is made up
of 1 PA for core activities (appraisal, revalidation etc.) and 1.5 PA for non-core activities (often
managerial activity within the CSU). As part of a new consultant’s induction period, 0.5 of the non-
core SPA will be added to the 1 PA of core. The remaining 1 PA of non-core activity is very likely
to be converted to a DCC to make up a total of 10 PAs. A job plan review would then take place 3-
6 months from time of appointment to realign SPA activity.

The appointee will be expected to be flexible on the proportion of general imaging/duty radiology
sessions from time to time according to the needs of the department and departmental priorities.
The current on-call commitment expected is equivalent to 1.0 PA

This job description is a reflection of the present position and, in consultation with the post holder,
will be subject to review and alteration in detail and emphasis in the light of future changes.

ROTA
The time table can vary over a several week cycle, dependent on agreed activity, and cannot be
accurately reproduced. A sample timetable is given below, a proportion of which will be undertaken
by the post holder.

<table>
<thead>
<tr>
<th>Mon</th>
<th>Tues</th>
<th>Weds</th>
<th>Thur</th>
<th>Fri</th>
</tr>
</thead>
<tbody>
<tr>
<td>0900-1100</td>
<td>Reporting</td>
<td>Reporting</td>
<td>Ultrasound</td>
<td>Reporting</td>
</tr>
</tbody>
</table>
| 1100-1300 | Reporting  | MDT
preparation | Intervention | Reporting  |
|           |            |             |            | Ultrasound |
| 1300-1500 | SPA        | MDT         | Reporting  | Duty
Radiologist |
| 1500-1700 | SPA        | Ultrasound  | Duty
Radiologist | SPA        |

PA Breakdown/week

DCC General Imaging 7.5
DCC On-call 1

Supporting Activities 1.0 Core
1.5 Non – Core

Total 10

SPA: 1.0 Core SPA to include activities related to appraisal and revalidation, job planning etc., but
with flexibility to include some admin, complaint handling etc.

1.5 non-core SPA initially to comprise 0.5PA mentorship to assist with this new post and 1 further
SPA for specific roles, following discussion with CSU lead / Divisional Director. SPA will be
reviewed periodically (3, 6 and 12 months in the first year).
The Appointee

Facilities for appointee
The appointee will have an office, and secretarial support will be available. The Consultant office with be equipped with a Personal Computer with suitable peripherals and connectivity. The library has access to current books and journals.

Annual appraisal
All doctors must have an annual appraisal and review of the job plan part of which will include completion of Mandatory Training. Trust appraisers are appointed by the Medical Director or the Associate Medical Director for appraisal and revalidation. Key issues arising from the appraisal process are relayed to the Clinical Director and Medical Director.

Personal development and training
The Trust actively encourages development within the workforce and employees are required to comply with trust mandatory training.

The Trust aims to support high quality training to NHS staff through various services. The Trust is committed to offering learning and development opportunities to all full-time & part-time employees.

Mentoring
There is a mentoring and leadership programme which is led by Director of Workforce. There is mentoring specifically aimed at new consultants, supported by NHS Elect and mentoring arrangements can be entered into following agreement with the CSU Lead, Divisional Director and/or Medical Director. This would be following a training needs analysis that is formulated in with the appraisal of the individual.

General Responsibilities
All Medical and Dental Staff employed by the Trust are expected to comply with hospital health and safety policies, clinical governance and other risk management policies.

The Chief Executive of the Trust or the Clinical Director may from time to time delegate managerial responsibilities by agreement with the post holder.

Trust Management Structure
Full details of the Trust’s current management structure can be viewed online. In summary, there are four clinical divisions each made up of constituent clinical service delivery units (CSUs). Each Division and CSU is led by a triumvirate of Divisional or Clinical Director (typically a doctor), general manager and lead nurse (or allied health professional). Medical staff are encouraged to take an active role in leadership and management, developing our clinical pathways over time and offering both high quality and value for money.
4. The Department

Budget:
Pay £5,000,000
Non pay 2,000,000

Consultants 12 (plus locum)
Staff 118

Non consultant staff WTE. 106 of which

Radiographers 35 Admin & Clerical 21
Mammographers 8 Assistants 17
Ultrasonographers 13 PACS / IT support 3
Nursing 5

Examination types performed annually:

<table>
<thead>
<tr>
<th>Examination</th>
<th>Count</th>
<th>Examination</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plain film</td>
<td>104,000</td>
<td>Anglo / Interventional</td>
<td>3,500</td>
</tr>
<tr>
<td>CT</td>
<td>30,000</td>
<td>U/sound General</td>
<td>44,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td>U/sound Breast</td>
<td>3825</td>
</tr>
<tr>
<td>MRI</td>
<td>14,500</td>
<td>U/sound Obs &amp; Gynae</td>
<td>18,000</td>
</tr>
<tr>
<td>Mobile II</td>
<td>1,000</td>
<td>Screening mammography</td>
<td>13,830</td>
</tr>
<tr>
<td>Barium</td>
<td>800</td>
<td>Breast exams in house</td>
<td>8514</td>
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</tbody>
</table>

Equipment base:
The equipment base consists of 6 radiographic rooms, 1 ‘C’ arm, for the dedicated interventional service and vascular studies, MR1, Two Multislice CT and two general ultrasound rooms. Breast, obstetric, gynaecological and vascular laboratory services are also managed within the Imaging Directorate. The department is supported with a full Radiology Information System and an Insignia PACS has been introduced across the Trust.

<table>
<thead>
<tr>
<th>AE x-ray rooms Konica DR</th>
<th>1 x fluoroscopy / interventional suite – Toshiba</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 x CT multislice scanner – Toshiba</td>
<td>2 x general plain film rooms – Philips</td>
</tr>
<tr>
<td>5 x mobile x-ray units – IGE</td>
<td>2 x OP plain film room – GE/FUJI</td>
</tr>
<tr>
<td>8 x ultrasound units – Toshiba/GE</td>
<td>MRI – In Health Service, 1.5 Siemens</td>
</tr>
<tr>
<td>Breast Services Department: 2 GE digital x-ray units, Mobile screening van, 2 GE Ultrasound units</td>
<td>Bard Vacuum Biopsy</td>
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</table>

The department also supports the Cardiac Catheterisation Lab which is equipped with an IGE Innova 2100 flat plate unit.
<table>
<thead>
<tr>
<th>Name</th>
<th>Special Interests</th>
<th>Qualifications</th>
<th>MDTs</th>
<th>PA’s</th>
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<tbody>
<tr>
<td>Amanda Havard</td>
<td>Breast, Neuro, Cancer</td>
<td>MBBS, FRCR, DABR</td>
<td>Breast / Neurosciences</td>
<td>9PA</td>
<td>86937</td>
</tr>
<tr>
<td>Pru Evans</td>
<td>Paediatrics, Breast, Neuro, Uroradiology</td>
<td>MRCP, FRCR</td>
<td>Breast, Urology</td>
<td>11PA</td>
<td>85690</td>
</tr>
<tr>
<td>Sarah La Porte</td>
<td>Head and Neck</td>
<td>BA, BSc, MB, BS, MRCP, FRCR</td>
<td>Head and Neck</td>
<td>10PA</td>
<td>85695</td>
</tr>
<tr>
<td>Osama Ezwawah</td>
<td>Interventional</td>
<td>MBCHB, FRCSI, FFR- RCSi, FRCR</td>
<td></td>
<td>11PA</td>
<td>85670</td>
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<tr>
<td>Charlie Hardingham</td>
<td>Musculoskeletal, Colorectal</td>
<td>BA, BSc, MB, BS, MRCP, FRCR</td>
<td>Chest, MSK</td>
<td>7PA</td>
<td>85694</td>
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<tr>
<td>Jonathan Ellis</td>
<td>Musculoskeletal, Chest, Colorectal</td>
<td>MA, BM, BCh, MRCP, FRCR</td>
<td>Chest</td>
<td>10PA</td>
<td>85680</td>
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<tr>
<td>Jeyakumar Singanayagam</td>
<td>Head and Neck, Gynaecology Colorectal</td>
<td>MBBS, FRCSED, FCR</td>
<td>GI, Gynae, Urology</td>
<td>10PA</td>
<td>85692</td>
</tr>
<tr>
<td>Stylianos Papaioannou</td>
<td>Haematology, Colorectal</td>
<td>FRCR</td>
<td>Haematology, Urology</td>
<td>11PA</td>
<td>85664</td>
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<tr>
<td>Khalid Enver</td>
<td>Urology, GI tract</td>
<td>MBBS, MRCS, FRCR</td>
<td>Urology, GI, Gynae</td>
<td>11PA</td>
<td>85681</td>
</tr>
<tr>
<td>Sheeba Taneja</td>
<td>Breast</td>
<td>MBBS, MD, MSC, FRCR</td>
<td>Breast</td>
<td>8PA</td>
<td>85696</td>
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<tr>
<td>Neil Graham</td>
<td>Musculoskeletal,</td>
<td>MBCHB, FRCR</td>
<td></td>
<td>6PA</td>
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<tr>
<td>Zahia Zaitout</td>
<td>Gynaecology and urology</td>
<td>BMED, SCI, BMBS, MRCP, MRCR</td>
<td>Gynae, GI, Urology</td>
<td>10PA</td>
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<tr>
<td>Nadiya Jemeljanenko</td>
<td>Trust Grade</td>
<td>MBBS</td>
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<tr>
<td>Maria- Christina Ioannidou</td>
<td>Trust Grade</td>
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<td>10PA</td>
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<tr>
<td>Dev Betarse</td>
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<td>MBBS</td>
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<tr>
<td>Name</td>
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<tr>
<td>Ioannis Kyriakis</td>
<td>Specialty Doctor</td>
<td>10PA 85685</td>
<td></td>
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<tr>
<td>Kareem Omar</td>
<td>MBBS, FRCR</td>
<td>11PA 85872</td>
<td></td>
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<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keith Marfleet</td>
<td>Imaging Services Manager</td>
<td>85661</td>
</tr>
<tr>
<td>Andrew Delaney</td>
<td>Deputy Imaging Manager / Superintendent II Radiographer</td>
<td>85662</td>
</tr>
<tr>
<td>Michaela Wilson</td>
<td>Superintendent III Radiographer A/E X-ray</td>
<td>85688</td>
</tr>
<tr>
<td>Deborah Dolling</td>
<td>Superintendent III Radiographer Interventional Suite</td>
<td>85673</td>
</tr>
<tr>
<td>Gerry McCarville</td>
<td>Superintendent III Radiographer CT Suite</td>
<td>85675</td>
</tr>
<tr>
<td>Veronica Gordon</td>
<td>Superintendent III Radiographer Ultrasound</td>
<td>85405</td>
</tr>
<tr>
<td>Richard Bulmer</td>
<td>Radiology IT Services Manager</td>
<td>85657</td>
</tr>
<tr>
<td>Debbie Noble</td>
<td>Breast Services Manager</td>
<td>86913</td>
</tr>
<tr>
<td>Senga McRury/ Michelle Stephenson</td>
<td>Office Manager (Breast Unit)</td>
<td>86911</td>
</tr>
<tr>
<td>Janice Thomas</td>
<td>Office Manager</td>
<td>86938</td>
</tr>
<tr>
<td>Dr S Papaioannou</td>
<td>Lead Consultant Radiologist,</td>
<td>85664</td>
</tr>
</tbody>
</table>
Wards

Emergency Medicine
A fully equipped Category 1 department that is open 24/7 and able to treat all types of accidents.

AMU 1
A Clinical Decisions Unit (CDU) is a facility where patients with medical conditions referred by their GP or by the Accident & Emergency Department can be assessed by a specialist medical team. This service operates 24 hours a day.

SSU 2
28 bedded medical ward, short stay ward.

Ward 3
Female Medical Ward

Ward 4
Paediatric Assessment Unit and Paediatric Day Unit with an Escalation Bay

Ward 5
Paediatric In-Patient Ward with 22 beds. It cares for children with general medical problems, surgery, orthopaedic, oncology, haematology, ENT and psychiatric.

Ward 7
Acute Stroke Unit

Ward 8
A general medical ward with an interest in gastroenterology.

Wards 9 & 10
For Antenatal women identified in clinic or the Day Assessment Unit as requiring additional care and monitoring. Ward 10 has two 6 bedded bays, one of which is utilised for transitional care and 2 side rooms.

Ward 15
Male Respiratory Ward

Ward 16
Female Respiratory Ward

Ward 17
Coronary Care Unit and Cardiology Ward

Ward 20
Surgical Ward - Colorectal

Phoenix Ward
Rehabilitation Ward

Ward 21
A Trauma Ward for male and female patients and has the capacity for 28 patients. There are single sex bays and 3 side rooms.

Ward 22
Haematology and Endocrinology Ward

ACU (Treatment Centre)
The Treatment Centre is a modern custom build state-of-the-art building situated within the grounds of the hospital. It undertakes day and short-stay surgery.

Surgical Assessment Unit
The SAU is an emergency assessment unit catering for referrals to the Hospital for patients with Surgical and Gynaecological problems.

Outpatient Clinics
The purpose built out patient building provides standard facilities, including X-ray. Clinics are run from designated rooms in outpatients.
Department Critical Care
DOCC is a facility offering critical care to all acute hospital patients specifically invasive and non-invasive ventilation, intracranial pressure monitoring, haemofiltration and invasive cardiac monitoring.

Theatres
There are 12 theatres currently available within the Trust, split across two sites. Phase 1, Theatre 1 – 4 (Emergency Theatres) and Phase 2, Theatres 5 – 12 (Elective Theatres)

Imaging
There is a modern imaging department staffed by 13 Consultant Radiologists. The department provides plain x-rays, image intensification, digital screening, ultrasound, CT and MRI scanning and has an interventional suite. There are plans for further CT and MRI Facilities.

Cardiology
There is a modern Cardiology department providing diagnostic facilities for both inpatients and outpatients. They include exercise testing, electrocardiograph testing, ultrasound scanning, pulmonary function testing and twenty-four hour monitoring and echocardiography

Endoscopy
There is a modern Endoscopy unit that is shared with the Surgical Directorate and managed by Dr Ravi Madhotra, Consultant Gastroenterologist. We provide both diagnostic and therapeutic endoscopy including ERCPs and thoracoscopy.

Pathology Laboratory
There are full facilities on site for haematology, histopathology, microbiology and biochemistry.

Private Facilities
The Saxon Clinic is a modern 34 bedded private hospital, part of the Netcare Group, situated adjacent to the main hospital and opened in 1986.

Management and Organisational Administration
The Chief Executive is Joe Harrison
The Chairman is Baroness Wall of New Barnet
The Executive Medical Director on Trust Board is Professor Martin Wetherill, Consultant Orthopaedic Surgeon.

Clinical Structure
Milton Keynes Hospital has 4 Clinical Divisions supported by a number of Clinical Service Units. The Divisional Director for Core Clinical is Dr Angus Molyneux and the CSU Lead is Dr Sarah LaPorte.. The Division is managerially represented by Steve Melville.

Local Negotiating Committee (LNC)
A LNC meets on a regular basis with Management to agree policies and procedures that affect Medical and Dental staff. These include a regular review of the Clinical Excellence Awards for Consultants, Associate Specialists and Staff Grades. Other policies agreed with the LNC include disciplinary, Hep B and Consultants' leave policy.

Facilities provided presently on site include: Accident & Emergency, General Medicine, General Surgery, Trauma and Orthopaedics, ENT, Ophthalmology, Orthodontics & Maxillofacial Surgery, Obstetrics and Gynaecology, Anaesthetics, Paediatrics, Radiology, Haematology, Renal Dialysis, Oncology, Psychiatry (adjacent to the main hospital) Acute Geriatrics, including Stroke Care, and Community Dental Surgery.
Specialist Clinical Support Services are well provided for from Oxford University Hospitals, our Tertiary Centre. A number of our departments have joint appointments. Specialist Eye and Plastic Surgery are provided at Stoke Mandeville.

5. Undergraduate and Postgraduate Facilities

The link with the University of Buckingham is an important step towards establishing the trust as a world-class centre for teaching excellence. The first students arrived on wards in May 2015 and by the beginning of 2017 a medical school building will have been constructed, which will also create exciting opportunities in the future for all staff in the fields of clinical research and education.

This exciting new phase will include opportunities for undergraduate and post graduate teaching, enhanced research facilities.

We believe the continued growth of the hospital will allow us to expand and improve our services to offer the very best care to the people of Milton Keynes, and beyond.

There is an active Postgraduate Education Centre, which houses the hospital library. There is a programme of clinical meetings and lectures. The medical library is jointly funded and has regular supplies of most general medical journals. It has a good selection of books and CD ROM facilities are available on site. There are also on-line search facilities. The Director of Medical Education, Miss Debbie Phillips, is responsible for organising the programme, and active participation of Consultants, Trainees and General Practitioners is strongly encouraged. There is an active Specialty Tutors Committee that meets regularly.

The Trust is involved with hosting Oxford and Buckingham Medical School students.

The Clinical Governance Support Unit has good resources and provides regular support in department projects. There are nine dedicated audit half days per year held in the Postgraduate Education Centre.

Clinical audit with peer review is practiced at least once a month in all departments.

Training grade doctors appointed to posts at MKUH have a wealth of education and training available to them on both a local and regional basis. This includes simulation sessions in our clinical skills and simulation facilities.

We also run a full programme of CPD opportunities for Consultants and SAS grades and have closely forged links with HETV for externally run educational activity. We have a vibrant SAS Drs Committee with a rolling programme of development, For Consultants we have recently introduced a ‘new Consultant Development Programme’ and for those wishing to be a future Clinical or Medical Director we are about to launch the ‘Aspiring Clinical Leaders programme’.

The education centre also houses a Dental Suite with phantom heads for the education of Foundation Dentists and Dental Practitioners.
6. Terms and Conditions

Basic pay and thresholds
Basic pay is £76,461 and, subject to satisfactory appraisal, job planning and review, will rise through threshold increases to £103,490 per annum. The starting salary for this new post will be at the minimum of the pay scale in accordance with the Medical & Dental Terms and Conditions. Previous service may be taken into account when determining the starting salary.

Clinical Governance
All clinical directorates in the Trust have a Clinical Governance framework and a rolling programme of half days set aside for Clinical Audit. Clinical Risk Strategies are being developed with cross-directorate working where appropriate.

Appointees are expected to participate fully in the clinical governance activities and procedures of the Trust, including adhering to and encouraging amongst junior staff compliance with best practice with regard to Infection Control procedures.

Data Protection
The post-holder must, if required to do so, obtain, process and/or use information held on a computer in a fair and lawful way: to hold data only for the specified, registered purposes and to use or disclose data only to lawful persons or organisations as instructed.

Health and Safety
Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and the Manual Handling Operations Regulations (1992). This ensures that the agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors to the Trust.

Risk Management
All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to co-operate with any investigation undertaken. Staff should also comply at all times with any regulations issued by the Trust, especially those governing Health and Safety at Work and Infection Prevention and Control and to ensure that any defects which may affect safety at work are brought to the attention of the appropriate manager.

Reducing risk is everyone's responsibility. All Trust employees are to ensure that they work at all times in a way that promotes the safety of our patients, staff and public by proactively preventing and managing patient safety incidences.

All staff in the Trust must attend training identified by their manager, or stated by the Trust to be mandatory. The Trust uses risk assessments to predict and control risk and the incident reporting system to learn from mistakes and near misses and so improve services for patients and staff. All staff are expected to become familiar with these systems and use them.

The Trust has designated the prevention and control of infection as a core issue in the organisation's clinical governance, managing risk and patient safety programmes. In consequence, all employees are expected to:-

i) Follow consistently high standards of infection control practice, especially with reference to hand hygiene and aseptic techniques,

ii) Be aware of all Trust infection control guidelines and procedures relevant to their work.
Equality and Diversity
The Trust has a clear commitment to Equality and Diversity and it is the duty of every employee to comply with the detail and spirit of the policies.

Conflict of Interest
The Trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally, it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust’s Standing Orders require any employee to declare any interest, direct or indirect with contracts involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.

The above duties and responsibilities are intended to represent current priorities and are not meant to be a conclusive list as the role will inevitably vary and develop over time. You may from time to time be asked to undertake other reasonable duties; however any changes will be made in discussion with you in the light of the service needs.

Staff Nursery
TLC Nursery is situated next to the hospital in Milton Keynes. The nursery is in a purpose built building and offers childcare from 6 weeks to 5 years.

Superannuation Scheme
The post-holder will be entitled to join or remain in the NHS Superannuation Scheme, which provides:

- A pension and a tax free lump sum on retirement
- Life assurance cover
- Voluntary early retirement benefits (dependant on service, and meeting any statutory requirements)
- Ill-health retirement benefits (dependant on having at least two years’ service)
- Redundancy benefits (dependant on having at least 5 years’ service, and the appropriate age restrictions).
- Family benefits
- Options to increase benefits

All pension benefits are based on salary and length of membership of the Scheme. Legislative changes affecting the NHS pension scheme from 6th April 2006 include the Gender Recognition and Civil Partnerships Acts and the Finance Act 2004, introduces new upper limits on tax free pension benefits and certain Child allowances. Medical, dental and ophthalmic practitioners and high earners can find out more via www.nhspa.gov.uk/schemebooklets.cfm. No contribution will be made by the Trust to personal pension plans for those who opt out of the above scheme.

General Conditions of Appointment
i. The Trust requires the successful candidate to have and maintain full and specialist registration with a licence to practise with the General Medical Council and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.

iii. All appointments are subject to satisfactory Occupational Health Clearance being obtained.

iv. The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing 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 in relation to an application for positions to which the Order applies.
With the Terms of DHSS Circular (HC)(88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.
### Person Specification

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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<tbody>
<tr>
<td>Qualifications/ Registration</td>
<td>Eligible for Full GMC Registration. FRCR</td>
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<tr>
<td>Experience</td>
<td>Minimum of Five years’ experience in Radiology. Familiarity with PACS.</td>
<td>At least 1 year experience in UK</td>
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<td>Evidence of competence in use of IT. Familiarity with voice activated</td>
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<td></td>
<td>reporting</td>
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<tr>
<td>Ability</td>
<td>Demonstrate ability to conduct Radiological examination in appropriate</td>
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<td></td>
<td>areas of specialty and modalities; To do general reporting, ultrasound, CT</td>
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<td></td>
<td>and MRI reporting unassisted.</td>
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<td>Communication Skills</td>
<td>Good written and verbal communication skills. Evidence of ability to</td>
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<tr>
<td></td>
<td>communicate with patients, colleagues and staff at all levels. Ability</td>
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<td></td>
<td>to work constructively in a team environment.</td>
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<tr>
<td>Teaching &amp; Education</td>
<td>Ability to teach. Evidence of commitment to further postgraduate education</td>
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<tr>
<td></td>
<td>/continuous professional development</td>
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<tr>
<td>Audit</td>
<td>Experience in audit and readiness to participate</td>
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<tr>
<td>Standards</td>
<td>High ethical standards. Understanding of risk management &amp; quality</td>
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<td>assurance</td>
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<tr>
<td>Research</td>
<td>Experience of research</td>
<td>Previous publications</td>
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<tr>
<td>Health</td>
<td>Physical and mental fitness adequate for demands of job. Any ongoing</td>
<td>Good state of physical and mental fitness</td>
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<td>disability or infection to be discussed with Occupational Health prior</td>
<td>Evidence of immunity to Hepatitis B</td>
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<td>to appointment in order that necessary adjustments can be made.</td>
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<tr>
<td>Other Requirements</td>
<td>Ability to communicate effectively with staff at all levels and with</td>
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<td>patients. Willingness to accept that flexibility is required to meet</td>
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<td>changing needs. Ability to continue medical education</td>
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<tr>
<td>Personality</td>
<td>Enthusiastic and ability to inspire enthusiasm in others</td>
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<tr>
<td></td>
<td>Innovative</td>
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